

U.N.I.**F.N.P.O.****I.N.T.U.C**

ना पहाड़ों से डरते, ना तूफानों से डगमगाते हैं, जो तूफानों से टकराते हैं
और डाक कर्मचारियों के दुःखों को दूर करने के लिए लड़ते हैं उसे
FNPO-NUPE Postmen & Group-D/MTS Union कहते हैं।



POSTAL PRAKASH



सी.एच.क्यू., दलवी सदन, खुर्शीद स्क्वायर, सिविल लाईंस, दिल्ली-110054

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Two days successful Strike
on 12-2-2014 and 13-2-2014
of Postal and RMS Employees

Chalo Tirupati (A.P. Circle) for 19th All India Conference of NUPE Postmen & Group 'D'/MTS

On 2nd June to 4th June 2014,
at Akhil Bhartiya Bhakta Annasatkandeya
Padmasaliya Annasatram, Tirupati

Brothers and Friends,

This is to inform you that the **19th All India Conference NUPE-Postmen and Group 'D'/MTS** will be held on **2nd to 4th June 2014 at Akhil Bhartiya Bhakta Annasatkandeya Padmasaliya Annasatram, Tirupati, Renugunta Bypass Road, Tiruchanur-517503 Telephone Contact No. 0877-2100855.**

As Tirupati is a city, it is not easy to find proper accommodation for a big group if booking is delayed. Considering this, it has been decided **to provide room accommodation for the members, delegates and visitors. Those Members, delegates and visitors who are coming with their families may be advised to intimate the same early and to send money in advance to book these rooms.** So that they can try to get good and convenient accommodation.

Journal of The National Union of Postal Employees, Postmen and Group 'D'/MTS
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Shri T.N. Rahate (General Secretary) **M.:** 08080070500, 09869121277
Web : www.nupepostmen.org • www.nupepostmenp4.blogspot.com

The Branch Secretaries are requested to inform number of delegate and visitors attending the conference to the reception committee in advance.

The Reception Committee has decided that **Delegate and Visitors fee of Rs. 700/- (Rupees Seven hundred only)** to be paid in advance by each Delegate and visitor. The Accommodation to delegates and visitors will be provided from **7 am on 2-6-2014** and will have to vacate it at **11.45 pm hours on 4-6-2014**.

You all know that Tirupati is a most famous Pilgrim Centre in the Country where Lord Venkateswara (Balaji) is the presiding diety. Thousands of people visit the holy shrine daily. Besides Tirumala Hills, there are several important places in and around Tirupati to be visited. Their particulars are given herewith.

1. **TIRUCHANOOR:- (3KM)** The most important temple after the one in Tirumala is the temple of the Goddess Alamelumanga-the divine consort of Lord Venkateswara.
2. **SRIKALAHASTI:- (36 KM)** Sacred shrine of Vayu the wind GOD. Vayu aspect of Lord Siva is worshipped here as Kalahastiswara Swamy. Legend has it that the Linga here was worshipped by a Spider (Sri), a snake (Kala) and an elephant (Haste) and hence the town came to be known as Srikalahasti. This is the temple where BHKTHAKANNAPA a Devotee sacrificed his eyes to Lord Shiva.
3. **CHANDRAGIRI:- (11 KM)** Chandragiri came into prominence during the last days of Vijayanagar Empire. The fort is said to have been built to 1000 AD. There is sound and light show daily between 7 to 8.30 p.m.
4. **NARAYANAVANAM:- (36 km)** The importance of this village is due to the big temple dedicated to Lord Kalyana Venkateswara Swamy. It is believed that marriage of Lord Venkateswara with Goddess Padmavathi took place here.
5. **SRINIVASA MANGALPURAM:- (13 km)** The presiding diety of the temple is called Sri Kalyana Venkateswara Swamy.
6. **THONDAVADA :- (8 km)** Lord Siva Temple called Agastheswara Swamy is situated on the bank of river Swarnamukhi.
7. **KAILASANTHA KONA:- (43 km)** The water falls are situated in the Valleys of Nagari Hills.
8. **TALAKONA:-** The Talakona water falls is located deep amidst the Nallamala forest, range about 30 kms from Tirupati. An idyllic picnic spot. The Talakona offers pilgrims an enrolding experience.
9. **HORSELY HILLS:-** Wd Horesely Hills connector of Cuddapalo dist. During the British rule have discover a mare enchanty location on his summer nesert . Located at a height of 1265 mts above sea level and 144 km from Tirupati. The weather here is usual congenial with summer temperature range from 20 c to 32 c.
10. **KANIPAKAM:-** Oldest farmers Vinayaka Temple called Varasiddhi Vinayaka Swamy Temple in abant of 60 kms from Tirupati.

