

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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Contents

Page 1

Meeting with Secretary (P)
and Members, PSB

Page 2

Agitation programmes from PJCA for
long pending issues pertaining to
Postal & RMS employees

Page 7

Application of Provisions of
Para 5 of Annexure to OM on MACPs
in case of officials covered by
TBOP/BCR/ACP Schemes

Page 9

Letter Addressed to
Smt. Kaveri Banerji, Secretary (P)

Page 12

Enhancement of
Various Allowances by 25%

Page 14

Memorandum to 7th CPC

Page 15

जनरल सेक्रेटरी रिपोर्ट

Meeting with Secretary (P) and Members, PSB

On 30th July, 2014 Shri T.N. Rahate, General Secretary, NUPE P-IV & President, FNPO and Shri Kishan Rao, General Secretary, NAPE C met Secretary (P) and congratulated her on the assumption as Secretary (P) and discussed about the problems of CBS and launching of Finacle Software and PLI Software. President requested for additional manpower for delivery of letters from Election Commission as there is huge influx of mails. Discussed the problems of MACP Order, ignoring TBOP/BCR (1-1-2006 to 31-8-2008) and Kanpur Division (in UP Circle).

In the meeting with Member (P), Shri Rahate discussed the problems of Kheda Division, Gujarat and Kanpur (UP) issues for immediate settlement.

In meeting with Member (HRD) requested for implementation of new training module for MTS, Postman training programme at Divisional level.

Met DDG (RP), DDG (Estt.) and discussed about the problems stepping up of Senior Postman to new recruited postman on or after 1-1-2006 (Case of Karnataka Circle and others).

- T.N. Rahate

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

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**Agitation programmes from PJCA for long pending issues
pertaining to Postal & RMS employees**

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL EMPLOYEES
1st Floor, North Avenue Post office Building, New Delhi – 110001
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
T-24, Atul Grove Road, New Delhi – 110001**

Ref: PF/PJCA/2014

Dated – 01.08.2014

To

- | | |
|--|--|
| 1) The Cabinet Secretary
Government of India
Cabinet Secretariat
Rashtrapati Bhawan
New Delhi – 110001 | 2) The Secretary
Department of Posts
Dak Bhawan
Sansad Marg, New Delhi - 110001 |
|--|--|

Sir,

**Sub: - Long Pending issues pertaining to Postal & RMS employees including
Gramin Dak Sevaks (GDS) – agitational programmes – regarding.**

The meeting of the Postal Joint Council of Action (PJCA) comprising all the affiliated Unions/Associations of National Federation of Postal Employees (NFPE) and Federation of National Postal Organisations (FNPO) held at New Delhi on 28.07.2014 has reviewed the overall situation prevailing in Department of Posts and has come to the unanimous conclusion that the attitude of the Government and the Department of Posts in settling the long pending demands which are agitating the minds of the Postal & RMS employees including Gramin Dak Sevaks (GDS) is not at all positive, inspite of the fact that the staff unions and employees, especially the above mentioned two recognised Federation (NFPE & FNPO) and all its affiliated Unions/Associations have extended full support and cooperation in implementing all developmental activities including IT Modernisation project and also in increasing the efficiency, productivity and revenue of the Department of Posts. Even the approved forums for negotiations like JCM Departmental Council are remaining defunct for the last many months, **inspite of clear instructions from Cabinet Secretary and DOP&T.**

In view of the above, the meeting decided to organize following phased programme of agitation for calling attention of the authorities and also for realization of the genuine and justified demands of the employees, culminating in indefinite strike.

Programme of action:

1. Submission of memorandum to Government and to Department of Posts on 28.08.2014 with mass demonstration in front of all offices all over the country.
2. Mass dharna in front of all Postal/RMS Divisional offices on 2
3. Five days Relay dharna in front of all circle/Regional offices from 27
4. Massive Parliament March in the month of November 2014 (Date will be announced later)

-
5. Indefinite hunger fast in front of Dak Bhawan and all Circle/Regional/Divisional/DAP of from 1st December 2014.
6. Indefinite strike (Date will be announced later).

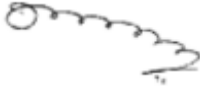
Charter of demands for settlement is enclosed herewith in Annexure

We earnestly desire that the Government and the Department of Posts shall take initiative for a negotiated settlement, failing which the entire employees will be forced to tread the path of struggle as mentioned above.

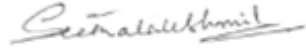
Awaiting favourable response,

Yours faithfully,

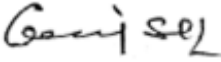
NFPE



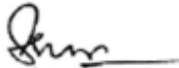
M. Krishnan
Secretary General, NFPE &
General Secretary,
AIPEU Group 'C'



R. Seethalakshmi
General Secretary
AIPEU Postmen, MTS/Group 'D'



Giriraj Singh
General Secretary
AIRMS & MMS EU Group 'C'



P. Suresh
General Secretary
AIRMS & MMS EU MGz & MTS/Group 'D'



P. Pranab Bhattacharjee
General Secretary
AIPAOEU (Admin Union)

FNPO




D. Theagarajan
Secretary General, FNPO &
General Secretary
NURMS & MMS EU Group 'C'



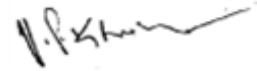
D. Kishan Rao
General Secretary
NAPE Group 'C'



