

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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सातवें पे-कमिशन ने दूर किया भ्रम

मिनिमम गवर्नमेंट, मैक्सिमम गवर्नेंस के इस दौर में सातवें वेतन आयोग की रिपोर्ट पढ़ने पर कई भ्रांतियां तार-तार हो जाती हैं। पहली और सबसे बड़ी भ्रांति यह है कि सरकारी महकमों में फालतू कर्मचारियों की लंबी-चौड़ी फौज है। दूसरी यह कि इन कर्मचारियों को मोटी तनखाह मिलती है, जिसका बोझ आम करदाता पर पड़ता है। तीसरी यह कि ठेके पर कर्मचारी रखने का चलन केवल निजी क्षेत्र तक सीमित है, सरकार सबको पक्की नौकरी देती है। सबसे पहले सरकारी कर्मचारियों की संख्या से जुड़ा सच जाना जाए।

पिछले दो दशक में हुई जनसंख्या वृद्धि और अर्थव्यवस्था के विस्तार से बढ़े काम के बोझ का जायजा लेने पर पता चलता है कि इस दौरान कर्मचारियों की संख्या बढ़ी नहीं, घटी है। सही मायने में यह पिछले 17 सालों में घटते-घटते आधी रह गई है।

पृष्ठ 6 पर जारी...

Indefinite Strike from 1st Week of March

Appeal to Branch/Division/Circle Secretaries requested to hold Demonstrations on 19th, 20th and 21st January, 2016 at workplaces and handover the copy of the NCA Letter to the Head of Division on 30-01-2016 for onward transmission to Cabinet Secretary demanding immediate settlement of the issues.

NJCA will meet on 8th February, 2016 to decide the date of commencement of Indefinite Strike.

- T.N. Rahate, General Secretary

(Contd. on pg. 2...)

Journal of The National Union of Postal Employees, Postmen and Group 'D'/MTS

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NJCA

National Joint Council of Action

4, State Entry Road, New Delhi-110055

No. NJC/2015/7th CPC

December 11, 2015

To

All Constituents of NJCA

Dear Comrade

We send herewith the copy of our letter dated 10.12.2015 addressed to the Cabinet Secretary intimating him of our suggestions and demands on the recommendations of the 7th CPC. A delegation of the NJCA met the officials in the DOPT and Department of Expenditure today to explain the charter of demands and request for the immediate convening of the empowered committee to discuss the issues in the charter with the NJCA. The National JCA has decided to embark upon the indefinite strike action in the first week of March 2016 in case the Govt. does not settle the issues through bilateral discussions, with the NJCA. The modified charter of demands is enclosed. While handing over the letter cited to the Cabinet Secretary we have briefed the officials of Departments of Expenditure and Personnel of the demands, today.

The National JCA felt that no discussions will be possible or fruitful if it is not backed up with agitations at the field formations. The NJCA, therefore, calls upon all affiliates to advise their affiliated unions, their Branches/divisions/circles/zones etc. to hold demonstration enlisting the participation of all members and hand over the copy of the NJCA letter to the head of offices for onward transmission to the Cabinet Secretary demanding immediate settlement of the issues. Please ensure that the said programme is carried out at all places on 30th December, 2015. This programme may be followed by a three days dharna at all State Capitals and Industrial Centres/Establishments on 19th, 20th and 21st Jan. 2016.

The NJCA will meet again on 8th February, 2016 to decided the date of commencement of the indefinite strike action, if no settlement is brought about by then.

The NJCA has received innumerable demands and suggestions concerning the 7th CPC recommendations. We have taken a few of the most important which is of concern to the large number of employees and which have a general sweep. The demands placed before the Government cannot therefore be considered as exhaustive. We have placed the demand for setting up of a Committee of Group of Ministers both at the National and Departmental level to expeditiously address the department specific issues and other matter which are not covered by the Charter of demands. We request the affiliates to kindly go through the report thoroughly and convey to us the issues to be taken up at the National level immediately.

During the intervening period, the affiliates are earnestly requested to organize meetings at all work places covering all employees and workers and explain the demands and the decision to organize strike action in case the issues are not settled satisfactorily. The employees and workers at the grass root level must have a fair idea and understanding of the issue, before we could embark upon an industrial action. The NJCA website will exhibit the day to day developments of the negotiations with the Government on the charter of demands.

With greetings,

Yours fraternally,



Shiv Gopal Misra,
Convener

7th CPC recommendations and Charter of Demands

NJCA

National Joint Council of Action

4, State Entry Road, New Delhi-110055

No. NJC/2015/7th CPC

December 10, 2015

To

Shri Pradip Kumar Sinha
Cabinet Secretary
Government of India
Rashtrapati Bhawan Annexe
New Delhi-110001

Sir,

Subject:- 7th CPC recommendations and Charter of Demands - Reg.

We send herewith our suggestions and demands on the recommendation made by the 7th CPC. As indicated when the undersigned met you on 20th November 2015 the central government employees are extremely agitated over the totally retrograde recommendations of the Commission.

The meagre increase of 14% recommended by the 7th CPC is the lowest ever any pay Commission has made. It was the similar recommendation, we would request you to recall, made by the 2nd CPC that triggered a confrontation of an unprecedented nature, leading to a strike action which lasted for five days in the year 1960. In the background of the fact that the 5th and 6th CPC recommendations had resulted in the wage rise of 31% and 54% respectively, the anger, anguish and frustration of the employees are the natural outcome. Unless the minimum wage is re-determined with all consequential benefits, the discontent will not be capable of being addressed effectively.

It is, therefore, necessary that a meeting of the members of the Standing Committee of JCM NC is convened under your chairmanship immediately to discuss the issues we have incorporated in the enclosed charter. Settlement through bilateral negotiation has become the urgent need and requirement.

I have been directed by the meeting of the NJCA held on 8th December, 2015 to convey to you the disappointment and resentment of the employees over the recommendations of the 7th CPC. We expect a bilateral negotiated settlement of the issues without delay from the Government. We request you that a mutually agreeable settlement on the issues are brought about latest by the first week of February 2016. I have been asked by the meeting to inform you that the entire Central

Govt. Employees under the auspices of National JCA will be constrained to go indefinite strike in the first week of March 2016 if the desired settlement through bilateral discussions is not brought about by the first week of February 2016. To facilitate an early resolution of the issues, we expect the government to set up a Committee of Group of Ministers to negotiate with the NJCA immediately.

We earnestly hope that the Government will effectively intervene and bring about a satisfactory settlement much before the first week of February 2016 and avoid an otherwise inevitable confrontation.

