

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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HINDI ISSUE

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Duty on Sundays/holidays in
delivery offices -
Held in abeyance until further orders.

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.

8th Women Convention of NUPE P-IV, West Bengal Circle, organised by WB Circle held on 11th August 2013 at Barabazar PO.

8th Women Convention of N.U.P.E.P-IV, West Bengal Circle, organised by WB Circle was held on 11th August 2013 at Barabazar PO. The whole programme was conducted by Smt. Soma Ghosh (Chief Convener NUPE, P-IV Lady Comm. & Asstt. Circle Secretary, W.B. Circle). She explained the purpose, aims and objectives of the convention. Over 200 (Two hundred) lady-members all over West Bengal participated in this convention.



Chief Convener Smt. Soma Ghosh addressing 8th Women Convention of NUPE P-IV W.B. Circle

Journal of The National Union of Postal Employees, Postmen and Group 'D'/MTS
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A glimpses of 8th Women Convention of NUPE Postmen & Group 'D'/MTS, W.B. Circle organised by South Kolkatta Division

Delegates alongwith organisers of 8th Women Convention of NUPE Postmen & Group 'D'/MTS, W.B. Circle organised by South Kolkatta Division

In addition to this different political leaders of W.B.P.C.C. & National and Circle Union leaders delivered their valuable speeches in the convention. Among them the eminent speakers were as follows :-

- Mr. T. N. Rahate, GS, NUPE, P-IV, President FNPO
- Mr. Ramen Pandey, Working President INTUC.
- Mrs. Kabita Rahman, Lady Leader of WBPC
- Ms. S. Vani, Member of Lady Comm., NUPE, P-IV
- Mr. Kanak Debnath, Vice President, WBPC.
- Mr. Dipak Mukherjee, Genral Sec. NUR-III.
- Mr. B.M. Ghosh, Ex-vice President FNPO
- Mr. Sekhar Mukhejee, Asstt. Sec. Gen. FNPO & Circle Sec. WB Circle
- Mr. P.V. Subramanian, Ex-GS, NUPE, P-IV
- Mr. Pradip Poddar, Ex-GS. Accts.

Besides over 20 lady-participants expressed their experiences, allegations, problems, solutions etc. in the convention.

<p style="text-align: center;">सी.एच.क्यू कोटा</p> <p>सभी डिवीजनल सेक्रेटरी / ब्राँच 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), कैप : आई.पी.एच.ओ. नयी दिल्ली-110002, मो.: 09911 226062 / 09899 608399/ 08595 045985 को जल्द-से-जल्द से भेजें।</p>	<p style="text-align: center;">All agitational program postponed</p> <p>Dear Colleagues, All agitational program of Postmen JCA on 20th August & 16th September 2013 are postponed till further date. Details will be intimated.</p> <p style="text-align: right;">- I.S. DABBAS & T.N. RAHATE, P-IV</p>
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GENERAL SECRETARY'S LETTER ADDRESSED TO SECRETARY (P)

With reference to letter mentioned below, parawise comments of reply is given to issues relating to postmen and MTS staff submitted vide memorandum No. Memorandum/ Postmen JCA/2-13 dated 07th June 2013 are as under:-

**ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & MTS/GROUP 'D'
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN AND MTS**

No. Memo/Postmen -JCA/2013

Dated : 15th July 2013

To

The Secretary (P),
Department of Posts,
Dak Bhawan ,
New Delhi-110001

**MEMORANDUM SUBMITTED TO THE SECRETARY, DEPARTMENT
OF POSTS ON URGENT ISSUES OF POSTMEN AND MTS STAFF**

Reference : Your office letter No 08/11/2013-SR dated 08th July 2013

With reference to your letter mentioned above, Lpara-wise comments of your reply given to issues relating postmen and MTS staff submitted vide memorandum No. Memorandum/ Postmen JCA/2-13 dated 07th June 2013 are as under:-

Postmen Committee Recommendation not implemented.

