

**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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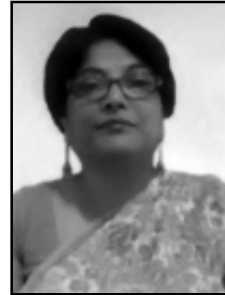
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Ms. Kavery Banerjee

## Message of Secretary (Posts) for the staff and officers of the Department over the IT Project.

Dear colleagues,

It gives me immense pleasure to update you about the ambitious IT Modernization project of the Department of Posts. As you know, with this project we have embarked upon a transformational journey. I take this opportunity to congratulate and thank each one of you for your dedication and hard work to bring about this historic transformation.

At this point in time, we have already networked close to 23,000 locations, making our the largest WAN in the country. Implementation of our Core Banking

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

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System and PLI solutions have attained a critical mass, which will enable us to undertake performance testing & certification before further roll outs. Core SI solutions relating to Mail Operations, Human Resources and F&A are in the UAT stage; and we are nearing identification of a vendor for the Rural Hardware program to support the modernization of our rural post offices.

Implementation of the CBS and Core-PLI solutions has been gradual by design so that we can pinpoint errors/ defects in the solutions and address them appropriately, before graduating to an exponential roll-out phase. As expected, officers and staff are facing some challenges during the initial implementation phase. While we continue to strengthen the solutions based on these valuable experiences, the extra mile that you all have traversed in order to manage these challenges is commendable.

As the implementation gathers steam, I would request each one of you to keep up the energy & commitment you have demonstrated so far. We will make sure that the required technical and administrative support for success is made available.

The primary objective of the IT modernization project has been to enhance customer, satisfaction through better service delivery. The project will enhance the Post Offices capabilities, and enable it to deliver more efficient services, and more add-on services & products. Hon'ble Prime Minister of India has also urged the Department to fast-track the IT-modernization project and improve the quality of service. Thus, being sensitive and responsive to the customer is the need of the hour.

You will agree that it is a matter of great pride for each one of us to be associated with this huge transformational project. We must now work hand in hand to make this historical transformation happen quickly.

Together we can, and we will do it!!

**- Kavery Banerjee**  
Secretary (Posts)

### **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.

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## उन्नीसवां अखिल भारतीय अधिवेशन

हमारे अपने नैशनल यूनियन ऑफ पोस्टल एम्प्लोईड पोस्टमैन, ग्रुप डी/एम.टी.एस. संगठन की एक विशेष पहचान है। स्व. के.आर. तथा जी.के.पी. और गोपाल सिंह जोश नेताओं ने अपना खून पसीना सींच कर इस संगठन की नींव रखकर आज इसे इस वैभवशाली मुकाम पर पहुंचाया है।

आप सभी सदस्यों के अथक परिश्रम तथा निष्ठा के कारण ही हम यहां तिरुपति में हजारों की संख्या में उपस्थित थे। आप सभी ने तीन दिवसीय अधिवेशन में बढ़चढ़कर भाग लिया।

हमारे संगठन में कुछ नहीं किंतु एक सदस्य दूसरे संगठन को छोड़कर आये, हमने उन्हें गले लगाया तथा हमारे कई सदस्यों के विरोध के **बावजूद उन्हें पदों पर आसीन किया किंतु उन्होंने आखिर में अपना रंग दिखा ही दिया** तथा तिरुपति के इस शानदार अधिवेशन में पत्रक बांटकर CHQ को बदनाम करने का प्रयत्न किया किंतु उनके इस प्रयास का अधिवेशन में रत्ती भर भी असर नहीं हुआ। पूरे सदन से एक भी सदस्य या डेलीगेट ने उनका समर्थन नहीं किया।

मित्रों, हमने इस संगठन को लगातार कई वर्षों से अथक मेहनत कर देश भर में फैलाया है। हमने आसाम से लेकर केरल तक तथा गुजरात से लेकर पश्चिम बंगाल तक हर सर्कल में आप सब महानुभवों की निष्ठा एवं भरसक कोशिश के कारण नैशनल यूनियन की सदस्य संख्या में बढ़ोत्तरी की है।