Thanking you,

Yours faithfully,

Sd/-

(Shiva Gopal Mishra)
Convener

Copy to:- The Secretary, Department of Personnel & Training, North Block New Delhi
The Joint Secretary (Pers.), Department of Expenditure, North Block, New Delhi
The Joint Secretary (AV), Department of Personnel & Training, North Block, New Delhi
The Joint Secretary (Estt.), Department of Personnel & Training, North Block,
The Dy. Secretary (JCA), Department of Personnel & Training, North Block, New Delhi
For kind information and favorable action please.


(Shiva Gopal Mishra)
Convener

Charter of Demands

1. Re-compute the minimum wage on the basis of the actual commodity prices as on 1-7-2015 and factor the Dr. Aykroyd formula stipulated percentages for housing and social obligations, children education etc. Revise the fitment formula and pay levels on the basis of the so determined minimum wage.

We are not in agreement with the methodology adopted by the 7th CPC in computing the minimum Wage. We give hereunder briefly the reasons thereof.

1. The retail prices of the commodities quoted by the Labour bureau is irrational, imaginary and even absurd in respect of certain articles at certain places. The Staff Side had objected to the adoption of those rates in its meeting with the Commission on 9th June, 2015.
2. The adoption of 12 monthly average of the retail prices is contrary to Dr. Aykroyd formula. Same is the case with the reduction effected by the Commission on

housing and social obligation factors. The house rent allowance is not a full compensation of the expenditure incurred by an employee for obtaining an accommodation. Therefore, no reduction on that count in arriving at the minimum wage is permissible. We may cite the minimum wage computation made by the 3rd CPC in this regard. The employees were in receipt of HRA even at that time. But still the 3rd CPC, and justifiably so, adopted the 7.5% as the factor for housing. In respect of the addition to be made for children education and social obligation as per the Supreme Court Judgement, (25%) the Commission has reduced the percentage to 15% on the specious plea that the employees are separately given children education allowance. The Children education allowance is not a full reimbursement of the expenses one has to incur. After the liberalization of the Education Sector where private parties were allowed to set up universities and colleges, the expenses for education had increased heavily. No concession or allowance is granted to the employees for educating the children beyond the higher secondary levels. The earlier Pay Commission has only tried to compensate a little in the increasing cost of education and that too at the primary level, since even the Governmental institutions had started charging abnormal tuition and other fees.

3. The website maintained for the Agriculture Ministry depicts the retail prices of commodities which go into the basket of minimum wage computation. Even though the rates quoted by them vary from the real retail prices in the market, it provides a different picture. If one is to take the rates quoted by them for different cities and make an all India average of the prices as on 1.7.2015, it will work out to Rs. 10810. It will result in the computation of the minimum wage of Rs. 19880. Adding 25% for arriving at the MTS scale, it will rise to Rs. 24850. To convert the same as on 1.1.2016, 3% will be added as suggested by the 7th CPC. The final computation will be Rs. 25,596, when rounded off shall be Rs. 26,000.
4. The Andhra Pradesh State Pay Commission in its report has taken the commodity prices at Rs. 9830/- as on 1.7.2013 which works out to a minimum wage of Rs. 18080. The wage of MTS will then be Rs. 22600 as on 1.7.2013, the Corresponding figure for 1.1.2016 shall be Rs. 26758, rounded off to Rs. 27000.
5. The Staff side had computed the minimum wage as on 1.1.2014 at Rs. 26,000, taking the commodity price at Rs. 11344. The rates were taken on the basis of the actual retail prices in the market as on 1.1.2014 (average prices of 8 Cities in the Country) substantiated by the documentary evidence of Cash bill obtained from the concerned vendors. As on 1.1.2016, the minimum wage work out to Rs. 29339, rounded off to Rs. 30,000.
6. The 5th CPC adopted the rate of growth in the economy (as reflected in the increase in the per capita net national produce at factor cost) over a period of ten years to arrive at the increase required to be made to arrive at the minimum wage. The per

capita NNP at factor cost registered an increase of 65.28% over a period of ten years in 2013-14. If we apply the same percentage to the emoluments (Pay+DA) as on 1.1.2016 (assuming that DA will be 125% as on that date), the minimum wage as on 1.1.2016 for an MTS will have to be Rs. 26030, rounded off to Rs. 27000.

7. In para 4.2.9. of the report, the Commission has given a table depicting the percentage increase provided by the successive Pay Commissions, according to which the 2nd CPC had made a paltry increase of 14.2%. The 3rd CPC gave a rise of 20.6, 4th 27.5, 5th 31.0 and 6th CPC 54%. While the percentage increase had been in ascending order all along, the 7th CPC has sought to reverse that trend ostensibly for reasons unknown. It is was the meagre increase of 14% provided for by the 2nd CPC that triggered the volatile situation in the civil service and led to all India strike encompassing all employees which lasted for 5 days in 1960. We do not know whether the 7 CPC really intend to create such a scenario once again.
8. In the case of Bank, Insurance and many other Public Sector Undertakings wage revision takes place once in 5 years. In the recently concluded agreement, Bank employees were provided more than 15% increase.
9. After the implementation of the Pay Commissions Report the AP State Employees have been given a wage structure based on a minimum wage far above the level of Central Government employees. In their case also wage revision does take place once in 5 years.

It could be seen from the above that the computation of minimum wage by the 7 CPC is prima facie wrong and computed on untenable premises and incorrect data. The minimum wage therefore requires re-computation and revision. Once the minimum wage gets revised, the fitment formula, the multiplication factor applied for determining the pay levels and the pay matrix itself will have to consequently revised.

Determination of Pay Level Minimum

It is seen that the 7th CPC has applied varying multiplication factors for different pay levels. The 6th CPC has taken the emoluments in the private sector to hike the salary of officers by applying different yardstick to compute the pay bands disturbing the vertical relativity while the 7th CPC has further accentuated the gap of differences in wages between officers and employees. This being unacceptable we urge upon adoption of uniform multiplication factor for determining pay levels.

2. **Revise pay matrix basing upon the revised minimum wage and rounding off the stages to the next hundred. Accept the suggestion made by the Staff Side in its memorandum to 7 CPC for de-laying viz. to abolish the pay levels pertaining to GP 1900, 2400 and 4600.**

In our memorandum to 7th CPC the staff side had requested for de-layering by abolition of Grade Pay of Rs. 1900, 2400 & 4600. The pay levels pertaining to GP 1900, 2400 and 4600 may be abolished and merged with the next higher levels.

3. Revise the rate of increment to 5% and Grant two increments in the feeder cadre levels as promotion benefit.

The rate of increment has been pegged down to 3% by the 7th CPC. At this rate an employee will not be able to double his pay even after 30 years. The demand of the staff side to increase the rate of increment to 5% to be accepted.