Note : Package tours run by T.T.D. bus on payment is available for all the above temples.

Tirupati is connected by Rail and Bus services from all the places in the country and you can reach the place easily.

So you are advised to arrange your transport/train reservation well in advance to reach the venue in time.

All over India railway stations are connected to Tirupati/Renigunta (Tirupati Railway Station 2¹/₂ kms, Renigunta Railway Station 8 kms from the venue).
Tirupati Railway Station - Share Auto to venue Rs. 10/-
Tirupati Bus Station - venue 2 kms. From Tirupati Bus Station - Share Auto Rs. 10/-.
All buses to Tiruchanur Road Chennai Bypass - Rs. 5/-.

Please make it convenient to **furnish** the time to time **information and to forward sufficient amount in advance** for making the necessary arrangements to **Shri Gulam Rabbani, Circle Secretary, NUPE P-IV, A.P. Circle, Mobile No. 09440874783, Shri M. Shafiullah, Regional Secretary, Tirupathi, Mobile No. 09849385886, Shri Siva Sarnam, Divisional Secretary, Tirupati, Mobile No. 09951083399 and Shri T.N. Rahate, General Secretary, NUPE P-IV (CHQ), Mobile No. 09869121277, 08080070500.**

Division/Branch Secretaries of **all Circle are requested** to give this **information to all members**. They should **translate this in their local language and distribute** to all members of your Circle, so that they can **book the tickets in advance and inform** the Circle Secretary.

- T.N. RAHATE, General Secretary

जनरल सेक्रेटरी रिपोर्ट

2 और 3 तारीख को मथुरा में रहा। मथुरा में रिजिनल सेक्रेटरी आगरा श्री सत्यप्रकाश पाठक रिटायर्ड हुए। उनके विदाई सभा में उपस्थित होकर संबोधित किया। मथुरा डिवीजन में 100% FNPO P-IV के सभासद होने पर बधाई दी। 3 से 8 फरवरी तक दिल्ली में रहा। डाक भवन जाकर अधिकारियों से मिला एवं 4-2-2014 को कैडर रिस्ट्रक्चर की मीटिंग थी उस मीटिंग में उपस्थित रहकर चर्चा की।

5-2-2013 को सेक्रेटरी जनरल FNPO के साथ CPMG दिल्ली सर्कल से टेंपेरी स्टेट्स कॅज्युल लेबर के बारे में चर्चा की।

6-2-2013 को श्री डी. किशनराव, जनरल सेक्रेटरी NAPE P-III और श्री शिवकुमार, सर्कल सेक्रेटरी NAPE P-III कर्नाटक सर्कल के साथ मेंबर (P), (HRD), (Tech), DDG (Estt), DDG (R&P) से मिलकर पोस्टमैन, MTS और NAPE P-III के बारे में चर्चा की।

7-2-2014 को हड़ताल के संबंध में मेंबर (O) के साथ मीटिंग में उपस्थित रहकर चर्चा की।

9 फरवरी से 28 फरवरी तक मुंबई में रहा।

12/31-2-2014 दो दिन हड़ताल की तैयारी कराकर महाराष्ट्र और सारे सर्कल में हड़ताल 90% से 95% तक सफल बनाने की कोशिश की। और कामयाब भी हुए। महाराष्ट्र सर्कल के पंढरपुर और गोवा डिवीजन के अधिवेशन में उपस्थित रहकर सभासदों को संबोधित किया।