FNPO में हमारा संगठन नंबर एक पर है। हमारे तिरुपति अधिवेशन में हमारे माननीय **श्री डी. त्यागराजन**, सेक्रेटरी जनरल ने प्रमुख अतिथि के रूप में उपस्थित होकर हमें बधाई दी है। फेडरेशन के अन्य सदस्य तथा हर विंग के जनरल सेक्रेटरी श्री डी. किशनराव, रामप्पाजी, मुरलीधरनजी, शिवदासनजी ने हमारे इस अधिवेशन में उपस्थित होकर हमें बधाई दी है हमारे संगठन इन सभी महानुभवों के प्रति आभार व्यक्त करता है।

आप सभी धन्यवाद के पात्र हैं। श्री गुलाम रब्बानी वाइस प्रेसीडेंट थे जो अब हमारे संगठन के अध्यक्ष चुने गये हैं उन्होंने तिरुपति में अधिवेशन आयोजित कर हमारे सदस्यों को **भगवान गोविंदा के दर्शन कराये।** CHQ उनकी टीम का अत्यंत आभारी है।

- टी.एन. रहाटे

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## 19th AIC Tirupati

National Union of Postal Employees, Postmen Group 'D'/MTS is having a history of sacrifice and dedication of Late K.R. to G.K.P. and Gopal Singh Josh. They worked hard day and night, the fruits of their struggle is we are here at Tirupati to hold our 19th AIC.

Friends,

The AIC was conducted in a very decent manner and reception committee made very good lodging and boarding arrangements.

The Session of AIC was held for 3 days on 2nd, 3rd and 4th June, 2014.

The Open Session was a grand function. The CPMG, A.P. inaugurated the Open Session. **Shri D. Theagarajan** our Secretary General, FNPO was the Chief Guest of the Open Session. Almost all the General Secretaries attended the Open Session.

Thousands of members participated in the AIC as delegate and visitors from each corner of India. From Uttarakhand to Kerala and Gujarat to West Bengal. Almost all Circles participated in the AIC.

Because of your hardwork and dedication we were able to build up our Union throughout India, day-by-day our membership is increasing.

Someone has made some nuisance by floating a letter in the AIC. But not a single member or delegate gave any attention towards that letter, as they all know very well that this person had joined our Union recently some years ago and he is not a real original member of National Union.

However this is a lesson for all of us for future. We all should take a note while dealing with members leaving another Union and joining us. Their intention must be watched, they may spoil our unity.

We are thankful to all of you those who attended AIC. We also offer our sincere thanks to Shri Gulam Rabbani, our newly elected President and his team for holding the AIC at Tirupati in such a better way. May **Lord Tirupati Govinda bless all of us** as prayed by CPMG AP Shri Sudhakar.

- **T.N. Rahate**

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## जनरल सेक्रेटरी रिपोर्ट

1 से 5 जून तक 19th AIC के लिए तिरुपति में आंध्र सर्कल में रहा।

प्रथम CWC मीटिंग हुई उसमें एजेंडावाइज चर्चा करके अप्रुवल लिया गया। 2 जून सबजेक्ट कमेटी की कार्रवाई करके शाम 5 बजे ओपन सेशन शुरू हुआ। ओपन सेशन में CPMG आंध्र प्रदेश सर्कल श्री बी.वी. सुधाकर, डिप्यूटी कमीशनर ऑफ लेबर, चित्तौड़ डिस्ट्रीक, श्री एस. श्रीनिवासलु, सेक्रेटरी जनरल FNPO श्री डी. त्यागराजन, जनरल सेक्रेटरी NU GDS श्री पी.यू. मुरलीधरन, जनरल सेक्रेटरी R-IV श्री रामाप्पा, जनरल सेक्रेटरी सिविल विंग श्री के. शिवदासन, एडवाइसर CHQ कमेटी चीफ श्री बी.एम. घोष, श्री पी.वी. सुब्रह्मण्यम, श्री गोपाल नायर उपस्थित थे। इन्होंने हाऊस को संबोधित किया। ओपन सेशन का अध्यक्ष स्थान श्री लखन मुजुमदार ने निभाया। 3 और 4 जून को डेलीगेट सेशन चला। डेलीगेट, विजीटर, डिवीजन सचिव व सर्कल सचिव ने अपनी-अपनी समस्या CHQ के सामने रखी। उनका कुछ रिप्लाय CHQ ऑफिस बेर ने दिया और सविस्तर, समाधानकारक जवाब जनरल सेक्रेटरी टी.एन. रहाटे ने दिया।