Promotion from one cadre to another is a rare phenomenon in government services especially in lower grades. If one to be awarded only an increment amounting to 3% of pay, it might not become a sought after affair and will in fact act as a demotivating factor. This apart, in most of the Govt. Departments, promotion is followed by posting to a different location. Those who are posted to unclassified cities or from Metro cities to towns will financially suffer due to such mandatory transfer on promotion. This is because of the fact that the rate HRA, Transport Allowance etc. vary from one station to another. The financial benefit on promotion must be, therefore, at least two increments i.e. 10% of the pay.

4. Fill up all vacant posts by holding special recruitment drive.
5. MACP to be treated as financial up-gradation, without any grading stipulation; to be provided on the basis of the promotional cadre hierarchy of the concerned department; increase the number of MACP to five on completion of 8, 15, 21, 26 and 30th years of service. Reject the Efficiency Bar stipulation made by 7th CPC. Personnel promoted on the basis of Examination should be treated as fresh entrants to the cadre.
6. Upgrade the LDCs in all departments as UDCs for it is stated by the Commission that the Government has stopped recruiting personnel to this cadre.

The cadre of LDC, after the introduction of MTS has presently overlapping functions. Most of the specific functions have also become obsolete on introduction of computerized diarizing and maintenance register. There is no specific need for this cadre in any of the offices. While future recruitment can be stopped, which the government has conveyed to the Commission, what has to be done to the existing cadre is not mentioned. It is therefore necessary that the existing incumbents be promoted as UDCs by upgrading all posts of LDC as UDCs.

7. a) Parity to be ensured for all Stenographers, Assistants, Ministerial Staff in subordinate offices and in all the organized Accounts cadres with Central Sectt. By upgrading their pay scales (and not by downgrading the pay scales of the CSS)
- b) Drivers in all Government offices to be granted pay scale on par with the drivers of the Lok Sabha

The question of Parity, as has been rightly mentioned by 7th CPC, is a settled matter. It is the Department of Personnel which the cadre controlling Department for CSS cadre that unsettles the parity every time. The recommendation to downgrade the CSS is however not acceptable. What is required is to grant higher pay levels at par with CSS ministerial and stenographer cadres and other similarly placed cadres in the field/subordinate offices and IA&AD & Organized Accounts cadres.

8. To remove existing anomaly, the annual increment date may be 1st January for those recruited prior to 30th June and 1st July in respect of those recruited prior to 31st December.
9. Wage of Central Government Employees be revised in every 5 years.
10. Treat the GDS as Civil Servant and grant them all pay, allowances and benefits granted to regular employees on Pro-rata basis.
11. Contract/casual and daily rated workers to be regularized against the huge vacancies existing in various Government offices.
12. Introduce PLB in all departments. All existing bilateral agreement on PLB must continue to be in operation.
13. Revise the pension and other retirement benefits as under:-
 - (a) Parity between the past and present pensioners to be brought about on the basis of the 7th CPC recommendations with the modification that basis of computation to be the pay level of the post/grade/scale of pay from which one retired; whichever is beneficial.
 - (b) Pension to be 60% of the last pay drawn in the case of all eligible persons who have completed the requisite number of years of service.
 - (c) The family pension to be 50% of the last pay drawn.
 - (d) Enhance the pension and family pension by 5% after every five years and 10% on attaining the age of 85 and 20% on attaining the age of 90.
 - (e) Commuted value of pension to be restored after 10 years or attaining the age of 70, whichever is earlier. Gratuity calculation to be on the basis of 25 days in the month as against 30 days as per the Gratuity Act.
 - (f) Fixed medical allowance for those pensioners not covered by CGHS and REHS to be increased to Rs. 2000 p.m.
 - (g) Provide one increment on the last day in service if the concerned employee has completed six months or more from the date of grant of last increment.
14. Exclude the Central Government employees from the ambit of the National Pension Scheme (NPS) and extend the defined benefit pension scheme to all those retired after 1.1.2004.

-
15. In the absence of any recommendation made by 7 CPC, the Government must withdraw the stipulated ceiling on compassionate appointments.
16. Revise the following allowances/advances as under in place of the recommendations made by the 7th CPC:

The 7th CPC has recommended to abolish large number of allowances and interest free advances without going into the exact relevance in certain departments where the allowances are provided for. The allowances which are stated to be subsumed and which are clubbed with other s also require consideration. If these allowances are withdrawn, it might affect adversely the very functioning of the Department itself in certain emergent situation. Of the allowances mentioned in the report for abolition, we have mentioned hereunder those pertaining to civilian employees which require to be retained.

In respect of advances the Commission appears to have taken a shylock view of the matter. Most of the under mentioned advances are required to meet out contingencies which the employees cannot manage to organize. These advances are, therefore, to be retained.

(i) Allowances

- (a) Retain the rate of house rent allowance in place of the recommendation of the Commission to reduce it.
- (b) Restructure the transport allowance into two slabs at Rs. 7500 and 3750 with DA thereof removing all the stipulated conditions.
- (c) Fixed conveyance allowance: This allowance had no DA component at any stage.
This allowance must be enhanced to 2.25 times with 25% DA thereon as and when the DA crosses 50%
- (d) Restore the island Special Duty Allowance and the Tripura Special Compensatory remote locality allowance.
- (e) The special duty allowance in NE Region should be uniform for all at 30%
- (f) Overtime allowance whenever sanction must be based upon the actual basic pay of the entitled employee
- (g) Cash handling/Treasury allowance. The assumption that every transaction in Government Departments are through the bank is not correct. There are officials entrusted to collect cash and therefore the cash handling allowance to be retained.
- (h) Qualification Pay to be retained.
- (i) Small family norms allowances;

-
- (j) Savings Bank allowance
 - (k) Outstation allowance
 - (l) P.O. & RMS. Accountants Special Allowance.
 - (m) Risk allowance
 - (n) Break-down allowance
 - (o) Night patrolling allowance
 - (p) Special Compensatory hill area allowance.
 - (q) Special allowance for Navodaya Vidyalaya Staff.
 - (r) Dress Allowance ceiling to be raised to Rs. 32,400/- p.a.
 - (s) Nursing Allowance to be raised to 2.25 times of Rs. 4800/-
 - (t) All fixed allowances must be raised to 2.25 times as per the principle enunciated by the Commission
 - (u) The erroneous statement in Para 9.2.5. to be corrected. Vide OM No. 13018/1/2009-Estt (L) dated 22.07.2009, DOP, P&W, the leave period for Child adoption has been increased to 180 days.
 - (v) Restore the allowances abolished for the reason that it is either not reported or mentioned in the Report by the Commission

17. Advances

Restore the following advances and revise the same to 3 times.