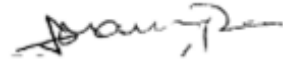
T. N. Rahate
General Secretary
NUPE Postmen & MTS



N. Ramappa
General Secretary
NURMS & MMS EU MG/MTS



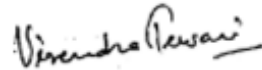
O. P. Khanna
General Secretary
AIPAOA (Admin Union)



T. Satyanaryana
General Secretary
AIPAEA (Postal Accounts)

Sd/-

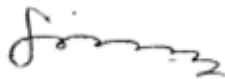
G. P. Parate
General Secretary
AIPAOA (Postal Accounts)



Virendra Tewary
General Secretary
AIPSCOEA

Sd/-

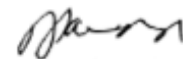
Shiva Kumar
General Secretary
NUSBCO



S. A. Rahim
General Secretary
AICWEA (Civil Wing)

Sd/-

Shivadasan
General Secretary
NUCWE (Civil Wing)



P. Pandurangarao
General Secretary
AIPAU-GDS (NFPE)



P. U. Muraleedharan
General Secretary
NUGDS (FNPO)

ANNEXURE – I CHARTER OF DEMANDS

1. Inclusion of Gramin Dak Sevaks (GDS) in the terms of reference of Seventh Central Pay Commission. Grant of Civil Servant status to GDS and grant of all benefits of departmental employees on pro-rata basis without any discrimination.
2. Revision of wages of Casual, Part-time, Contingent employees with effect from 01.01.2006 consequent on revision of wages of regular employees by Sixth Pay Commission and Regularisation of services.
3. Grant of merger of 100% DA with pay with effect from 01.01.2014 for all purposes, including GDS.
4. Grant of 25% pay as Interim Relief (IR) with effect from 01.01.2014 to all employees including GDS.
5. Scrap the New Pension Scheme (NPS) and Include all employees recruited on or after 01.01.2004 under the old statutory pension scheme.
6. Remove 5% condition for compassionate appointment and grant appointment in all deserving cases as in the case of Railways. Remove the minimum 50 points condition for GDS compassionate appointment.
7. Fill up all vacant posts in all cadres including MMS & GDS.
 - (a) By direct recruitment;
 - (b) By holding DPC and granting promotions
 - (c) By conducting departmental promotional examination.

-
8. Implement Cadre Restructuring in Postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.
 9. Settle MACP related issues.
 - (a) Promotions accrued by passing departmental promotional examinations should not be counted towards MACP. Implement Jodhpur CAT Judgment.
 - (b) Bench mark should not be made applicable to non-gazetted posts.
 - (c) Stepping up of pay with junior should be allowed in MACP also.
 - (d) Pay fixation on Promotional hierarchy and not Grade pay hierarchy
 10. Settle issues relating to Postmaster Cadre officials.
 - (a) Allow to write IP and PS Group 'B' examinations
 - (b) Relaxation in service conditions for promotion from one grade to another, at par with general line promotions to identical posts.
 - (c) Filling up of all PS Group 'B', PM Grade III and Grade II posts by eligible officials and till that time adhoc-promotion may be granted.
 - (d) Other related issues such as filling up of 100% senior Postmaster/Chief Postmaster posts earmarked for PM cadre by PM cadre officials alone and maintainance of Circle Gradation list etc.
 11. Reimburse full mileage allowance to system Administrators and fix duty hours and responsibilities of SAs. Create separate cadre for system Administrators.
 12. Grant of Cash handling allowance to Treasurers in Post offices at par with cashiers in RMS & Administrative offices.
 13. Counting of Special allowance granted to PO & RMS Accountants for pay fixation on promotions as the promotional post involves higher responsibilities.
 14. Settle all issues related to IT Modernisation Project – computerization, Core Banking Solution, Core Insurance Solution etc.
 - (a) Replace out dated computers and peripherals with new ones.
 - (b) Increase network capabilities and Bandwidth.
 - (c) Set right the Users credential problems in leave arrangements etc.
 - (d) Stop hasty "Go live" of CBS, CIS till cleansing of data pucca.
 - (e) Provide all assistance and stop harassment in the Implementation of CBS & CIS
 - (f) Grant enhanced financial powers to Head Postmasters
 15. Prompt and regular holding of JCM, Departmental Council meeting, Periodical meeting with Secretary Department of Posts, Sports Board meeting and Welfare Board meeting. Ensure representation of recognised Federations in Sports Board and Welfare Board by calling for nominations.
 16. Ensure prompt and regular holding of JCM (Regional Council) meeting at Circle level, Formal Four monthly meeting with Chief PMG, Bi-monthly meeting at PMG/DPS HQ level and monthly meetings at Divisional level. Implement a monitoring mechanism at Directorate level to ensure conducting of Circle/Divisional level meetings at regular intervals.
 17. Avoid abnormal delay in conducting Departmental promotion Committees (DPCs) at all levels and grant promotion to eligible officials.
 18. Fill up all vacant posts of Chief Postmasters General (CPMsG) Postmaster Generals (PMsG) and Director of Postal Services (DPS). At present, posts are remaining vacant for months together and additional charge/combined duty is ordered, which adversely affects the efficiency of the services and also delay in settling staff matters.
 19. Notify canteen employees New Recruitment Rules and fill up all vacant posts in Departmental Canteens/Tiffin Rooms exempting the posts from the purview of downsizing order and reviving the posts abolished/kept vacant.