गवर्नमेंट ऑबजरवर के 4 जून को 12.00 बजे हाऊस में पधारने के बाद चुनाव प्रक्रिया शुरू हुई। हर सर्कल के डेलीगेट की संख्या अनाऊंस की गयी और हाऊस कमन्स किया। उसके बाद ऑबजरवर ने इलेक्शन कार्रवाई के लिए साल 2014-2016 के लिए नए ऑफिस बेर की लिस्ट बनाई है तो दिये जाने के लिए कहा। उसके बाद ऑबजरवर के पास एक लिस्ट आई। उसके बाद और कोई लिस्ट है क्या? इस बारे में तीन बार हाऊस को पूछने के बाद नाम लिस्ट अध्यक्ष ने पढ़ी और अप्रुवल लिया। उसके बाद आंध्र प्रदेश के कार्यकर्ता ने प्रेसिडेंट पद के लिए आग्रह किया इसलिए वेस्ट बंगाल सर्कल और आंध्र प्रदेश के कार्यकर्ताओं में संघर्ष हुआ। बाद में चर्चा करके सबकी सहमति से श्री गुलाम रब्बानी पूर्व उप अध्यक्ष थे उन्हें CHQ अध्यक्ष नियोजित किया। उसके बाद वेस्ट बंगाल सर्कल ने अपने सर्कल में ऑफिस बेर पोस्ट लेने में मना किया तो हाऊस से अनुमति लेकर दो पोस्ट वेंकेंट रखे गये। वेस्ट बंगाल शांत होने के बाद अगले CWC में दोनों पोस्ट भरने का निर्णय हुआ। और सब की सहमति से ऑफिस बेर लिस्ट इलेक्ट हुई।

3 तारीख को डेलीगेट सेशन में NUPE P-IV का 7th CPC मेंमोरेडम तथा MTS और पोस्टमैनों के कार्य, PA का कंप्यूटर पर काम करना, डाटा एंट्री करना और कितनी मेहनत और जिम्मेदारी का काम करते हैं, कंप्यूटर पर पोस्टमैन ज्यादा से ज्यादा काम कैसे कर रहा है इसकी DVD 7th CPC को सादर करने के लिए बनाई है, उसका चित्रीकरण परदे के ऊपर दिखाया गया। इसके लिए सारे डेलीगेट्स उपस्थित थे। सारे साथी बहुत खुश हुए और CHQ के कार्य के बारे में उन्होंने संतोष जताया।

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6 से 12 जून तक महाराष्ट्र में रहा। 13 से 17 जून तक कोलकत्ता में रहा। 14 और 15 जून को साऊथ प्रेसीडेंसी कोलकत्ता डिवीजन के ज्वार्ट अधिवेशन में उपस्थित रहकर संबोधित किया। साऊथ प्रेसीडेंसी डिवीजन के अधिवेशन में करीबन 2000 के ऊपर NUPE P-IV, NAPE P-III और ज्यादा से ज्यादा NU GDS सदस्य उपस्थित थे। अधिवेशन की उपस्थिति देखकर बहुत खुशी हुई। ऑर्गनायझर और सभी कार्यकारिणी को CHQ/FNPO की ओव से तहेदिल से धन्यवाद। उपरोक्त अधिवेशन में दिखी समस्या का समाधान करने के लिए CPMG और सेक्रेटरी (पी) को खत लिखकर समस्याओं का हल निकालने की मांग की है। जल्द से जल्द समस्या का पॉजीटिव हल निकालने की मांग की है। 18 से 30 जून तक मुंबई में रहा। मुंबई में रहते हुए महाराष्ट्र की समस्या हल करने के लिए CPMG, DPS (HQ), PMG (MR) और DPS (MR) से मिलकर समस्याओं का हल निकाला गया।