12 फरवरी और 13 फरवरी 2014 दो दिन का हड़ताल 90% से 95% से ज्यादा कामयाब हुआ। CHQ NUPE P-IV सारे ब्रांच/डिवीजन, सर्कल सेक्रेटरी और सभासदों को तहे दिल से धन्यवाद देता है और मैं सबका शुक्रिया अदा करता हूं तथा सभी के प्रति तहे दिल से आभार प्रकट करता हूं।

- टी.एन. रहाटे, जनरल सेक्रेटरी

7th Central Pay Commission Resolution

रजिस्ट्री सं. डी. एल. - 33004/99

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भारत का राजपत्र

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संकल्प

नई दिल्ली, 28 फरवरी, 2014

सं. 1/1/2013-ई.III(ए). - भारत सरकार ने सातवें केन्द्रीय वेतन आयोग का गठन करने का निर्णय लिया है जो इस प्रकार है:-

1. अध्यक्ष - न्यायमूर्ति श्री अशोक कुमार माथुर
 2. सदस्य - श्री विवेक राय
 3. सदस्य - श्री रथिन रॉय
 4. सचिव - श्रीमती मीना अग्रवाल
2. आयोग के विचारार्थ विषय निम्नलिखित होंगे:
- (क) कर्मचारियों की निम्नलिखित श्रेणियों के संबंध में उन सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे परिलब्धियों की संरचना, वेतन, भत्ते एवं नकद अथवा वस्तु रूप में अन्य सुविधाएं/लाभ शासित होने चाहिए; और ऐसा करते हुए इन सिफारिशों के योजितकीकरण और सरलीकरण के साथ-साथ विभिन्न विभागों, एजेंसियों एवं सेवाओं की विशेषीकृत आवश्यकताओं को ध्यान में रखा गया हो:-

-
- (i) केन्द्र सरकार के कर्मचारी - औद्योगिक एवं गैर-औद्योगिक;
- (ii) अखिल भारतीय सेवाओं से संबंधित कार्मिक;
- (iii) संघ राज्य क्षेत्रों के कार्मिक;
- (iv) भारतीय लेखापरीक्षा एवं लेखा विभाग के अधिकारी और कर्मचारी;
- (v) संसद के अधिनियमों के तहत गठित नियामक निकायों (आरबीआई को छोड़कर) के सदस्य; और
- (vi) उच्चतम न्यायालय के अधिकारी और कर्मचारी
- (ख) डा सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे रक्षा बलों के कार्मिकों की परिबल्लियों की संरचना, रियायतें एवं नकद अथवा वस्तु रूप में सुविधाएं/लाभ तथा सेवानिवृत्ति लाभ शासित होने चाहिए और ऐसा करते हुए इन कार्मिकों के विशिष्ट पक्षों पर उपयुक्त बल देते हुए इन बलों की ऐतिहासिक एवं पारंपरिक समानताओं को ध्यान में रखा गया हो।
- (ग) सरकारी सेवा के लिए सर्वाधिक उपयुक्त प्रतिभाओं को आकर्षित करने, कार्य संस्कृति में सक्षमता, जाबावदेही एवं जिम्मेदारी की भावना को प्रोत्साहन देने और आधुनिक प्रशासन की जटिल चुनौतियों के साथ-साथ राजनीतिक, सामाजिक, आर्थिक एवं प्रौद्योगिकीय परिवर्तनों का मुकाबला करने की दृष्टि से लोक प्रशासन तंत्र में उत्कृष्टता को पुष्ट करने की आवश्यकता से संबद्ध परिलब्धि संरचना का ढांचा तैयार करना जिसमें हितधारियों की अपेक्षाओं पर उचित ध्यान दिया गया हो; साथ ही, दक्षता आधारित विन्यास के माध्यम से समुचित प्रशिक्षण एवं दक्षता निर्माण के उपाय सुझाना।
- (घ) बोनस की विद्यमान स्कीमों की जांच, अन्य बातों के साथ-साथ, कार्यनिष्पादन एवं उत्पादकता पर इसके प्रभाव को ध्यान में रखते हुए करना और उत्पादकता, कार्यनिष्पादन एवं सत्यनिष्ठा में उत्कृष्टता को पुरस्कृत करने के लिए उपयुक्त प्रोत्साहन स्कीम हेतु सामान्य सिद्धांतों, वित्तीय मापदंडों एवं शर्तों के संबंध में सिफारिशें करना।
- (ङ) कर्मचारियों को, वर्तमान में वेतन के अतिरिक्त उपलब्ध विभिन्न प्रकार के विद्यमान भत्तों की समीक्षा करना और यह सुनिश्चित करने की दृष्टि से उनके यौक्तिकीकरण एवं सरलीकरण का सुझाव देना कि वेतन संरचना तैयार करते समय इनको ध्यान में रखा गया है।
- (च) उन सिद्धांतों की जांच करना जिनसे पेंशन एवं अन्य सेवानिवृत्ति लाभों की संरचना शासित होनी चाहिए, और इसमें इस तथ्य को ध्यान में रखते हुए कि 01.01.2004 को अथवा उसके बाद नियुक्त केन्द्र सरकार के सभी कर्मचारियों के सेवानिवृत्ति लाभ 'नई पेंशन योजना' के दायरे में आते हैं, उन कर्मचारियों की पेंशन में संशोधन भी शामिल है जो इन सिफारिशों के प्रभावी होने की तारीख से पहले सेवानिवृत्त हो जाएंगे।
- (छ) निम्नलिखित को ध्यान में रखते हुए उपर्युक्त के संबंध में सिफारिशें करना:
- (i) देश की आर्थिक स्थिति और राजकोषीय विवेक की आवश्यकता;
- (ii) यह सुनिश्चित करने की आवश्यकता कि विकासात्मक व्यय एवं कल्याणकारी उपायों के लिए पर्याप्त संसाधन उपलब्ध रहें;
- (iii) उन राज्य सरकारों को साधारणतः कुछ संशोधनों के साथ इन सिफारिशों को अंगीकार करते हैं, कि वित्त व्यवस्था पर इन सिफारिशों के संभावित प्रभाव;
- (iv) केन्द्रीय सार्वजनिक क्षेत्र के उपक्रमों के कर्मचारियों के लिए उपलब्ध प्रचलित परिलब्धि संरचना और सेवानिवृत्ति लाभ; और