-
20. Ensure full protection of existing allowance (TRCA) of GDS employees and introduce Medical Reimbursement Scheme to GDS. Existing monthly emoluments (TRCA) drawn by the GDS should not be reduced under any circumstances. Revision of cash handling norms.
 21. Ensure time bound and speedy disposal of all Rule – 9 cases and Review/Revision petition cases pending at Directorate level.
 22. Allot sufficient funds and sanction all pending bills.
 - (a) PLI/RPLI incentive bills;
 - (b) Medical Reimbursement Bills (ROHSC)
 - (c) Tour TA bills
 - (d) OTA Bills
 23. Enhance overtime allowance rates at par with Railways.
 24. (a) All Circle offices/Regional offices/DPLI office, Kolkata must be allowed to function as Circle Processing Centres (CPCs) while implementing Core Insurance Solutions (CIS) through McCamish for steady growth of PLI/RPLI Business
 - (b) Stop diversion of 615 posts (576 posts of PAs from C.O.s and 39 posts of PAs from APS PLI CELL) ordered vide Department of Posts, Establishment Division No. 43-47/2013-PE-II dated the 9th June,2014.
 - (c) Stop harassment and victimization of staff of Circle Administrative offices in the name of decentralization of PLI/RPLI.
 25. Stop ordering officials to work on Sundays and holidays in some Circles and also stop harassment of staff by Circle/Regional/Divisional heads. Eg. 1) Karnataka Circle 2) Delhi Circle.
 26. Allot sufficient funds to circles for carrying out constructions, repairs and maintenance of Departmental buildings/Postal Staff quarters and RMS Rest houses.
 27. Take stringent measures to eradicate corruption from Postal Department. Stern action should be taken against those committing frauds and corruption. Stop disciplinary action against innocent officials in the name of contributory negligence, instead of punishing the principal offender.
 28. Fillup all vacant posts of Asstt. Manager/Manager and Sr. Manager in MMS
 29. Make substitute arrangement in all vacant Postmen and MTS Posts. Wherever GDS are not available, outsiders should be allowed to work as substitutes.
 30. **Modify the Orders DG P&T No. 31-38/79-PE-I dated 22/5/1979 regarding existing time factor given for delivery of articles taking in to account the actual time required for door to door delivery.**
 31. Increase the percentage of PS Group ‘B’ Posts to General line in LDCE and allow all PACO/PA SBCO & SA also to write the examination.
 32. Open more L1 offices as recommended by CPMsG Eg: Guntakal RMS in A.P Circle.
 33. Powers for writing APARs of SBCO staff may be delegated to AO (SBCO) instead of Divisional heads and stop imposing the work of SB Branch on SBCO.
 34. **Prompt supply of good quality uniform and kit items and change of old specification.**
 35. Stop vindictive actions of GM (Finance) Postal Accounts Chennai. More than hundred Postal Accounts employees are charge sheeted. GM (Finance) even refused to heed the instructions of DDG (PAF).
 36. Review of marks of JAO (P) Part-II examination held in December 2012 in r/o SC/ST candidates. As the exam was conducted on the basis of old Recruitment Rules i.e JAO and the said posts are Group ‘B’ (Non-Gazetted) review may be held.
 37. Creation of appropriate number of posts of Multi-Tasking Staff (MTS) in RMS after assessing the total work hours of the vacant GDSMM posts to mitigate the problems of the staff and RMS services.
 38. Immediate notification of HSG-I Recruitment Rules and transferring of all IP line HSG-I posts to General line as already agreed in the JCM Departmental Council meeting.

**Provisions of Para 5 of Annexure to OM on MACPs
in case of officials covered by TBOP/BCR/ACP Schemes**

Government of India
Ministry of Communications & IT
Department of Posts
(Pay Commission Cell)

To

All Heads of Postal Circles
All GMs/Directors of Postal Accounts

No. 1-20/2008-PCC

Dated : 04 Nov 2013

Subject : Application of provisions of Para 5 of Annexure to OM on MACPs in case of officials covered by TBOP/BCR/ACP Schemes vis-a-vis Para 6.2 of Annexure to OM on MACPS dated 18.09.2009

The issue of application of Para 5 vis-a-vis Para 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009, has been examined in consultation with DoPT (The Nodal Department). The nodal department observed that Para 6.2 speaks about the cases where financial upgradation had been granted to Government Servants in the next higher scale in the hierarchy of their cadre as per provisions of the ACP Scheme of 1999 but as a result of implement of 6th CPC recommendations, the next higher post in the hierarchy of the cadre had been upgraded by granting a higher grade pay, the pay of such employees with reference to higher grade pay granted to the post. The issue has accordingly been considered in this Directorate in consultation with Integrated Finance Wing.