(a) Extraction of data entry work from Postman-

In this connection it is suggested that at present Postmen staff is doing data entry work daily without proper training. There should be no problem for providing time factor for this job like P.A. The reply given is not convincing since it delays the issue. **The Postman Committee has accepted to give the same Time Factor to Postman as given to the PA, but the Administration has not yet circulated the Order, it is still pending.**

(b) Revision of postmen Norms

As regards norms, these pertains to long back, say 22-5-1979. However, changes made in the year 05.02.2010 and 19.07.2012 are negative for example (time factor was reduced from 0.75 to 0.72 for delivery one ordy letter) which is not justified and union opposed this revision and demanded fresh revision to be explored by work study. This was not accepted as the formation of Work Study for this job does not come under the jurisdiction of Postmen Related Issue Committee. Under the present scenario, traffic bottlenecks has increased like increase in the width of roads causing heavy traffic and also multiplying one building into many houses further multiplying like divisions on increase of family members on their internal matters. As such negative reply given is not matching with the stated reasons. It would be pertinent to revise the norms on the basis of facts provided. **There is no positive and realistic measurement of the footwalk by the postman for which Union has been harping upon since long. Besides the developing areas of small and big cities are not taken into assessment while computing the statistics for revision of staff.**

(c) Change in procedure for payment of Speed Post delivery incentive

Union opposes the proposal as it creates delay in payment. It would be pertinent to mention that the delivery of SP should be included in the workload of postmen staff instead of any incentive OR delivery of SP be stopped in case incentive is delayed by two months. Further the genuine remarks made of the SP articles regarding non-delivery are not taken as disposal of the article to be qualified for 100% delivery.

(d) Combination of beat:

The proposal for combination beats is acceptable when only it lasts for one or two days. Longer period means to cover staff deficiency is not at all agreeable since the postmen staff is already overburdened and combination of beat results in extreme harassment. **In this connection attention is also invited to the Departmental Order No. 10-7/2001 PE-II dated 2/9/2008 which the Subordinate Authority have been directed to deploy necessary essential delivery staff to dispose of the mail as a core business. However, due to some reasons or others subordinate Authority are not inclined to implement the Order.**

(e) Delivery of Heavy parcels and EPP articles:

This type of slang reply causes not only delay but also leads to confusion and uncertainty to clinch the issue. As regards delivery of EPP /Logistics parcels, these are carried on hiring auto by postmen and the charges paid should be reimbursed to the postmen on the same day or conveyance of heavy parcels arranged by the department... As regards coolie charges, coolie charges presently available need to be revised on priority basis due to high prices of these days This issue need to be decided and ordered within a month.

(f) Corrigendum on density of population:

The plea given is not tenable and request to issue corrigendum as suggested.

(g) Creating of justified additional posts:

To affect 100% delivery in all cases is not possible due to excess work and no time to cover the whole beat to affect the delivery of the articles pertaining to that area. If such remarks, like **excess work and no time for delivery**, when given in the postman book are not accepted though being real and actual remark. When there is prediction regarding receipt of extra mail for delivery like **Adhar Card. Old-age pension by E.MO Money Orders**, issue of new cheque books by all Banks being delivered through post offices and creation of new cities like Raipur (New Capital of Chhattisgarh). **If the suggested remark are not acceptable to the Department, any other way to show the disposal of heavy excess work may be indicated.**

Issuing of Hand held device has no concern in this regard. This would not serve the purpose for the reasons given above. The reply given is not convincing.

2. Cadre Restructuring of Postman and MTS:- Union opposes the reply given. Moreover cadre restructuring should be on the analogy of %age basis.

Since the recommendations of the VIth CPC Postman and MTS staff is classified as Group 'C' staff. Therefore, all the prospects given to other Group 'C' Staff should also be given to the Postman and MTS staff on equality basis. So far, Postman staff is concern there is available scope for systematic restructuring the cadre. For example, for a postman a certain percentage of the staff can be upgraded to the level of Stamp Vendor, Sorting Postman, Head Postman, Overseer, Mail Overseer, Cash Overseer etc. As regards to MTS staff there is a scope to upgrade them cadrewise as Jamadar, Head Jamadar, Hall Jamadar, Daftary etc. Presently, though there is no specification for these posts but all the relevant work pertaining to the above category is being got done by the existing staff in the respective category. Union has been demanding above type of cadre restructuring in the long time

past. If close consideration is given to this suggestion it will certainly help in the productivity and Division of labour will be achieved with specific responsibility and transparency.