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- (v) सर्वश्रेष्ठ वैश्विक पद्धतियां एवं भारतीय परिस्थितियों में इनकी स्वीकार्यता तथा प्रासंगिकता।
- (ज) उपर्युक्त सभी बिंदुओं के बारे में अपनी सिफारिशों के प्रभावी होने की तारीख की संस्तुति करना।
3. यह आयोग अपनी कार्यप्रणाली स्वयं विकसित करेगा और ऐसे सलाहकारों, सांस्थानिक परामर्शदाताओं और विशेषज्ञों को नियुक्त कर सकता है जिन्हें यह आयोग किसी प्रयोजन विशेष के लिए आवश्यक समझे। यह आयोग ऐसी सूचना और ऐसे साक्ष्य जिन्हें यह आवश्यक समझे, ले सकता है। भारत सरकार के मंत्रालय और विभाग आयोग द्वारा मांगी जाने वाली कोई सूचना और दस्तावेज तथा अन्य सहायता उपलब्ध कराएंगे। भारत सरकार का यह विश्वास है कि राज्य सरकारें, सेवा संघ तथा अन्य संबंधित पक्ष, आयोग को अपना संपूर्ण सहयोग और सहायता प्रदान करेंगे।
4. आयोग का मुख्यालय दिल्ली में होगा।
5. आयोग, अपने गठन की तारीख से 18 माह की समयावधि के अंदर अपनी सिफारिशें देगा। आयोग, सिफारिशों को अंतिम रूप दिए जाने के पश्चात् किसी भी मामले पर आवश्यकता पड़ने पर अंतरिम रिपोर्ट भेजने पर विचार कर सकता है।
- रतन पी वातल, सचिव