2. In supersession to orders contained in this Directorate Letters No. 1-9/2008-PCC dated 15.01.2009, No. 1-20/2008-PCC (Pt) dated 06.09.2010 and clarification issued under Para 4 & 5 of this Directorate letter No. 1-20/2008-PCC (Pt) dated 18.07.2011, the application of Para 5 & 6.2 of Annexure I to DoPT OM No. 35034/3/2008-Estt (D) dated 19th May 2009 circulated under this Directorate OM No. 4-7/(MACPS)/2009-PCC dated 18th Sep 2009 will be governed as under:-

(a) Cases where there is no defined promotional hierarchy :

Pay will be fixed in such cases as on 1.1.2006 strictly in accordance with provisions of CCS (RP) Rules, 2008 and the officials due for financial upgradation during the period from 1.1.2006 to 31.8.2008 will be allowed the notified pay bands with grade pays/ corresponding pay bands with grade pays with reference to pre-revised pay scales or the pay bands with next higher grade pays as the case may be. With the introduction of MACPS

effective from 01.09.2008, their admissibility of financial upgradation may be reviewed on 01.09.2008 with reference to promotions/financial upgradation earned applying provisions of Para 5 of Annexure I to MACPS. Thereafter, the provisions of the MACPS as mentioned in Annexure I to MACPS will come into play. As an example, in respect of erstwhile Group D conferred TBOP prior to 01.01.2006 in pay scale of Rs.2610-4000, their pay will be fixed on 01.01.2006 in the grade pay of Rs. 1800 and on getting BCR between 01.01.2006 and 31.08.2008, they will be granted grade pay of Rs. 1900 with 3% fixation benefit corresponding to the pre-revised BCR scale of Rs. 3050-4590 and the official becomes entitled to 2nd and 3rd financial upgradation as the case may be under MACPS with effect from 01.09.2008.

(b) Cases where there is defined promotional hierarchy :

Pay will be regulated in accordance with para 6 of Annexure-I to MACPS in cases where the pay scales of the promotional posts were upgraded as a result of implementation of the 6th CPC. In cases where the pay scales of the promotional posts were not upgraded they will be allowed the corresponding pay band with grade pay as admissible under ACP Scheme of August, 99. TBOP/BCR/ACP are available during the period between 01.01.2006 and 31.08.2008 only in the revised scales which have been provided corresponding to the pre-revised TBOP/BCR/ACP scales in the defined promotional hierarchy. If there is no such corresponding revised scale provided on account of merger of pre-revised scales, then officials are eligible for financial upgradations only under MACPS under grade pay hierarchy vide clarification No. (3) of DoPT OM No. 35034/3/2008-Estt (D) dated 09.09.2010.

3. The cases of officials retired/died on or after 01.01.2006 but before 01.09.2008 and conferred the benefits of TBOP/BCR/ACP in conformity with Para 4 & 5 of this Directorate letter dated 18.07.2011 shall not be reopened. However, financial implication resultant to implementation of this clarification should be furnished to this Directorate for further necessary action with details of each case in a separate annexure. Circles will wait for Directorate's instructions regarding recovery, if any.

This issues with the approval of the competent authority.



(Suren Kumar)

Assistant Director General (GDS/PCC)

CHQ Quota

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

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/TBOP-BCR-ACP/Scheme/3/2014**Date :** 04-07-2014**Reminder 1**

To,

Smt. Kaveri Banerji,
Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

Subject : Request to keep the **Order No. 1-2-0/2008 PCC dt 4th Nov. 2013** held in abeyance - Case of application of Provision of Para 5 of Annexure to OM on MACP in case of officials covered by TBOP/BCR/AP schemes vis-a-vis para 6.2 of Annexure to OM on MACP dt 18-9-2009.

Ref.: D.G. Order No. 1-20/2008-PCC dt. 4 November, 2013

Respected Madam,

In continuation of my letter of even No. NU/P-IV/TBOP-BCR-ACP/Scheme/2/2014 dt. 22-4-2014; this is regarding setting aside the order No.1-20/2008-PC dated 04/11/2013 (copy enclosed) since it is arbitrary in nature and against the principle of Natural Justice and due to the reasons prescribed below -

1. Para-5 vis-a-vis para 6.2 of Annexure-I to DOPT OM No.35034/3/2008-Estt(D) dated 19/05/2009 circulated under Directorate OM No.4-7/(MACPs)/2009 dated 18/09/2009 come into operation w.e.f. 01/09/2009. Thus till 31/08/2008 the employees/staff are governed by TBOP{/BCR/ACP. Moreover Para-12 of OM dtd. 18/09/2009 states that the Scheme MACP would be operational w.e.f. 01.09.2008 and financial upgradation as per the provision of earlier ACP scheme (of Aug.1999)/TBOP/BCR schemes of the Department of Post would be granted till 31.8.2008. This indicates that Para-5 and 6.2 of Annex.I of OM dated 18.09/2009 has no enforcement till 31.08.2008.
2. Application of Para-6 to Annexure-I of OM dtd. 18.09.2009 is not feasible /possible in case of Gr. D (MTS) since, consequent upon the implementation of Sixth Pay Commission recommendation, the four pre-revised Group "D" pay scales viz. Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000 have been upgraded and replaced by the revised pay structure of Grade Pay of Rs.1800 in the Pay Band-1.

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)
Central Head Quarters, Delhi-110 054**

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/TBOP-BCR-ACP/Scheme/3/2014**Date :** 04-07-2014**- 2 -**

3. The Directorate had notified admissibility of GP of Rs.1900 & 2000 to those erstwhile Gr. D officials (now MTS in Gr. C) conferred with financial upgradation under TBOP and BCR respectively during the period from 01.01.2006 to 31.08.2008 under No.1-20/2008-PC(Pt) dtd. 06.09.2009 on the analogy of Postman cadre to allow GP Rs.2400 & 2800 at the time of allowing TBOP & BCR respectively during period from 01.01.2006 to 31.08.2008 and circulated under No.1-9/2008-PCC dtd. 15.01.2009.

The implementation of Order dated 04.11.2013 would create anomaly between the employees granted TBOP/BCR/ACP up to 31.12.2005 and that of granted during the period from 01.01.2006 to 31.08.2008 and may invite litigation.