- (a) Natural calamity advance;
 - (b) Festival Advance
 - (c) LTC and TA Advances
 - (d) Medical Advance
 - (e) Education Advance
 - (f) Vehicle Advances including Cycle Advance
18. The stipulation made by the 7th CPC to grant only 80% of salary for the second year of CCL be rejected and the existing provisions may be retained.
19. 50% of the CGEIS premium to be paid by the Government in respect of Group B and C employees.
20. Health insurance to be introduced in addition to CGHS/REHS and CCS (MA) benefits and the premium to be paid by the Government and the employee equally.
21. Reject the recommendations concerning PRIS
22. Full pay and allowances to be provided for the entire period of WRIL.
23. The conditions stipulated in clause (4) & (5) under Para 9.2.37 be removed.

24. Reject the recommendation made by the 7th CPC in Para 8.16.9 to 8.16.14 concerning dress allowance to PBOR as otherwise the five Ordinance Equipment factories under OFB will have to be closed down.
25. Set up a Group of Ministers' Committee to consider the anomalies including the disturbance of the existing horizontal and vertical relativities at the National level and Departmental/Ministry level with provision for referring the disputed issues to the Board of Arbitration under the JCM scheme.
26. To increase the promotion avenue for Technical and other Supervisory staff.

7th Pay Commission Report

Long awaiting report of 7th CPC has been submitted to the Government on 19th November, 2015. You all might be knowing the main recommendations regarding pay hike, DA and other recommendations including 24% increase in present pension. The minimum pay recommended Rs. 18,000/- whereas maximum pay recommended as Rs. 2,50,000/- regarding all other recommendations we have to wait for acceptance of those recommendations by the Government.

The main intention to write this is to mention here that in the market the prices of essential commodities like dal, rice and other foodgrain items, vegetable prices and prices of other essential items are skyrocketing and this revision of pay will not prove to be sufficient.

The black marketers, big and small businessmen are already preparing themselves to take this increased pay from the pocket of employees to their money godowns.

The financial position of the employees will be one and the same after 7th CPC also.

- T.N. Rahate, General Secretary

7वां वेतन आयोग

हम सब आतुर थे कि कब वेतन आयोग अपनी रिपोर्ट सरकार को सौंप देगी। हालांकि रिपोर्ट एक महीने पहले ही तैयार थी, किंतु सरकार ने बिहार चुनाव को देखते हुए रिपोर्ट के आयोग को दिसंबर तक का समय बढ़ा दिया था।

खैर अब रिपोर्ट दे दी गयी है। सरकार इस पर विचार करेगी और अप्रैल लोकसभा सत्र में बजट पेश करते समय इस रिपोर्ट पर निर्णय लेगी। इस बीच कर्मचारी संगठनों से भी बात हो सकती है। देखें सरकार क्या रूख अपनाती है।

वैसे रिपोर्ट में कर्मचारियों के वेतन की न्यूनतम तथा अधिकतम वेतन रु. 18,000/- और 2.5 लाख रुपये दिखाई गयी है। महंगाई भत्ता 63% बढ़ाने का प्रस्ताव है। पेंशन में 24% बढ़ोत्तरी प्रस्तावित है।

वार्षिकी इंक्रीमेंट के लिए 1 जुलाई ही रखी गयी है। **ग्रेच्युटी की सीमा बढ़ाई गई है।** ये तो होना ही था।

हमें इस वेतन आयोग के प्रस्तावों पर सरकार की ओर से अब तक कोई प्रतिक्रिया नहीं दिखाई दी है।

फिलहाल वाच एंड वेट ही है।

सातवें पे-कमिशन ने दूर किया भ्रम

पृष्ठ 1 का शेष...

खाली पड़े पद

खुली अर्थव्यवस्था की पैरोकार बिरादरी सरकारी मुलाजिमों को बाजार के निरंकुश विस्तार में अड़ंगा मानती है, इसीलिए उनकी संख्या घटाने और अधिकार कम करने की पुरजोर वकालत की जाती है। डिपार्टमेंट ऑफ पर्सनल एंड ट्रेनिंग (डीओपीटी) ने मई 2001 को भारत सरकार के सभी 56 मंत्रालयों के लिए एक आदेश जारी किया, जिसके अनुसार उन्हें अपने कर्मचारियों की संख्या दो फीसदी प्रति वर्ष की दर से घटाने का हुक्म दिया गया। इस आदेश का नतीजा है कि वर्ष 2014 में सरकारी मुलाजिमों की तादाद 39.9 लाख रह गई, जबकि बीस बरस (1994) पहले यह 41.76 लाख थी।

आज भारत सरकार के विभिन्न विभागों में 19 प्रतिशत मंजूरशुदा पद खाली पड़े हैं। कई मंत्रालय तो ऐसे हैं जो आधे स्टाफ के भरोसे चल रहे हैं। उदाहरण के लिए विज्ञान और तकनीकी मंत्रालय में 12,503 कर्मचारी होने चाहिए, जबकि हैं केवल 6,680 (47 फीसदी कम)। इसी प्रकार वित्त मंत्रालय में 1,76,260 पद की एवज में 85,863 (46 फीसदी कम), ऊर्जा मंत्रालय में 1,895 पद की एवज में 1,044 (45 फीसदी कम), नागरिक उड्डयन मंत्रालय में 1,757 पद की एवज में 977 (44 फीसदी कम) तथा कॉरपोरेट मंत्रालय में 2,361 पद की एवज में 1,411 (40 फीसदी कम) कर्मचारी कार्यरत हैं।

सरकारी कर्मचारियों में बड़ी संख्या इंजीनियरों, डॉक्टरों, वैज्ञानिकों और वित्त विशेषज्ञों की है, जिनके पद खाली रहने का दुष्प्रभाव सीधे आम जनता और देश की प्रगति पर पड़ता है। हर साल करीब तीन प्रतिशत सरकारी कर्मचारी रिटायर हो जाते हैं, जिनके स्थान पर औसतन एक फीसदी स्टाफ की भर्ती होती है। कर्मचारियों की कमी के कारण न्यायपालिका और नियामक संस्थान भी कमजोर पड़ गए हैं। इस कमजोरी का लाभ अक्सर प्रभावशाली तबका उठाता है।