3. Door to Door Scientific Measurement of Beats:- Door to Door scientific measurement of beats by mechanical devices like cyclometer and foot meter is not done. In this connection our letter No. P-IV/CHQ/Periodical M/2013 Dated 10th July 2013 wherein actual position regarding measurement of beats Pushpa Bhavan PO, Saraswati Vihar PO (New Delhi) and Bahadurgarh HO (Haryana) have been stated. It would be appreciated, if the circles are ordered to be strict for physical measurement of beats by applying mechanical devices as stated above to ascertain the facts.

In the present scenario there is increasing trend to build towers and high rise buildings all over India. The towers and highrise buildings are intended to give modern look to the Indian panorama. Proportionally, it is admitted that Postal Administration is found to be incapable to give official service (door to door) to the new changing towers and high rise buildings. Admittedly, the reason is shortage of delivery staff. It is also a fact that the determination of the justified staff for delivery as per practice in vogue is best on revision statistics. Presently, there is no scientific device to determine the staff strength required for delivery in precise manner. It claimed that as per study report prepared by the Department the time factor is adequate and include time allowance for footwalk. It is also claimed that for door-to-door ordinary articles 0.72 is also adequate. Union do not agree with the findings of this report. The reason is that there is no inclusion of any co-efficient in the said time factors, human body not a machine. Consequently, the delivery staff cannot be expected to work like machine at every second and every minutes. Human endurance has limits, he may intermittently need to take a pose to wait at the door to wait for arrival of the addressee of the door, complete process of delivery even by lending a pen to the addressee for signature, waiting for the return in case of an old and illiterate person helping him for giving him proper acquittance for deliver the articles. To go for nature call if required and also to refresh himself if needed. All these ancillary functions are not adequately reflected in the allotted time factor which is without any co-efficient. Consequently, the allotted time factor need to be re-looked with criteria mentioned above. Further, it is also added that the Union suggest to authorise the delivery staff in respect of Ordinary mail to hand it over in bulk to the security posted for the highrise buildings and towers where there is no provision of letter boxes available at ground floors made by the towers and highrised buildings.

(B) To fix the meeting of Committee for Modification in Order No 31-38/79-PE-I dated 22.05.1979

It is claimed that a new Committee under the Chairmanship of CGM (MB) was constituted to have re-examination of the modification in Order No. 31-28/79-PE-I dated 22-5-1979, but since last couple of months no meetings is convened by the designated Committee. Consequently, the issue has remained inert in the light of the detailed submission made in the Union's reply in the foregoing item. Still there is a need to reassess regarding the time factor and arrive at precise time factor.

4. Revision of Syllabus to Departmental Exams:- It is an admitted fact the present syllabus is nothing more than hard nut to crack. It is beyond the reach of appearing staff for the examination is very poor in knowledge and study due to long duration of service. If no change is brought into the syllabus, the percentage of passing the candidates will be negligible one. Even the experienced candidates with sufficient knowledge working in the department will repent at leisure when they are unable to get promotion. On the other hand, outsider going through the examination with

such hard syllabus will not stay in the department for longer period because they will try for other coveted posts. The department will always face deficiency. It would be in the interest of department and the candidate as well to look into the issue seriously regarding sufficient change in the syllabus so that departmental candidates would aspire for promotion with dedication of work and sincerity. **It is claimed by the Department that the syllabus is linked to job content, if it is so, the experienced staff in Group 'D'/MTS, Postman etc. would be more advantageous and useful to the Department. Further, it is also noticed that highly competitive staff go for better prospects whereas the GDS, MTS and Postman staff having associated with Postal Work for years together do not incline to leave the job.**

(B) Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012

Private coaching for long duration may help to upgrade knowledge and skill to go through the examination. This would not help for the reason that learning deep knowledge with reference to present syllabus will prove futile without change of syllabus with modified questions which are easy answerable.

(C) Filling up vacant posts with Residual vacancies:

Second Week of July has set in. We would appreciate if the time limit is strictly maintained. **Latest position in the matter need to be intimated to the Union. Positively and also the action of compliance.**

5. Improving the Quality of Uniforms and timely supply of all kit items:- The solution of problem put forward would not meet the requirement for timely supply of good quality of uniform, kit items and Shoes/Chappals. The proposal given to affect payment for which the supply is not made. Similarly for the other kit items and shoes. Correspondence made in the past made no affect for supply of uniform and other kit items. Positive solution need to be examined/worked out.