4. Para-3 of OM dated 01.11.2013 states that the cases of officials retired/died on or after 01.01.2006 but before 01.09.2008 and conferred the benefits of TBOP/BCR/ACP in conformity with para 4 & 5 of Directorate letter dated. 18.07.2011 shall not be reopened which means OM dated 04.11.2013 is applicable to those who retired on or after 01.09.2008. This would result in retrospective revision of pay of these employees who retired on or after 01.09.2008. Naturally, by implementing order dated 04.11.2013 would entail the reduction of pensionary benefits of the employees in Gr. D and Postman cadre who retired on or after 01.09.2008. This is in contravention of Rule-70 of CCS(Pension) Rules 1972 which provides that subject to the provisions of Rules 8 and 9 of CCS(Pension) Rules, 1972, a pension once sanctioned after final assessment, shall not be revised to the disadvantage of the Government servant, unless such a revision becomes necessary on account of detection of a clerical error subsequently. This would also result in arbitrary position because those who retired on or after 01.01.2006 but before 01.09.2008 would get the benefit of Para 4 & 5 of Directorate order dated 18.7.2011 and others who retired on or after 01.09.2008 would be debarred from this advantage.
5. The scheme of ACP/TBOP/BCR and MACP have been made applicable on completion of a particular quantum of service in order to avoid stagnation in service career. Implementation of order dated 04.11.2011 would not differentiate between the person appointed before 01.01.2006 and after 01.01.2006 since those who appointed before 01.01.2006 and having completed 24/26 years of service

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National Union of Postal Employees Postmen & Group-D/MTS

**(Recognised by Government of India)
Central Head Quarters, Delhi-110 054**

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Ref. No.: NU/P-IV/TBOP-BCR-ACP/Scheme/3/2014

Date : 04-07-2014

- 3 -

would get the same grade pay i.e. Rs.1800 in case of Gr. D (MTS) and 2000 in case of postman and a person appointed on or after 01.01.2006 against direct recruit quota would get Rs.1800 in Gr. D & Rs.2000 in Postman cadre in PB-1. Moreover, how 2nd and 3rd upgradation would be regulated from 01.9.2008 in respect of officials who have completed 24/26/30 years of service up to 31/12/2005 within the meaning of Para-2(a) of order No.1-20/2008-PCC dtd. 04.11.2013. This would result in chaos amongst the senior officials in Gr. D and Postman cadre.

6. Para-5 and Para 6.2 of Annexure-I to Directorate OM No.4-7/(MACP)/2009-PCC dated 18.09.2009 has its implication w.e.f. 01.09.2008 since it is incorporated in the order relating to the instructions on MACP which came into force from 01.09.2008. It has no relevance with the Scheme viz.ACP/TBOP/BCR available up to 31.08.2008.

In view of above circumstances, Union therefore, request to set **aside/squash/held in abeyance the OM No.1-20/2009-PCC dated 04/11/2013**. This would avoid further complication and litigations.

Thanking you,
With regards,

- CC for information and necessary action
1. Member (P), PSB, Department of Posts,
Dak Bhawan, New Delhi-110001
 2. Shri Surender Kumar
Assistant Director General,
CGDS/PCC, Dak Bhawan, New Delhi-110001
 3. All DAP & GM Finance in India Posts

Yours Sincerely
Sd/-
(T.N. RAHATE)
General Secretary and
President FNPO

(T.N. RAHATE)
General Secretary and President FNPO

Due to Order No. 1-2-0/2008 PCC dt 4-11-2013 recovery is being made from MTS/ Postman and also at the time of retirement (UP Circle, Mathura DN Rs. 1,90,000/- recovered at the time of retirement). And now they are giving MACP but **arrear payments are kept on hold (Mumbai GPO, Mumbai South Division)**, so to cancel the said Orders a letter through **General Secretary (CHQ)** has been addressed to Secretary (P), Department of Posts, New Delhi.

Enhancement of Various Allowances by 25%

From 1-1-2014 the DA is increased to 100% so Allowances/advances shall automatically increase by 25%. Orders should be given to all DDO/SSPO/SPO that no further confirmation/clarification is required to increase the allowances/advances by 25%.

F. No. 5-06/2011-PAP
GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS AND I.T.
DEPARTMENT OF POSTS
(ESTABLISHMENT DIVISION)
DAK BHAWAN, SANSAD MARG, NEW DELHI-110116

THE 24TH JANUARY, 2012

OFFICE MEMORANDUM

SUBJECT: ENHANCEMENT OF VARIOUS ALLOWANCES BY 25% FROM 1.1.2011 OWING TO OVER 50% INCREASE IN DEARNESS ALLOWANCE-REG.

The undersigned is directed to say that a number of references and queries have been received in this Directorate from various Circles seeking clarifications in respect of increase of various allowances consequent upon increase in the Dearness Allowance beyond 50% w.e.f. 1st January, 2011. The issue has been examined in consultation with Ministry of Finance (Department of Expenditure). It may be recalled that, on implementation of the recommendations of the 6th Central Pay Commission, necessary orders in respect of various allowances and certain advances were issued by the Government. Some of these orders *inter alia* stipulated that such Allowances/advances shall automatically increase by 25% whenever Dearness Allowance goes up by 50%.

2. It is, therefore, clarified that such orders in respect of the allowances and advances, which provide for their automatic increase by 25% whenever Dearness Allowance goes up by 50% do not require further confirmation/clarification for complying with the said stipulations.