19th AIC में सारे सर्कल से आए हुए रिजोलेशन समस्याओं के ऊपर लिखित रूप से CPMG और सेक्रेटरी (P) को खत लिखकर हल निकालने की कोशिश की। सर्कल कार्यकर्ता, सर्कल सेक्रेटरी, CHQ ऑफिस बेर और संबंधितों से मोबाईल पर बातचीत करके ऑरगनाइजेशन के लिए बातचीत करके उनकी समस्या लिखित रूप में मंगवाकर हल निकालने की कोशिश की।

आप सभी का साथ मिलने से ही मैं ज्यादा से ज्यादा काम करके ज्यादा से ज्यादा समस्याओं का हल निकालने में कामयाब हो पाऊंगा। आपने मुझे एक बार फिर अपना विश्वास जता कर जनरल सेक्रेटरी चुनकर आपकी सेवा करने का मौका दिया इसलिए आपका तहे दिल से शुक्रिया अदा करता हूं और धन्यवाद देता हूं।

आपका साथी  
- टी.एन. रहाटे

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

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**

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**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**

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

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**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

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

upgraded and replaced by the revised pay structure of Grade Pay of Rs.1800 in the Pay Band-1.

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



**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

- 3 -

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 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,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and  
President FNPO

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

Sd/-

(T.N. RAHATE)

General Secretary and President FNPO

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## **Rule FR 22(1)(a)(1) continues to exist**

No.997012/2014-Estt (Pay)  
Government of India  
Department of Personnel & Training  
Establishment (Pay) Division  
\*\*\*\*\*

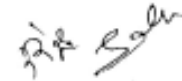
North Block New Delhi  
Dated the 9 June, 20 14

### **CIRCULAR**

It is brought to notice that any amendment of Fundamental Rules / Service Rules is required to be made with the approval of President under powers vested by Article 309 of the Constitution. It is clarified that FR 22(1)(a)(1) continues to exist.

2. Similarly, the Rule 2(2)(vii) of CCS (RP) Rules, 2008 has not been deleted as in the case of FR 22(1)(a)(1) above.

3. Hence, the mode of pay fixation as provided for in FR 22(1)(a)(1) continues to apply in respect of cases in the pre-revised scales. Also, the Rule 2(2)(vii) of CCS (RP) Rules 2008 read with OM No.3/13/2008-Estt (Pay-II) dated 11th November, 2008, continues to apply in cases of pay fixation of reemployed persons.



(Mukesh Chaturvedi)  
Director (Pay)

All Ministries / Departments of the Government of India -

Copy also to Director NIC, DoPT- for uploading on the web site of the Department under Establishment "Pay Rules" as well as "CCS (CCA Rules)".

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## **Stagnation Increment(s) in the pre-revised pay scales**

No. F-10/2/2011-E.III (A)  
Government of India  
Ministry of Finance  
Department of Expenditure  
E-III (A) Branch  
\*\*\*\*\*

North Block, New Delhi-110011  
Dated the 4th July, 2014.

### **OFFICE MEMORANDUM**

Subject : Central Civil Services (Revised Pay) Rules, 2008 - application of the first proviso to Rule 10 in case of those who had been granted stagnation increment(s) in the pre-revised pay scales

The undersigned is directed to invite a reference to the first proviso to Rule 10 of the CCS (RP) Rules, 2008, which provides that in the case of persons who had been drawing at the maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006.

2. Attention is also invited to the Clarification No. 5 contained in this Ministry's OM No. 1/1/2008-IC dated 29.1.2009, clarifying that in all cases where a Government Servant has been granted an increment (whether normal annual increment or stagnation increment) after January 2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure.