It is not understood that despite of existing clear instructions under OM No. 14-7-2003 JCA dtd. 25-11-2005 why so much delay is caused in procuring and supplying Uniforms and kit items to the eligible staff. The sample specification given by the Union at the proper time of submission is substituted with inferior quality of cloth and the process is being avoidably prolonged and effective solution for supply of cloth and kit items need to be decide at an early date. Due to vulnerable market prices and change in texture of the cloth, the powers for purchase of cloth and kit items may be delegated to the respective Head of the Region/Circle, so that appropriate requirement of texture of cloth and kit item would be satisfactorily met with.

6. Stop Unscientific Measurement of Postmen Beats:- Suggestion given in para 3 above would help to correct measurement of beats. Generally measurement of beats are made on guess work causing reduction of beats and staff. This type practice need to be stopped. In this connection our letter No. P-IV/CHQ/Periodical M/2013 Dated 10th July 2013 may please be referred to.

7. Cycle Maintenance Allowance to MTS:

As regards cycle maintenance allowance to MTS, it is justified as the allowance itself speaks maintenance allowance means the officials using own cycle for Government work. It would be appreciated, if the cycle maintenance allowance is ordered for the MTS to avoid step mother treatment with them. The matter need to be re-examined. **It is observed that in mofussil area MTS staff is using cycle for LB clearance. So if the concern Authority is satisfied regarding use of the cycle for the Government work, the necessary CMA may also be paid to the concerned MTS staff.**

(a) Revision of Fixed Monetary Compensation (FMC)

Agreed to the present status of the file. May be intimated to the Union.

8. Abolition of Nodal Delivery Centers at all metro cities:-

In order to provide quick & efficient delivery, nodal delivery Centers at all metro cities need to be abolished for the very reasons it wastes time and causes inconvenience to postmen staff affecting delivery efficiency.

In this connection, detail submission stand already submitted. The contention of the Department is not convincing. If reports from the Circle Heads is called for regarding abolition of Nodal delivery system, the matter would confirm that Nodal delivery system not only involve delay but also involve disrupting the staff strength from where the additional Postman staff is supplemented from other Post Offices. Accordingly, is observed the disadvantages of centralise nodal system is more advantageous than delivery of articles through regular delivery POs. The reasons are in nodal system. The nodal delivery staff is required to cover the unknown delivery area whereas in delivery POs the delivery staff is well associated with the delivery area this saves time delay. If it is still intended to carry on with Nodal delivery system then the Nodal delivery PO should be provided with separate delivery staff for the purpose. Presently, for Nodal delivery centre the additional staff is drawn out from the various other POs disturbing the regular strength of the original PO which result in shortage of delivery staff from where the additional staff for Nodal delivery offices supplemented. However, the reports of the Head of the Circle who have abolished the Nodal delivery system would throw more light on the subject. In case of non delivery from Nodal delivery PO the customer is put to avoidable inconvenience to visit and collect the article from Nodal delivery Centre (PO).

9. To Stop harassment:- It is stated that affecting 100% delivery is out of question as there are many bottlenecks despite working of postmen staff after their working hours. The actual reasons so given coming up as bottlenecks like inquiry of incomplete address or when the postmen is unable to complete his beat due to excess work and paucity of time. The mail left for delivery goes without remark as remarks no time if given on the article is not accepted. To try level best to maintain 100% delivery when taken as moral duty and remarks like no time left due to excess work and long beat given by the postmen on the letter. Harassment is meted out by giving oral orders by Postmaster and delivery work like showing paid money orders of unpaid money orders, keeping the amount of money orders in pocket for next day payment and pressurized for undelivered articles as delivered with the signature of postman and affecting delivery next day. Postmen are also directed to go two or three times for affecting delivery of undelivered articles. If refused, they are charge sheeted.

10. Promotional Posts of Postmen:- It is stated that promotion to postmen after long service is elevated to the posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman. To recognize his past service rendered devotedly for public service, some allowance or one increment should be provided in order to feel justified for its promotion.

Yours faithfully,

Sd/-
[T.N.Rahate]
General Secretary
NUPE P4

Sd/-
[Ishwar Singh Dabas]
General Secretary
AIPEU P4

**Minutes of Discussion held on 2-8-2013
to discuss Postmen Committee recommendations**

**Subject : Minutes of the Meeting with PJCA Members held on 02/08/2013
under the chairmanship of Member (P) to discuss one of the
issues viz., postmen committee recommendations**

The above meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan at 1430 hrs. under the chairmanship of Member (P) to consider the memorandum dated 07/06/2013, submitted by the All India Postal Employees Union Postmen & MTS / Group 'D' and National Union of Postal Employees Postmen and MTS.