MINISTRY OF FINANCE
(Department of Expenditure)
RESOLUTION

New Delhi, the 28th February, 2014

Nó. 1/1/2013-E.III(A). - The Government of India have decided to appoint the Seventh Central Pay Commission comprising of the following:-

1. Chairman - Justice Shri Ashok Kumar Mathur
 2. Member - Shri Vivek Rae
 3. Member - Dr. Rathin Roy
 4. Secretary - Smt. Meena Agarwal
2. The terms of reference of the Commission will be as follows:-
- (a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-
 - (i) Central Government Employees - industrial and non-industrial;
 - (ii) Personnel belonging to the All India Services;
 - (iii) Personnel of the Union Territories;
 - (iv) Officers and employees of the Indian Audit and Accounts Department;
 - (v) Members of the regulatory bodies (excluding the RBI) set up under the Acts of Parliament; and
 - (vi) Officers and employees of the Supreme Court

-
- (b) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as the retirement benefits of the personnel belonging to the Defence Forces, having regard to the historical and traditional parities, with due emphasis on the aspects unique to these personnel,
- (c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government Service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technologies changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.
- (d) To examine the existing schemes of payment of bonus, keeping in view, inter- alia, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate Incentive Scheme to reward excellence in productivity, performance and integrity.
- (e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification with a view to ensuring that the pay structure is so designed as to take these into account,
- (f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS),
- (g) To make recommendations on the above, keeping in view:
- i. the economic conditions in the country and the need for fiscal prudence;
 - ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;
 - iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
 - iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
 - v. the best global practices and their adaptability and relevance in Indian conditions.

(h) To recommend the date of effect of its recommendations on all the above,

3. The Commission will devise its own procedure and may appoint such Advisors, Institutional Consultants and Experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will have its Headquarters in Delhi.

5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.

RATAN P. WATAL, Secy.

Why this Exclusion of Interim Relief to Central Government Employees and Pensioners?

We all know, 7th Pay Commission Terms of Reference was approved by Union Cabinet few days back and published in the Gazette of India.

Here is the comparison of 7th Pay Commission and 6th Pay Commission terms of References to get an idea about what the Government wants 7th Pay Commission to study and recommend as far as Pay and allowances and other service related matters of Central Government Employees.

It could be found that one of the main differences between these Central Pay Commissions Terms of References is Government's reference for studying the need by Pay Commission for allowing Interim Relief. While 6th Pay Commission Terms of Reference has the specific mention about this requirement

However, there is no reference regarding Interim Relief that could be found in the 7th Pay Commission Terms of Reference. It implies that unlike it was specifically done in sixth pay commission terms of reference, Government did not refer 7th Pay Commission to study the possibility of allowing Interim Relief to Central Government Employees and Pensioners.

Comparison of 6th and 7th CPC Terms of Reference

7th Central Pay Commission - Gazette Notification of Resolution containing constitution and terms of reference

Comparison of 6th and 7th CPC Terms of Reference of 6th Central Pay Commission and 7th Central Pay Commission

Comparison table is given below, there is no much difference between the ToR of both CPC. The below table describes the difference in Terms of References between 6th and 7th CPC...

Terms of Reference of the 6th Central Pay Commission	Terms of Reference of the 7th Central Pay Commission
<p>A. To examine the principles, the date of effect thereof that should govern the structure of pay, allowances and other facilities/benefits whether in cash or in kind to the following categories of employees :-</p> <ol style="list-style-type: none"> 1. Central government employees - industrial and non-industrial. 2. Personnel belonging to the All India Services. 3. Personnel belonging to the Armed Forces. 4. Personnel to the Union Territories. 5. Officers and employees of the Indian Audit and Accounts Department. 6. Members of the regulatory bodies (excluding the RBI) set up under Acts of Parliament*. 7. Officers and employees of Supreme Court of India**. <p>B. To transform the Central Government Organisations into modern, professional and citizen-friendly entities that are dedicated to the service of the people.</p> <p>C. To work out a comprehensive pay package for the categories of Central Government employees mentioned at (A) above that is suitably linked to promoting efficiency, productivity and economy through rationalization of structures, organizations, systems and processes within the government, with a view leveraging</p>	<p style="text-align: center;">Cabinet approved TOR of 7th CPC 7th Central Pay Commission</p> <p>The Union Cabinet today gave its approval to the Terms of Reference of 7th Central Pay Commission (CPC) as follows:-</p> <ol style="list-style-type: none"> a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:- <ol style="list-style-type: none"> i. Central Government employees-industrial and non-industrial; ii. Personnel belonging to the All India Services; iii. Personnel of the Union Territories; iv. Officers and employees of the Indian Audit and Accounts Department; v. Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and vi. Officers and employees of the Supreme Court. b) To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel

<p>economy, accountability, responsibility, transparency, assimilation of technology and discipline.</p> <p>D. To harmonize the functioning of the Central Government Organisations with the demands of the emerging global economic scenario. This would also take in account, among other relevant factors, the totality of benefits available to the employees, need of rationalization and simplification, thereof, the prevailing pay structure and retirement benefits available under the Central Public Sector Undertakings, the economic conditions in the country, the need to observe fiscal prudence in the management of the economy, the resources of the Central Government and the demands thereon on account of economic and social development, defence, national security and the global economic scenario, and the impact upon the finances of the States if the recommendations are adopted by the States.</p> <p>E. To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits having financial implications to the present and former Central Government employees appointed before January 1, 2004.</p> <p>F. To make recommendations with respect to the general principles, financial parameters and conditions which should govern payment of bonus and the desirability and feasibility of introducing Productivity Linked Incentive Scheme in place of the existing ad hoc bonus scheme in various Departments and to recommend specific formulae for determining the productivity index and other related parameters.</p> <p>G. To examine desirability and the need to sanction any interim relief till the time the recommendations of the Commission are made and accepted by the Government.</p>	<p>belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.</p> <p>c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.</p> <p>d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.</p> <p>e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.</p> <p>f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).</p> <p>g) To make recommendations on the above, keeping in view:</p>
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<p>*A. vi substituted by Ministry of Finance Resolution No.5/2/20006-E.III (A) dated the 7th December, 2006. **A. vii substituted by Ministry of Finance Resolution No.5/2/2006-E.III (A) dated the 8th August, 2007.</p> <p>The Commission will devise its own procedure and may appoint such Advisers, institutional consultants and experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of the Government of India will furnish such information and documents and other assistance as may be required by the Commission.</p> <p>The Government of India trusts that State Governments, Service Association and others concerned will extend to the Commission their fullest cooperation and assistance. The Commission will have its headquarters in Delhi.</p> <p>The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending reports on any of the matters as and when the recommendations are finalized.</p>	<p>i. the economic conditions in the country and need for fiscal prudence;</p> <p>ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;</p> <p>iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;</p> <p>iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings;</p> <p>v. the best global practices and their adaptability and relevance in Indian conditions.</p> <p>h) To recommend the date of effect of its recommendations on all the above. The Commission will make its recommendations within 18 months of the date of its constitution.</p> <p>It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised.</p> <p>The decision will result in the benefit of improved pay and allowances as well as rationalization of the pay structure in case of Central Government employees and other employees included in the scope of the 7th Central Pay Commission.</p> <p>Background Central Pay Commissions are periodically constituted to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required.</p>
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सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से अनुरोध किया जाता है CHQ कोटा रुपये 9/- (नौ रुपये) प्रति मेंबर प्रतिमाह भेजें। यह चंदा दर अगस्त 2012 से लागू है। CHQ कोटा श्री जगदीश शर्मा, खंजाजी (CHQ),
कैंप : आई.पी.एच.ओ. नयी दिल्ली-110002, मो.: 09911 226062 / 09899 608399/08595 045985
को जल्द-से-जल्द से भेजें।

**DOP sought clarification about the definition of
Central Govt. Employees for inclusion of GDS employees
within the purview of 7th CPC**



कर्नल कमलेश चन्द्र
सदस्य (कार्मिक)
डाक सेवा बोर्ड

Col Kamlesh Chandra

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भारतीय डाक विभाग
संचार एवं सूचना प्रौद्योगिकी मंत्रालय
डाक भवन, संसद मार्ग
नई दिल्ली-110 001

Department of Posts
Ministry of Communications & IT
Dak Bhawan, Sansad Marg
New Delhi-110 001

D.O. No. 17-13/2014-GDS

Dated : 17.02.2014

This is regarding the demands of the Gramin Dak Sevaks (GDS) Union for inclusion of the category of Gramin Dak Sevaks within the purview of the 7th Central Pay Commission (CPC).