3. However, such Allowances and Advances are mentioned below for ready reference of all concerned.

- | | |
|--|--|
| 1. Children Education Allowance including Hostel Subsidy. etc. | 9. Special Compensatory (Hill Area) Allowance |
| 2. Special Allowance | 10. Special Comp. Scheduled Tribal Area Allowance |
| 3. Cash Handling Allowance | 11. Project Allowance |
| 4. Washing Allowance | 12. Fixed Conveyance Allowance |
| 5. Split Duty Allowance | 13. Cycle Maintenance Allowance |
| 6. Bad Climate allowance | 14. Special Allowance for Child care for women with disabilities |
| 7. Special Compensatory (Remote Locality) Allowance | 15. (a) Advance for purchase of Bicycle.
(b) Warm Clothing Advance. |
| 8. (a) All components of Daily Allowance on tour
(b) Mileage Allowances for road and bicycle journeys on tour | (c) Festival Advance.
(d) Natural Calamity Advance |
| | 16. Desk Allowance |

OM NO. 5-06/2011-PAP DATED 24.1.2012.

This issues with the concurrence of Integrated Finance Wing vide their diary No. 28/FA/12/CS dated: 24.01.2012.


(S. V. RAO)

ASSISTANT DIRECTOR GENERAL (ESTT.)

Tele:011-2309 6030 / 2303 6798

TO

1. All Chief Postmasters General.
2. Chief General Managers, PLI, BD&MD.
3. Deputy Director General (PAF), Postal Dte.
4. All General Managers (Finance). / Directors of Accounts (Postal).
5. CHIEF ENGINEER (CIVIL), POSTAL CIVIL WING.
6. The Director Postal Staff College of India, Ghaziabad, 7. All Directors of PICs.

COPY FOR KIND INFORMATION TO:-

- | | |
|--------------------------------------|---|
| 1. PS to MOCBIT/MOS(CBIT). | 1-A. PTC MYSORE, FOR PLACING ON ODP WEBSITE |
| 2. PPS to Secretary (Posts) | 3. PPS to Members of Postal Services Board |
| 4. JS & FA (P). / Director (Finance) | 5. All DDs. G/Secretary (PSB). |
| 6. ADG (Admn.). | 7. GUARD FILE (2 COPIES) |


(T. N. SHARMA)

ASSTT. ACCOUNTS OFFICER (PAP)

TELE. 011 - 2303 6268

**25% INCREASE IN ALLOWANCES
NO SEPERATE ORDERS REQUIRED**

Many members and track in viewers are making inquiry about enhancement of various allowances by 25% when DA reached to 100%. It was told that few DDOs are waiting for orders from higher ups to draw the revised allowances. It is to inform to all that DOP vide memo No. 5-06/2011-PAP dated 24/1/2012 has already clarified that there is no further confirmation/clarification required to enhance allowances by 25% when DA goes up by 50%.

Memorandum to 7th CPC

On behalf of National Union of Postal Employees CHQ has prepared the Memorandum and submitted to the Chairman 7th CPC. Also we have prepared DVD/CD in which the entire working process of delivery staff from Mail Peon, Group D, MTS, Sorting Postman, Letter Box Peon and Postmen. The actual duty performed by each employee of Postal Department in connection with Postal Mail receipt, despatch and delivery has categorically picturised through actual video shooting.

The Memorandum and DVD/CD was shown on the screen at All India Conference of our Union at Tirupati (AP) on 2nd June, 2014 and this was approved by the Delegate Session of AIC for submission to Chairman 7th CPC on behalf of NUPE P-IV, CHQ.

So also the joint memorandum prepared by AIPEU, Postmen Group D/MTS with consent of NUPE P-IV also submitted to the Chairman 7th CPC.

Let us hope for good result from the 7th CPC in R/O Postal Department Employees particularly for Postmen Group D MTS cadre.

- T.N. Rahate, General Secretary

7वां वेतन आयोग

नैशनल यूनियन पोस्टमैन ग्रुप डी, एम.टी.एस. संगठन की ओर से 7वे वेतन आयोग के माननीय चेयरमैन महोदय के समक्ष मेमोरेण्डम पेश किया गया है और साथ में हम पोस्टमैन, सार्टिंग पोस्टमैन, मेल पिऊन, जमादार, लेटर बॉक्स पिऊन तथा सभी डाक डिलीवरी विभाग के कर्मचार, डाक की निकासी से लेकर डाक डिलीवरी तथा थैलों में बंदकर डाक भेजने की सभी प्रक्रियाओं की वीडियो शूटिंग बनाकर वह DVD/CD के रूप में प्रस्तुत की गयी है।

हमारे संगठन की पिछली AIC तिरुपति आंध्र प्रदेश में जून माह में संपन्न हुई। उस अधिवेशन में ता. 2 जून को सभी प्रतिनिधियों के समक्ष मेमोरेण्डम और DVD/CD वीडियो शूटिंग को स्क्रीन पर दिखाया गया। सभी प्रतिनिधियों ने तालियों की गड़गड़ाहट से इस मेमोरेण्डम एवं DVD/CD को पारित कर इसे 7वे वेतन आयोग के समक्ष प्रस्तुत करने का निर्णय किया और उस निर्णय के फलस्वरूप CHQ ने मेमोरेण्डम तथा DVD/CD चेयरमैन को सौंप दी।