Following were present:-

Official Side:

1. Shri S. Sarkar, Member (P) - in Chair
2. Shri S.K. Sinha, CGM (MB&O)
3. Shri Anil Kumar, DDG (Estt)
4. Shri V.P. Singh, DDG (P)
5. Shri V.K. Tiwary, DDG (R& P)
6. Shri Arun Malik, Director (SR)
7. Shri V.C. Kajla, Consultant.

Staff Side:

1. Shri M. Krishnan,
Secretary General, NFPE
2. Shri D. Theagarajan,
Secretary General, FNPO
3. Shri I. S. Dabas, General Secretary,
AIPPU Postmen & MTS / Group 'D'
4. Shri T.N. Rahate, General Secretary,
NUPE Postmen & MTS

After deliberations following agreements were arrived at:-

Sl. No.	Agenda Item	Decisions taken
1.	Postmen Committee Recommendation not Implemented	
(a)	Extraction of data entry work from Postman: Suitable instructions / Orders to all the Circles are to be issued by 30/04/2012; nothing has been done so far. An early issue of orders is required to implement them.	Heads of Circles have been requested to impart training to the postmen who are unable to perform data entry work on computers. It has been agreed to accord time factor for data entry work using same norms presently used for calculating work- load of Postal Assistant, in case work is being done by postman.
(b)	Revision of postmen norms: Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh	The norms were formulated after intensive scientific work study by the IWSU of the Department in 2008. Since five

	Internal Work Study Unit with one / two staff side members to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.	years have already elapsed, a study by departmental officials or by a third party may be conducted to review the postmen's norms keeping in view that IWS Unit no longer exists.
(c)	Change in procedure for payment of Speed Post delivery incentive: At present the procedure for payment of incentive is very lengthy. Nobody prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then go to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer software be installed and give powers of payment to the concerned postmaster on weekly/monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.	The software for generation of Postman incentive bills is being developed by the CSI partner under the IT Project. Meanwhile it has been decided to issue instructions to all circles that incentive bills may be cleared on monthly basis till the software is developed.
(d)	Combination of beat: It was decided in the above meeting that limit of combination of beat in the post office having 4+ strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This needs to be done at the earliest.	Staff side was informed that orders have already been issued in this regard. A photocopy of the order No.10-7/2001-P.E.II dated 02/09/2006 is enclosed for needful.
(e)	Delivery of Heavy parcels and EPP articles: It was pointed out by the staff side that Postman faces difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35 Kgms., per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of the registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges	Staff side was informed that New Parcel Division is examining this issue. The proposal to revise the coolie charges will also be examined by the Parcel Division.

	<p>pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.</p>	
(f)	<p>Corrigendum on density of population: The staff side drew attention of the committee to the note of Sl.8 in the Directorate letter No.9-1/2005-WSI/PE.I dated 05/02/2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 per sq. kilometer. They quoted a clarification received from PTC, Mytore which has cited Directorate letter dated 19/02/1976 indicating establishment norms for Postmen and defining congested area or having a density of population of 2500 sq. per Mile. After discussion it was agreed that Directorate would examine and issue suitable amendment / corrigendum to the Note 8 of the revised norms of postmen establishment.</p>	<p>The staff side was informed that there is no typographical error. The definition of the congested area as 2500 per square kms. is correct.</p>
(g)	<p>Creating of justified additional posts: In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery. The staff side drew attention to item No. 25 minutes of the last JCM meeting issued on 01/03/2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate and the issue pertains to creation / re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non-delivery of article due to heavy work in the project Arrow Offices, it was, therefore, decided that the experience gathered after implementation of Project Arrow in various Post Offices could be examined. Result on examination has not been communicated so far in this regard.</p>	<p>Circles have been requested to review the Post Office Establishments. On receipt of reports from all the Circles, the justification, if any, of the additional posts will be examined in consultation with Ministry of Finance.</p>

2.	<p>Cadre Restructuring of Postman an MTS: The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department through conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadres of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP / BCR like Head Postman, sorting Postman etc., have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately, the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but no inclined to consider any cadre restructuring proposal to these cadres. The absence of any promotion to them in their own cadre leaves them total frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended</p>	<p>Cadre Restructuring Committee headed by the then DDG (P), Shri Salim Haque had been given this mandate and issue will be decided after finalization of the Committee report.</p>
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	to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to 'our proposal based on percentage.'	
3. (A)	<p>Door to Door Scientific Measurement of Beats: (A) - At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well.</p> <p>The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 kilometers beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is wide spread resentment among the Postman staff. Both our unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.</p>	Same as 1 (b) above.