2. In this connection, the GDS Union has given notice for indefinite strike w.e.f. 18.02.2014 in support of their Charter of Demands which includes for their inclusion in the 7th CPC.

3. The Gramin Dak Sevaks are a distinct category of employees of the Department of Posts and number around 2.63 lakhs. They run the rural post offices called Branch Post Offices. They are extra departmental employees of the Deptt. of Posts and do not come under the purview of CCS (CCA) Rules 1965 or CCS (Pension) Rules, 1972, They are not paid salary but are given Time Related Continuity Allowances (TRCA) as their emoluments. They are not paid any Pension but are given Severance Allowance/ Ex-gratia Gratuity at the time of discharge. They work for 3-5 hours only (on which their TRCA depends). At the time of engagement to the post of GDS, it is mandatory that they have an alternate means of livelihood and are therefore, not to be dependent on the department for their livelihood. A copy of their terms of engagement is enclosed for ready reference.

4. The current demand of the Union namely their inclusion in the 7th CPC is based on the definition of the expression 'Central Government employees' adopted by 4th Central Pay Commission in Para 1.11 of the report "as all persons in the civil services of the Central Government or holding civil posts under that Government and paid out of the Consolidated Fund of India" & its observations in Para 1.17 and 1.18 besides Apex Court judgement

dated 22.04.1977 in the matter of Superintendent of Post Offices vs. PK Rajamma regarding Gramin Dak Sevaks (earlier called Extra Departmental Agents) as holders of the civil post outside the regular civil service."

5. It may be noted that for the revision/update of the TRCA/ex gratia gratuity and other service condition of GDS employees, the Govt. constitutes a separate Committee alongwith each successive Pay Commission which gives recommendations relating to GDS employees. Accordingly, the Justice Talwar Committee was formed after constitution of 5th CPC to separately look into GDS issues. While considering the Justice Talwar Committee recommendations by Group of Ministers in the year 1998, the DoPT took the view that they have already excluded the category of ED employees from the classification of regular Government servants vide Government of India Notification dated 25th January, 1959 and that any inclusion or exclusion of any category of personnel as regular Government servants can only be done by the Department of Personnel. Based on available judicial pronouncements and conclusion reached by DoPT & Ministry of Law, the GoM noted that the ED employees are only holders of civil posts and are not regular Government servants under the CCS (CCA) Rules, 1965. The category of GDS is distinct to this Department and do not find a place in the classification of civil posts notified by DoPT under SO 946(E) dated 09th Apr 2009.

6. As mentioned above, the Government has successively constituted Committee[s] for revision of wage structure and other service conditions of Gramin Dak Sevaks after each successive Central Pay Commission i.e. CV Rajan Committee (1957), Madan Kishore Committee (1970), RR Savoor Committee (1984), Justice Talwar Committee (1995) & RS Nataraja Murti Committee (2007). 4th Central Pay Commission has categorically stated in Para 1.10 that the expression 'Central Government Employees' has not been defined in the Constitution or any other law. It, thus, seems appropriate if this term is duly defined based on which a final view over the inclusion of Gramin Dak Sevaks within the purview of 7th CPC becomes possible.

7. I would be grateful if the matter is looked into and the requisite clarification given urgently.

Yours sincerely,
Sd/-
(Kamlesh Chandra)

Ms. Mamta Kundra,
(Joint Secretary (Establishment)),
Deptt. of Personnel & Training,
North Block,
New Delhi-110001.