दूसरी ओर AIPEU पोस्टमैन ग्रुप डी एम.टी.एस. की ओर से संयुक्त मेमोरेण्डम बनाकर हमारी यूनियन की सम्मति से 7वे वेतन आयोग के समक्ष प्रस्तुत किया गया है।

इस प्रकार हमारी यूनियन की ओर से एक स्वतंत्र मेमोरेण्डम DVD/CD के साथ 7वे वेतन आयोग के समक्ष प्रस्तुत किया गया है तथा दूसरा एक संयुक्त मेमोरेण्डम दोनों संगठनों की ओर से प्रस्तुत किया गया है। मांगे लगभग एक-सी हैं किंतु हमारे अपने मेमोरेण्डम की कुछ विशेषताएं हैं।

हमें आशा नहीं अपितु विश्वास है कि 7वा वेतन आयोग अपनी रिपोर्टिंग डाक विभाग के कर्मचारियों के प्रति और विशेषकर डाक वितरण विभाग पर विशेष ध्यान देंगे।

- टी.एन. रहाटे, जनरल सेक्रेटरी

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), कैप : आई.पी.एच.ओ. नयी दिल्ली-110002, मो.: 09911 226062 / 09899 608399/08595 045985 को जल्द-से-जल्द से भेजें।

जनरल सेक्रेटरी रिपोर्ट

1 जुलाई 2014 से 11 जुलाई 2014 तक मुंबई (महाराष्ट्र सर्कल) में रहा। 12 जुलाई 2014 से 15 जुलाई 2014 तक गिरीडिह डिवीजन, झारखंड सर्कल में रहा। इस डिवीजन में NUPE P-IV एवं GDS की (ब्राँच) शाखा नहीं थी, यह बात दिल में हमेशा चुभती थी। हमारे संगठन के सर्कल सचिव (झारखंड) सर्कल इन्होंने और इनके साथियों ने कड़ी मेहनत तथा प्रयास करके इस डिवीजन में 80% तक NUPE P-IV और NU GDS में शामिल हुए ऐसी खुशी के लिए तथा उन सभी का स्वागत करने हेतु गिरीडिह डिवीजन के प्रथम अधिवेशन में उपस्थित रहा। इस अधिवेशन में सभी को संबोधित करते हुए उन सभी सभासदों का स्वागत किया तथा अभिनंदन किया। झारखंड के सर्कल सचिव श्री नवलकिशोर मंडल और NAPE-III के सर्कल सचिव श्री निशांत कुमार तथा उनके सभी साथियों को हार्दिक बधाई। इस सुनहरे मौके पर हमारे साथ NU GDS के जनरल सेक्रेटरी श्री मुरलीधरनजी उपस्थित थे। इस अधिवेशन में इस डिवीजन के Postmen P-IV, NU GDS, और NAPE Class III के सभासद मिलकर तीन सौ से अधिक सभासद उपस्थित थे।

CHQ की ओर से आये हुए सभी सभासदों की उन्नति तथा सुरक्षा की जिम्मेदारी FNPO की रहेगी इसका ध्यान रखा जायेगा ऐसा आश्वासन दिया।

16 जुलाई से 26 जुलाई 2014 तक मुंबई में (महाराष्ट्र सर्कल) रहा। 27 जुलाई 2014 से 31 जुलाई 2014 तक दिल्ली में रहा। 28 जुलाई 2014 को FNPO फेडरेशन ऑफिस जाकर सेक्रेटरी जनरल श्री डी. त्यागराजन, जनरल सेक्रेटरी P-III श्री डी. किशनराव, जनरल सेक्रेटरी R-IV श्री रामप्पा आदि से मिलकर FNPO आर्गनाइजेशन और सातवां वेतन आयोग के लिए मांगों (Memorandum) के बारे में चर्चा की। तदपश्चात् सभी जनरल सेक्रेटरी और सेक्रेटरी जनरल सभी मिलकर डाक भवन में चले गये। डाक भवन में कुछ अधिकारियों से मिलकर दोपहर 2 बजे FNPO और NFPE की JCA की मीटिंग के लिए NFPE के फेडरेशन ऑफिस पहुंचे। JCA की मीटिंग में पेंडिंग समस्याओं के ऊपर चर्चा नहीं हो रही है। डिपार्टमेंट कौंसिल, पिराडिकल मीटिंग अडमिनीस्ट्रेशन नहीं दे रही है और समस्या दिन पर दिन बढ़ती जा रही है। इसलिए एजिटेशन करना जरूरी है।

इसके ऊपर चर्चा-विमर्श करके FNPO और NFPE के सभी जनरल सेक्रेटरीज़ ने एक साथ एजिटेशन करने का निर्णय लिया। और उसका कार्यक्रम बनाया गया। प्रमुख मांगे पोस्टमैन, ग्रुप 'डी' MTS -

1. जनता की सेवा (टपाल) घर-घर में देना है तो पोस्टमैन की चाल घर-घर तक नापना और इसके लिए के Order DG P&T No. 31-38/79-PE-I dated 22-5-1979 के आदेश बदली करने की मांग है।

2. पोस्टमैन, ग्रुप डी MTS की कोई भी किट आयटम जैसे यूनिफार्म, छाता, चप्पल, जी.डी. बैग समय पर नहीं मिलता है और इसमें इनका दर्जा सामान्य रहता है इसके लिए इसके पुराने स्पेसीफिकेशन में बदली करने की मांग है। अन्य मांगों की लिस्ट भी इस प्रोग्राम के ब्यौरा के साथ वेबसाईट में दिया गया है। सभी सर्कल सचिवों के माध्यम से विभागीय सचिव, शाखा सचिवों के माध्यम से हर एक सभासदों तक पहुंचाया जायेगा।