(B)	<p>To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:- The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.</p>	As in 1 (b) above.
4. (A) (B)	<p>Revision of Syllabus to Departmental Examinations</p> <p>Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012 : To avoid recurring vacancies due to leaving of qualified employees of high standard in the background of submission made above, it is requested that-</p> <ol style="list-style-type: none"> 1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a special examination only for GDS/MTS employees may be conducted. 2. The question paper may be set on the basis of practical and relevant work routinely done by the regular MTS and Postman employees. 3. The work of setting question paper may be got done by a promotee officer who is having practical knowledge of the nature of work being done by the MTS and Postman employees. 	A committee has been constituted under chairmanship of DDG (R&P) to examine the contents of question papers set by various circles with reference to syllabus prescribed and submit a detailed report.
(C)	<p>Filling up vacant posts with Residual vacancies:- All vacant post of Postmen & Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.</p>	Necessary action has been initiated in circles. It was decided that the orders to fill up the vacant posts will be reiterated to the circles.
5.	<p>Improving the Quality of Uniforms and timely supply of all kit items:-The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite</p>	This item will be discussed in the JCM Standing Committee meeting to be held on 23/08/2013.

	<p>the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.</p>	
6.	<p>Stop Unscientific Measurement of Postmen Beats: The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.</p>	Same as 1 (b) above.
7.	<p>Cycle Maintenance Allowance to MTS:-The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the</p>	The Postman's duty involves daily visit to deliver letters in his beat and hence if he is using cycle the allowance is admissible. Since different

	ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.	persons, depending on availability of persons, are used for letter box clearances, the allowance cannot be given to any specific official. Further, in many Post Offices one or two bicycles are generally kept. That can be used for clearing Letter Boxes. The proposal that MTS staff be paid CMA without any condition like Postman staff is thus not acceptable.
(a)	Revision of Fixed Monetary Compensation (FMC):- This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.	The staff side was informed that the matter is under examination in consultation with IFW.
8.	Abolition of Nodal Delivery Centers at all metro cities:- All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example-West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).	The staff side was asked to furnish the specific cases with details of the complications due to creation of Nodal Delivery Centres. Department's view is that Nodal Delivery is functioning smoothly in such centres.
9.	To Stop harassment:- The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.	Staff side was asked to furnish specific cases so that this could be taken up with respective circles.
10.	Promotional posts of Postmen Cadre: The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.	This item will be discussed in a meeting decided to be held under the chairmanship of Member (P).

At the end, Director (SR) appealed to the unions to withdraw the proposed Dharana on 20/08/2013 and indefinite strike from 16th September, 2013.

Meeting ended with vote of thanks to the chair.

**Duty on Sundays/holidays in delivery offices -
Held in abeyance until further orders.**

Government of India
Ministry of Communications & IT
Department of Posts
Mail Business Division

Dak Bhawan, Sansad Marg
New Delhi-110001

No. 34-03/2013-D Dated 11-07-2013

To
All Heads of Circles

**Sub:- Need to ensure prompt delivery of mail on the day of receipt at the
Post Offices.**

This has reference to the Directorate D. O. letter of even no. dated 19-06-2013 on the above subject vide which Circles were asked to bring skeleton staff on Sundays/ holidays on duty so that accountable mails can be processed and kept ready in advance to be included in the first delivery of next working day.

2. In this connection, it is intimated that the Directorate is further examining the issue of calling skeleton staff on duty on Sundays/ holidays for processing of mail.

3. Instructions regarding calling of skeleton staff on Sundays/holidays in delivery offices for processing of accountable mail are, therefore, held in abeyance until further orders.

4. However, other instructions contained in Directorate DO letter of even no. dated 19-06-2013 will continue to be operative.

(B Gajbhiye)
Assistant Director General (MO)