Membership Verification of Associations/Union

Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 13/01/2010-SR (PT.II)

Dated the 10th January, 2014

To

1. All Heads of Postal Circles.
2. All Postmasters General.
3. Director of Postal Staff College, Ghaziabad (UP).
4. CGM, PLI Directorate, Chanakyapuri PO, New Delhi
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. DDG (PAF)/Chief Engineer (Civil)/ADG (Admn.), Deptt. of Posts.
7. Postmaster General, Foreign Mails, Mumbai.
8. All Directors, Postal Training Centres.
9. Directors Foreign Mails, Chennai, Kolkata and Delhi.
10. All Directors/Dy. Directors of Accounts (Postal).

Subject : Membership of Associations/Unions-Regarding.

Sir/Madam,

All India Postal Employees Union Postmen & MSE/Group-D has submitted a representation requesting clarification between change of Membership and verification of Membership. To straighten the record, it may be clarified that employees can change their options for membership once every April in each year on a simple application and the Membership verification may be done once in five years on the prescribed form to be filled by each member for the purpose. In this connection, it is reiterated that the instructions circulated by the Directorate vide letter of even number dated 28-2-2010 may be followed.

Yours faithfully,
Sd/-
(Arun Malik)
Director (SR & Legal)

Copy for information to : General Secretary, All India Postal Employees Union Postmen Employees Union Postmen & MSE/Group 'D', 17/3-D, Type-III, P&T Quarters, Kali Bari Marg, New Delhi-110001.

Membership Verification of Associations/Union

Government of India
Ministry of Communications & IT
Department of Posts (SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 13/01/2010-SR (PT.II)

Dated the 10th February, 2014

To

1. All Heads of Postal Circles.
2. All Postmasters General.
3. Director of Postal Staff College, Ghaziabad (UP).
4. CGM, PLI Directorate, Chanakyapuri PO, New Delhi
5. CGM, BD&M Directorate, Dak Bhawan, New Delhi.
6. DDG (PAF)/Chief Engineer (Civil)/ADG (Admn.), Deptt. of Posts.
7. Postmaster General, Foreign Mails, Mumbai.
8. All Directors, Postal Training Centres.
9. Directors Foreign Mails, Chennai, Kolkata and Delhi.
10. All Directors/Dy. Directors of Accounts (Postal).

Subject : Membership of Associations/Unions-Regarding.

Sir/Madam,

I am directed to refer to this Department's letter of even number dated 10th January, 2014 on the above mentioned subject and to say that the instructions vide the above said letter relating to the change of their options by employees for membership once every April in each year on a simple applications stands withdrawn. In this connection, it is reiterated that earlier instructions circulated by the Directorate on the subject may be followed till fresh instructions are issued.

Yours faithfully,

Sd/-

(Arun Malik)

Director (SR & Legal)

Copy for information to : All recognized Federations/Unions.

Two Days Successful Strike on 12-2-2014 and 13-2-2014 of Postal and RMS Employees

**Once again FNPO and NUPE P-IV (CHQ) offers thanks and
congratulations to all Postal and RMS Employees**

Once again Federation of National Postal Organisations (FNPO) and NUPE P-IV (CHQ) offers our sincere thanks and congratulations to all those Circle's/Division's/Branch's Secretary and workers who made the two days Strike a historic success. We are proud of you all.

Let us keep up this fighting spirit and pledge to continue our struggle in the coming days.

- T.N. Rahate

General Secretary &
President FNPO

Thanks! Thanks! Thanks!

The Strike was total in many Circles according to the Department of Post. Thanks goes to our Divisional/Branch/Circle Secretaries.

Let us hope the Government will consider our demands seriously in the coming days.

We are not against to the UPA Government or any party. We are interested only in the settlement of C.G. employees demands.

FNPO is not worried about who is ruling the country. We are fighting only to achieve the C.G .employees demands in general and Postal Employees in particular.

Once again thanks to our colleagues for the successful Strike in the Postal Industry.

- D.Theagarajan

Secretary General, FNPO

CHQ Quota

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of Rs. 9/- (Rs. Nine) each member per month with effect from August 2012.

To

Shri Jagdish Sharma, Treasurer (CHQ),

Camp : I.P.H.O., New Delhi-110002.

M.: 09911 226062/ 09899 608399 / 08595 045985

as early as possible.