30 जुलाई, 2014 को डाक भवन जाकर सेक्रेटरी (P) श्रीमती कावेरी बॅनर्जी मैडम को उनकी नियुक्ति पर बधाई दी। उनके साथ पोस्टमैन ग्रुप 'डी' MTS की रिक्त जगह पर आऊटसाईडर लगाना, नवंबर 2014 तक पोस्टमैन, ग्रुप

‘डी’ MTS की सौ प्रतिशत भर्ती कराने के आदेश सभी सर्कल हेड को दिये गये हैं। जो अधिकारी नवंबर 2014 तक 2009 से 2013-14 तक की भर्ती नहीं करेंगे उनके CR में रिमार्क मारा जायेगा। सभी सर्कलों को आऊट सोर्सिंग के लिए फंड दिये गये हैं, उनमें से जितने पोस्टमैन, ग्रुप ‘डी’ MTS आऊट साईडर की जरूरत है उतने लगाने की जिम्मेदारी सर्कल हेड की है। महाराष्ट्र सर्कल के CPMG के आदेश देने के बावजूद भी इनके आदेश का पालन PMG (Mumbai Region) नहीं कर रहे हैं। महाराष्ट्र के CPMG को हमारे साथ बातचीत करने के लिए कहा जाये और यदि कोई लिखित रिपोर्ट करे तो PMG (Mumbai Region) के बारे में अगली कार्रवाई करेंगे।

MACP के आदेश No. 1-20/2008-PCC date 4th November, 2013 के आदेशानुसार पोस्टमैन, MTS की भारी रिकवरी हो रही है। मथुरा डिवीजन (यू.पी. सर्कल) में एक लाख नब्बे हजार रुपये (रुपये 1,90,000) रिकवर हो गये हैं। यह आदेश का गलत मतलब लिया गया है या तो यह आदेश ही गलत है। छठे वेतन आयोग के आदेशानुसार 1-06-2006 से 31-08-2006 तक के TBOP-BCR के पे फिक्सेशन सही है इसलिए सदर दिये गये गलत आदेश र-किये जाये। हमारे इस विषयों पर लिखे गये पत्रों का ध्यान से अध्ययन किया जाये तथा जल्द से जल्द कार्रवाई की जाये।

कानपुर डिवीजन के SSPO's के बारे में डिटेल चर्चा की गयी है तथा हमें आश्वासन मिला है इनकी इनक्वायरी करके जल्द कार्रवाई की जायेगी।

मैंबर (P) श्रीमती अंजली देवासर से मिलकर गुजरात सर्कल में खेडा डिवीजन के SSPOs कर्मचारियों को जानबूझकर परेशान कर रहे हैं, इनका पूरा ब्यौरा डाक भवन में दिया है। उम्मीद है SSPOs खेडा डिवीजन तथा SSPOs कानपुर डिवीजन इनके ऊपर कार्रवाई होने की उम्मीद है।

मैंबर (HRD) श्री एस.के. सिन्हाजी से मिलकर पोस्टमैन, ग्रुप ‘डी’ MTS को कंप्यूटर (संगणक) ट्रेनिंग दी जा रही है, इसमें पोस्टमैन को 6 दिन की ट्रेनिंग देने के आदेश दिये गये हैं। इसका प्रोग्राम PTC मैसूर में तैयार हो रहा है। तैयार होने के बाद सारा प्रोग्राम हमें E-mail द्वारा भेजने के आदेश डायरेक्टर PTC मैसूर को दिये गये हैं। MTS के बारे में मेल आया हुआ है।

DDG (Estt) और DDG (RP) से मिलकर कर्नाटक सर्कल में कुछ कर्मचारियों के स्टेपिंग अप केस के बारे में चर्चा की। पोस्टमैन की सेवा जेष्ठता (seniority gradation) सब डिवीजन लेवल पर मेंटेंड किया जा रहा है इसकी जानकारी DDG (P), Director (Staff & SPN) तक पहुंचाने का काम किया है। यह अधिकारी किसी टूर पर होने के कारण इसका निर्णय तुरंत नहीं हुआ लेकिन DDG (Estt) ने कहा है वे खुद इन अधिकारियों से बातचीत करके हमारे लेटर के ऊपर तुरंत कार्रवाई करेंगे।

शाम के समय CHQ ऑफिस दिल्ली में दिल्ली के कार्यकर्ताओं के साथ मीटिंग लेकर दिल्ली सर्कल आर्गनायझेशन तथा वहां की समस्याओं के ऊपर चर्चा की। इसमें श्री सुभाष चौधरी, श्री सुब्बे सिंह, श्री वी.के. माथुर, श्री त्रिलोकचंद, श्री जगदीश शर्मा तथा अन्य साथी उपस्थित थे।

31 जुलाई, 2014 को सुबह दिल्ली सर्कल के सीनियर लीडर और FNPO के ऑफिस बेर्स CHQ ऑफिस में आये उनके साथ दिल्ली आर्गनायझेशन तथा समस्याओं के ऊपर फिर से चर्चा हुई और शाम को चार बजे मुंबई के लिए रवाना हुआ।

आपका साथी

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