पिछले दो दशकों से भारत के नीति निर्धारकों का आदर्श पश्चिमी समाज बना हुआ है। हमारे नेता-अफसर बात-बात में अमेरिका और यूरोप का उदाहरण देते हैं। बताया जाता है कि वहां सरकार का दायित्व कुछ विषयों तक सीमित है। इसलिए 'मिनिमम गवर्नमेंट, मैक्सिमम गवर्नेंस' का जुमला जोर-शोर से उछाला जाता है। लेकिन सच्चाई कुछ और है। वेतन आयोग की रिपोर्ट के अनुसार अमेरिका में जहां प्रति एक लाख आबादी पर 688 सरकारी कर्मचारी हैं, वहीं भारत में यह संख्या महज 139 है। इस हिसाब से नरेंद्र मोदी के मुकाबले बराक ओबामा सरकार के मुलाजिमों की फौज करीब पांच गुनी कही जाएगी। दोनों देशों की सेना और पुलिस बल को निकाल दें, तब भी 'अंकल सैम' का पलड़ा भारी बैठता है। अमेरिका में सिविल कर्मचारियों की संख्या 21.3 लाख है, जबकि भारत में यह आंकड़ा 17.96 लाख है।

इसका अर्थ यह है कि हमारे देश के सरकारी कर्मचारी पर काम का बोझ कहीं ज्यादा है। अब जरा वेतन से जुड़े सत्य को टटोला जाए। इस तथ्य से कोई इंकार नहीं कर सकता कि निचले और मध्य स्तर के सरकारी कर्मचारियों का वेतन, सुविधा और जॉब सिक्योरिटी निजी क्षेत्र से बेहतर हैं। सरकारी महकमे में चपरासी की पोस्ट के लिए भी लाखों आवेदन इसीलिए आते हैं। लेकिन प्राइवेट सेक्टर के टॉप एग्जिक्यूटिव की तनख्वाह भारत सरकार के आला अधिकारी से कई गुना अधिक होती है। आज प्राइवेट सेक्टर में न्यूनतम और अधिकतम वेतन के बीच एक चौड़ी खाई है। इस बार सरकारी कर्मचारियों के न्यूनतम मूल वेतन में 2.57 गुना वृद्धि की गई है, जो आजादी के बाद दूसरी सबसे कम बढ़ोतरी है। आंकड़े गवाह हैं कि सरकारी खर्च में कर्मचारियों का वेतन भार निरंतर कम हुआ है। वर्ष 1998-99 में केंद्र सरकार अपनी आय का 38 फीसदी पैसा कर्मचारियों के वेतन, भत्ते और पेंशन पर खर्च करती थी, जो 2015-16 में आधे से भी नीचे आकर 18 प्रतिशत रह गया। जिस फार्मूले के आधार पर उनका वेतन तय होता है, वह 1957 के श्रम सम्मेलन में तय किया गया था और करीब छह दशक बाद भी उसमें कोई बदलाव नहीं किया गया है।

ठेके पर काम

इस दौर में कर्मचारियों को ठेके पर रखने का चलन निरंतर जोर पकड़ता जा रहा है। आम धारणा है कि कर्मचारियों को समुचित वेतन और सुविधा देने से बचने के लिए ही निजी कंपनियां ठेका प्रथा को बढ़ावा देती हैं, जबकि सच यह है कि आज ठेके पर सर्वाधिक कर्मचारी भारत सरकार में हैं। ऐसे कच्चे मुलाजिमों पर केंद्र हर साल तीन अरब रुपये से अधिक खर्च कर रहा है, जो ठेका बाजार का करीब 15 फीसदी है। यह व्यय साल दर साल बढ़ता जा रहा है। इस बार वेतन आयोग के समक्ष कई मंत्रालयों ने ठेके पर कर्मचारी रखने का विरोध किया, मगर उनकी बात नक्कारखाने में तूती की आवाज की तरह दबकर रह गई।

(Source Nav Bharat Times E-Paper ASUS)

**Process to examine the recommendations made
in the report of the 7th CPC**

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/7th CPC/2015-16

Date : 01-12-2015

To,

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

(Kind Attention Shri Surendra Kumar, ADG (GDS/PCC))

**Subject : Process to examine the recommendations made
in the report of the 7th CPC**

Ref.: Your Office Letter No. 7-1/2015-PCC dated 26-11-2015

Respected Madam/Sir,

As directed vide your Office Letter cited above; we offer our comments on the recommendations specific to the Department and also to the common recommendations which are related to the employees of the **Department of Posts**.

Comments on Common Recommendations

We have gone through with the **7th CPC Report consisting of 900 pages** and noted with great concern that the report is not having any **human touch** and also not discussed properly the **Department of Establishment and Personnel related issues** i.e. future **expansion of Departments**, present position of employees, their **working pattern** etc.

The reason of this **lacuna might be** due to the members of 7th CPC those were related from **finance Services only** and therefore report of 7th CPC is **calculations of figures only**. We therefore demand that the **Director of Implementation Cell** may be from the Department of Personnel & Training or panel of experienced personnels may be appointed from human resource and **Department of Personnel and Establishment** related Services to study the report and implementation with additions required i.e. **present and future work culture of various Central Government Departments**, present and future condition of employees, **the shortage of staff, the quality of services rendered to the member of Public** etc.

(1) Three members consisting one family :

The 7th CPC calculated only 3 members in a family for fixing minimum pay Rs. 18,000/- of a Government Servant. In fact, in our family there are 6 persons atleast, wife, husband, two children, father and mother the group of 6 persons in a family and pay structure should be made accordingly.

We therefore demand that fitment factor should be fixed with minimum basic pay Rs. 21,000/-.

(2) Comparison between minimum and maximum pay :

The prices of lots of commodities i.e. grains, vegetables, milk, oil are one and the same for purchase by a officer or a MTS. But the officers are having other allowances, also provided car for free conveyance and thereby there is ample difference between purchasing power of a MTS and a Officer. The 7th CPC recommendations for minimum and maximum the ratio is fixed 1:11.4 is not correct, it should be 1:8 or 1:10.

(3) Fitment Formula :

The Pay Commission has recommended 2.57 as Fitment Formula, but it should be changed and atleast 2.86 should be considered for Fitment Formula.

(4) OTA Allowance:

The 7th CPC recommended for abolition of OTA without taking into consideration above 40% to 50% shortage of staff. The employees are working full day and till late night to complete the day to day work in almost all Department of Central Government. In near future 100% successfully computerization is not possible and also to work on computer we need manpower, therefore, the OTA may not be ordered to be abolished.

(5) Family Planning Allowance :

The 7th CPC recommendations to abolish Family Planning Allowance is quite a irregular recommendations made against the policy and programme of the Government to control the population; which is going high day-by-day. Secondly what about the present employees who are enjoying the Family Planning Allowance.

We demand that this recommendation may be rejected and Family Planning Allowance is continued at new rate..

(6) Washing Allowance :

The recommendation for abolition of washing allowance is not at all fair. The employees has to wash Uniform every alternate day (Postal Employees have to wear the Uniform for all in-door and out-door work) and therefore this recommendation is against

hygienic purity and this recommendations must be rejected and **washing allowance should be continued.**

(7) Interest Free Advances

The 7th CPC recommended for **abolition of all 12 interest free allowances.** While dealing this issue 7th CPC has not taken into account the difficulties of Staff in case of **non-grant of Medical Advances, T.A. on Transfer/Tour, Natural Calamity Advance like flood, drought, cyclone etc. LTC.**

How they will face the situation without immediate financial aid, which now is available in shape of advances.

We demand that the recommendations made by **7th CPC Chapter 9.1 Clause 9.1.1. may be rejected.**

(8) Kit Items - Shoes, Chappal, Umbrellas, Woollen Garments and others :

Though we have demanded **cash payment for purchase of kit items in our Memorandum submitted to 7th CPC,** but unfortunately, this has not been done. We therefore demand that for **purchase of kit items i.e. shoes, chappal, umbrella, woollen garments,** the minimum cash price **amount may be paid to avoid unnecessary expenditure in call for tender** and to supply those **kit items** which are of **low quality and supply being delayed.**

(9) Central Government Employees Group Insurance Scheme (CGEGIS) :

The 7th CPC recommendation to increase the insurance amount from present Rs. 30,000/- to Rs. 1,50,000/-, Rs. 2,50,000/-, Rs. 5,00,000/- and increase in contribution Rs. 1500, Rs. 2500, Rs. 5000, is **not justified for low paid employees.** We therefore demand that the deductions should be made in the range of **Rs. 300/-, Rs. 500/- to Rs. 1,000** and **insured cover from 3 lakhs, 5 lakhs to 10 lakhs.**

(10) MACP :

We are sorry to note that **we have demanded 5 promotions** during entire service span of a employees, instead of considering the demand, the **7th CPC allowed only 3 financial upgradations** those are in existence at present. But gave a condition for this financial upgradation of **very good benchmark from good.** In fact, the **lower grade employees** are controlled by their supervisors and they **are not continuously working** on those controlling posts; and how they are **maintaining the CR Files up-to-date.** Secondly, this **CR are maintained only as per wish of those controlling supervisors.**

Main issue is this **MACP is not a promotion, it is financial upgradation after 10 years qualifying service** and therefore the **good or very good benchmark are not necessary for PB-1 GP 1800, 1900, 2000, 2400, 2800.**

- (i) We demand that this recommendations should be rejected and **no benchmark** should be set for PB-1 GP Rs. 1800 to Rs. 2800. **Only 10 years of qualifying service in the same cadre should be considered.**
- (ii) MACP Financial Upgradation should be given at the start of 10, 20, 30 years of service in the **same cadre, and not after completing the 10, 20, 30 years of service,** just like in ACP I-II (one cadre upgradation).

(11) Annual Increments :

We have demanded **increment @ rate of 5%** but the 7th CPC rejected the demand. In fact, the demand is justified **as every employee is not getting promotions and due to MACP financial upgradation is only after 10 years;** therefore to **increase in pay is only by increment** and therefore the demand @ of 5% may be considered.

(12) HRA - X, Y, Z Cities :

7th CPC has recommended decrease in rate of HRA. This recommendation is **totally wrong and injustice** on the part of employees. In fact, **the rate of rent in Y and Z cities is being enhanced.** So also the **cost of rooms in metro cities are touching to sky.** In this juncture, **cut in HRA is not at all justified.** We demand that this recommendations **may be rejected** in toto. **Government is not in a position to provide housing to all its employees,** therefore the **demand of staff side to increase the HRA - X, Y, Z Cities may be agreed.**

(13) Transport Allowance :

The 7th CPC has not made any recommendation in regard of increasing the present rate of TA instead of that **125% merger is recommended.**

We demand that 30% of the basic Pay + DA in A1/A Cities and other places 20% of Basic + DA may be paid as TA.

(14) CCL :

- i) Female employees should be given **CCL with full payment for two years.** And the **condition 'only three times' should be removed.**
- ii) The 7th CPC has recommended CCL for two years only for **single Male Employees.** But it should be given to all those **male employees also whose wife is medically ill for long time** and is unable to look after the family.

(15) Leave Encashment :

Leave Encashment at the time of Retirement **should be increased to maximum 450 days.**

(16) L.T.C.

LTC should be given for Foreign Tour also. And two times during service in **Asia Khand Region.**

(17) New Pension Scheme :

New Pension Scheme should be scrapped and **old pension scheme should be continued**, because after completing services the employees **will happily retire from the service.**

(18) Postman and Mail Guards in India Post

Though we have made comments on the recommendations for Pay Scale made for Postman and Mail Guards by 7th CPC, but one important point - 7th CPC has not taken into account which the 6th CPC categorically mentioned and recommended the upgradation of Payscales of including Constabulary and **other ranks in the CPMFs/CPO**, Postman and Mail Guards and similar cadres in Department of Posts.

But the 7th CPC has **not considered** this point of equality of Postmen of Department of Posts with other ranks in the CPMFS/CPO (Police Constable) and denied upgradation to Postman and Mail Guards.

We demand that whatever **upgradation is recommended** by the 7th CPC to CPMFS/CPO (Police Constable) may be **extended to Postman and Mail Guards** of Department of Posts.

**Comments on the recommendations for specific
to the Department of Posts.**

While making recommendation in connection with Department of Posts, the 7th CPC has **not taken into consideration** the future course of **development in advance technology** in Department of Posts i.e. **Post Bank, ATM, EMO, IMO, E-Commerce Parcel, Amazon delivery PLI and RPLI (Improvement of advance technology) and others, and work performed by Postman and MTS.**

The Postman and MTS are working **on computer as PA/SA** in delivery section.

We have given all the details of work culture of Department of Posts, particularly of **Postman and MTS Staff** in our Memorandum submitted to the 7th CPC. Unfortunately, the 7th CPC has **not considered our Memorandum** therefore we are compelled to put forth our demand.

(1) Postmen :

The Postman is working day and late hours in evening making **door-to-door delivery**; effecting payment of EMO, IMO delivery of E-commerce Parcel, Amazon delivery, book now pay later delivery, VP delivery, not only this but collecting cash remittances from sub-offices and crediting to account office all this work pattern outside Post Office without any security.

So also in office Postman is **working on computer as PA/SA**, in future **more responsible duties** will be assigned to Postmen. In future **Postmen will handle the 2 and 4 wheeler** for delivery, he will have to **handle laptop and other equipments**. This all fact we have pointed in our Memorandum submitted to 7th CPC but **7th CPC has not considered** and on the other hand it has mentioned in report regarding postman as - **11.8.29 last para - "The Commission has noted the entry level qualifications prescribed (Class X or ITI for MTS) as also the work content; and is of the view that there is no justification for further raising the entry grade pay of Postmen."**

This is quite injustice made to Postmen by 7th CPC. In our Memorandum submitted to 7th CPC we have made the **separate specific demand** with details of different type of work performed by Postmen (additionally Computer work is also performed by the Postman and driving license holder has technical knowledge) and demanded **Upgradation of GP Rs. 2400/-**.

We request for consideration of this demand of upgradation of **GP Rs. 2400/-**.

(2) MTS - Domestic and MTS Foreign Post :

The 7th CPC vide Clause 11.8.37 stated as -

"The Commission is of the view that given the minimum entry level qualification of Class X and the job contents of MTS - Domestic Posts, the existing entry **GP 1800** appears to be appropriate."

This is great injustice made to **MTS staff**. Though this **Postal MTS work** is different from other Department MTS as those are **skilled workers like PA/SA**. Staff now working as **skilled worker making entries**; listing of articles on computers, we have submitted our **Memorandum giving all the details** of work culture of MTS. Domestic and MTS Foreign Post. Both the staff of MTS - Domestic and MTS Foreign Post **are performing the same duties** and therefore we have demanded one and the **same GP of 2000** for all MTS working in Department of Posts.

We request to consider this demand of **Upgradation - GP 2000 for all MTS in Postal Department**.

(3) Automatic Promotion to Postman and MTS Staff :

(A) **MTS** - After 5 years service in MTS cadre **50% vacant post of Postman** be filled in through MTS on **Seniority-cum-fitness** which at present is **exam Quota**.

(B) Postman/Mailguard - After 5 years service in Postman/Mailguard Cadre 50% vacant posts of **PA/SA** may be filled in through **Postman/Mailguard on Seniority-cum-Fitness** which at present is **exam Quota**.

(4) Procedure for Recruitment for Postman and MTS :

(A) MTS - 100% vacant posts of MTS may be filled in from **GDS cadre having 5 years service** on seniority-cum-fitness basis; as Department of Post is having above 2,68,000 GDS and department will get the **experienced staff** moreover **no casual labour** are with Department of Posts.

(B) Postman - Remaining 50% Post of Postman may be filled in from GDS cadre having **minimum 10 years service** on Seniority-cum-fitness basis being Department will get highly qualified and **experienced staff** from GDS cadre.

We are suggesting this procedure for recruitment to avoid corruption, Court cases and expenditure for **recruitment process examination** and delay **in filling vacant post** in time and thereby the Department is put in loss.

We hope that suggestions will be taken with its true spirit.

In last we demand that while fixing the new basic pay the following formula may be adopted-

Basic Pay for the month of December 2015	+	125% DA + 40% Increase =
	+	
125% DA	=	
	+	
40% increase	=	
<hr/>		
Fitment Formula	=	2.86

However, in last, **we offer our sincere appreciation towards 7th CPC Team for recommendations made for Health Insurance Scheme,**

We request that in the 7th CPC report submitted to the Government, the above proposed amendments may be made in the **said report to accord justice.**

Thanking you,

Yours Sincerely



(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. Secretary General, FNPO,
2. All FNPO General Secretaries

**Process to examine the recommendations made
in the report of the 7th CPC**

U.N.I.

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

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Ref. No.: NU/P-IV/7th CPC/2015-16

Date : 07-12-2015

To,

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

(Kind Attention : Shri Surendra Kumar, ADG (GDS/PCC)

**Subject : Process to examine the recommendations made
in the report of 7th CPC**

- Ref.:**
- 1) 7th CPC recommendations **report Para No. 8.3.5. Fixed Monetary Compensation** in Department of Posts to Postman for performing the duties of an absentee Postmen.
 - 2) 7th CPC recommendation **report Para No. 8.3.9.** JCOs in the Defence Services are granted acting allowance, while Postmen are entitled to fixed Monetary Compensation for holding additional charge.
 - 3) 7th CPC recommendation **report Para 8.16.14** - It is thus recommended that Uniform related allowances be subsumed in the single **Dress Allowance (including shoes)** which will be payable at the following rates-

Respected Madam/Sir,

In continuation of our Letter of even **No. dated 01-12-2015**, the comments on following two recommendations of 7th CPC left behind are now furnished below -

(19) The 7th CPC report recommendations cited above; **Para 8.3.9.** speaks about Monetary Compensation for holding additional charge. **In fact, it should be for performing duties of an absentee Postmen. This correction is needed.**

We demand for revision of **Fixed Monetary Compensation** for performing the duties of an absentee Postman.

- (A) When one Postman performs duty of an **absentee Postman** by combination of duties, he should be paid minimum Basic Pay divided by Thirty + DA.
- (B) When two Postmen performs duty of an **absentee Postman** by combination of duties they should be paid minimum Basic Pay divided by Thirty + DA equally distributed.

(20) Dress Allowance (Including Shoes)

In **Para 8.16.14** the 7th CPC recommended for Dress Allowance to various categories of employees of Central Government Departments who are supplied Uniforms at the rate from **Rs. 20,000/-, 15,000/-, Rs. 10,000/- and Rs. 5,000/-** per year as per the standard of Staff.

While mentioning details of category of employees entitled for **Rs. 10,000/- Dress Allowance** Commission did **not mentioned Postmen and MTS Staff of Postal Department**.

In fact, Postmen Mailguard Staff has already been given the status of **CAPFS/RPS & CPO Police** by the 6th CPC.

The 7th CPC recommended Dress Allowance to those categories **CAPFS/RPF and CPO Police etc. @ Rs. 10,000/-** which should be given to **Postman, Mailguard Staff** of Post Department being equivalent to CAPE/RPF CPO Police also.

We demand that as **Postman, Mailguard, MTS, Car and Mail Van Drivers** are working in and outside of Post Offices and RMS Section, Government should **include** the Postman, Mail Guard, MTS, Car & Mail Van Driver Staff of Post Department for grant of Dress Allowance Rs. 10,000/- in 7th CPC **Para No. 8.16.14**.

Thanking you,

Yours Sincerely



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

CHQ Quota

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of **Rs. 10/- (Rs. Ten)** 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.

सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से अनुरोध किया जाता है CHQ कोटा **रुपये 10/- (दस रुपये)** प्रति मेंबर प्रतिमाह भेजें। यह चंदा दर दिसंबर 2014 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।

**CGHS Rates for Cancer Surgery for
hospitals empanelled under CGHS**

...(Contd. from Postal Prakash, November 2015, Pg. 14)

Gradation of surgical procedures for treatment of cancer

Sr.	Surgery Grade II	Grade
	Thoracic & Paediatric	
25.	Bronchoscopy + Esophagoscopy (Diagnostic)	Grade II
26.	Bronchoscopy Therapeutic	Grade II
27.	Esophagoscopy - Therapeutic	Grade II
28.	Exploratory Laparotomy / Thoracotomy (Inoperable)	Grade II
29.	Hickman Catheterisation	Grade II
30.	Nonresectable Esophageal Ca Exploration	Grade II
31.	Pleurodesis Talc	Grade II
32.	Secondary Suturing (Thoracic)	Grade II
33.	Thoracoscopic Pleurodesis	Grade II
34.	Thoracoscopy - Diagnostic	Grade II
35.	Thoracotomy - Inoperable	Grade II
36.	Chest Wall Sinus Exploration	Grade II
37.	Pneumonectomy Partial / Total	Grade II
	Genitourinary / Gynaecology	
38.	Conisation	Grade II
39.	Inoperable Laparotomy	Grade II
40.	Diagnostic Hysteroscopy	Grade II
41.	Bilateral Orchiectomy	Grade II
42.	Cystoscopy	Grade II
43.	Inguinal Node Biopsy	Grade II
44.	Meatoplasty	Grade II
45.	Prostate Biopsy	Grade II
46.	Urethral Dilatation	Grade II
	Plastic & Reconstructive	
47.	Reconstruct. With Skin / Mucosal Graft	Grade II
	Breast	
48.	Microdochectomy	Grade II
49.	S/C Fossa Gland Dissection	Grade II
50.	Breast Lumpectomy Alone	Grade II

Sr.	Surgery Grade III	Grade
	Procedure / description of Surgery	
	Head & Neck	
1.	Buccal / Mucosa wide excision Cheek Flap	Grade III
2.	Central Compartment clearance	Grade III
3.	Ethmoidectomy	Grade III
4.	Excision of parapharyngeal mass	Grade III
5.	Excision STS neck / Mass neck	Grade III
6.	Jaw Tumour excision	Grade III
7.	Head & Neck - contd	Grade III
8.	Laser Subglottic Tracheal Stenosis	Grade III
9.	Laser Fulguration Respiratory Papilloma	Grade III
10.	Neck Dissection-Functional/Modified/supra omohyoid	Grade III
11.	Orbital Mass Excision	Grade III
12.	Parathyroid excision	Grade III
13.	Pharyngeactomy-Partial	Grade III
14.	Premaxillectomy	Grade III
15.	Scalp tumor + skull bone excision	Grade III
16.	Thyroid-Hemi / Subtotal / Total - Thyroidectomy	Grade III
17.	Tongue wide excision per oral with neck dissection	Grade III
18.	Tracheal wall partial resection	Grade III
19.	Wide excision floor of the mouth/Neck	Grade III
20.	Wide excision - Lip and Neck	Grade III
21.	Laser excision - Supraglottic	Grade III
22.	Buccal / Mucosa wide excision Peroral	Grade III
23.	Enucleation of the Eye	Grade III
24.	Eye Lid (upper / lower) Excision with reconstruction	Grade III
25.	Floor of the Mouth - Wide excision	Grade III
26.	Laser Aretynoidectomy	Grade III
27.	Hemiglossectomy Peroral	Grade III
28.	Micro Laryngoscopy Chord Stripping (Laser) / Laser Excision Chordectomy	Grade III
29.	Oral Cavity Excision - Large Lesion Laser	Grade III

(To be contd. ...)

Tenth Federal Congress, Kolkata

Tenth Federal Congress was held at Kolkata during 3-11-2015 to 6-11-2015. On 6-11-2015 Federal Councillor met and decided the policy and programme for 2016-2019. The Congress discussed the following issues of Central Government Employees.

(1) 7th CPC and related matters; (2) Removal of restriction on Compassionate Appointments; (3) CGHS and P&T Dispensary issues; (4) PFRDA; (5) Removal of cap on Bonus Payment; (6) Non-grant of I/R and merger of DA.

Congress conveyed its strong resentment on the recommendations of Task Force Committee report dividing Postal Department as holding companies.

Congress welcomed the Post Bank; and conveyed its unhappiness for tightening norms for all cadres i.e.s Postman, CRC, Speed Post etc. Congress demanded cadre restructuring immediately.

Congress discussed GDS issues. Congress condemned the Department for granting recognition to Bhartiya Federation against the principal of RSA Rules 1995.

Congress directed the Secretary General, General Secretaries of FNPO affiliated Unions and FWC members to take appropriate action to chalk out lasting solutions on the above mentioned policies and issues.

- T.N. Rahate, General Secretary

10वां फेडरल कांग्रेस कोलकता

हमारे FNPO की दसवीं फेडरल कांग्रेस कोलकता में ता. 3-11-2015 से 6-11-2015 को संपन्न हुई।

ता. 6-11-2015 को सभी फेडरल कौंसिल ने एक साथ मिलकर साल 2016-2019 के लिए FNPO की पॉलिसी एवं प्रोग्राम को अंतिम रूप दिया। फेडरल कांग्रेस ने निम्नलिखित केंद्रीय कर्मचारियों के प्रलंबित विषयों पर चर्चा की।

(1) 7वां केंद्रीय वेतन आयोग और उससे संबंधित विषय। (2) अनुकंपा स्तर पर भर्ती के 5% को हटाना। (3) CGHS और P&T अस्पताल के विषय। (4) PFRDA. (5) बोनस सिलिंग हटाना। (6) अंतरिम सहाय्य और महंगाई भत्त विषय।

फेडरल कांग्रेस ने पुरजोर शब्दों में टास्क फोर्स कमेटी के सुझावों का विरोध दर्ज किया जो डाक विभाग को नष्ट कर कंपनियों में रूपतारित करने की सोची-समझी साजिश है।

फेडरल कांग्रेस ने पोस्ट बैंक का स्वागत किया तथा डाक विभाग से आग्रह किया कि वे राष्ट्रीयकृत बैंकों के अनुसार ग्राहक सेवा प्रदान करें।

कांग्रेस ने नये नार्मस के प्रति अपना विरोध दर्ज किया तथा तुरंत रिस्ट्रिक्चरिंग करने का आग्रह किया। कांग्रेस ने GDS विषय पर विस्तार से चर्चा की तथा विभाग द्वारा अनैतिक रीति से भारतीय फेडरेशन को ट्रेड यूनियन सहूलियतें देने पर एतराज जताया जो कि सरासर RSA Rule 1995 का सरकार द्वारा उल्लंघन है। फेडरल कांग्रेस ने सेक्रेटरी जनरल तथा सभी FNPO संलग्न जनरल सेक्रेटरी एवं फेडरल कार्यकारी सदस्यों को उपरोक्त विषयों को सुलझाने हेतु समयोचित कार्यक्रम आयोजन करने का निर्देश दिया ताकि इन प्रश्नों का निबटारा हो सके।

- टी.एन. रहाटे, जनरल सेक्रेटरी