3. It has now been brought to the notice of this Ministry that the pay of those employees who had reached the maximum of their pre-revised pay scale and had also been granted stagnation increment(s) prior to 1.1.2006 in the applicable pre-revised pay scales, came to be fixed at a lower stage vis-a-vis the employees who had drawn pay at the maximum of the same pre-revised pay for a period of more than one year as on 1.1.2006 and had been allowed one increment in the revised pay scale as on 1.1.2006 as per the first proviso to Rule 10 of the CCS (Revised Pay) Rules, 2008.

4. The matter has been considered and the President is pleased to decide that, in partial modification of this Ministry's aforesaid OM No. 1/1/2008-IC dated 29.1.2009, the increment on 1st January, 2006, as envisaged under the first proviso to Rule 10 of the CCS (RP) Rules, 2008, shall be allowed to those employees also who had reached the maximum of the applicable pre-revised pay scale more than one year before 1.1.2006 and were in receipt of stagnation increment(s) in the applicable pre-revised pay scale as admissible in terms of the orders in vogue prior to 1.1.2006, provided their pay in the revised pay structure was fixed on 1.1.2006 with reference to the same pre-revised pay scale exactly as per the Fitment Table prescribed in this Ministry's OM No. 1/1/2008-IC dated 30th August, 2008.

5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

6. Hindi version of this Office Memorandum is attached.

Sd/-

(Amar Nath Singh)

Deputy Secretary to the Government of India

To

1. All Ministries/Department of the Government of India (as per standard distribution list)
2. Office of the Comptroller & Auditor General of India
3. JCA, DoPT, North Block, New Delhi
4. NIC with the request that the same be posted on Ministry of Finance's website.

### सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से अनुरोध किया जाता है  
CHQ कोटा रुपये 9/- (नौ रुपये) प्रति मॅबर प्रतिमाह भेजें।

### 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।

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## Expected DA from July 2014

Labour Bureau published the index of CPI-IW for May 2014 has increased by two points from the existing level and pegged at 244.

Consumer Price Index Numbers for Industrial Workers on Base 2001=100  
CPI(IW) Base 2001=100 Monthly Index Letter - MAY 2014

JANUARY 2014	-	237
FEBRUARY 2014	-	238
MARCH 2014	-	239
APRIL 2014	-	242
MAY 2014	-	244

According the press release of AICPIN for the month of May 2014, the expected data from July 2014 is slightly go up to 106 (106.17).

(Source : CGEN.i)

## Next Additional Dearness Allowance Hike Almost Confirmed at 7%..!

The Labour Bureau released the AICPIN points for the month of May yesterday. The AICPIN points, which had remained stagnant at 242 has increased by 2 points to touch 244 now. This has led to an increase of the Dearness Allowance for the month of May from 105.02 to 106.17.

With only one month left for the calculation of the second installment of additional Dearness Allowance of the year, one can be almost sure that it would bring a hike of 7%.

The two previous rounds of Dearness Allowance revision brought hikes of 10% each. One could sense an air of disappointment and lack of enthusiasm among the employees this time.

Another reason for the disappointment is the fact that despite the Dearness Allowance increasing by more than 100%, it has still not been merged with the basic pay. There was a lot of expectation that the new Government at the Centre will implement this much-awaited and much-expected change.

But, nothing has been done about this yet. All the employee federations continue to stress upon this change. The federations are hell bent on getting either the DA merger or an interim relief this time. Will their dream come true?

(Source: CGEN.in)

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**DA Merger with Basic Pay - Ministry of Finance replies  
NC, JCM in the negative for Merger of  
Dearness Allowance with Basic Pay**

**With regard to representation of National Council (Staff Side),  
JCM for merger of Dearness**

No. 1/(6)/2013-E.II(B)  
Government of India  
Ministry of Finance

Department of Expenditure  
North Block, New Delhi  
Dated 17th June, 2014

Shri Shiva Gopal Mishra,  
Secretary,  
National Council (Staff Side),  
Joint Consultative Machinery for  
Central Government Employees,  
I3-C, Feromhah Road,  
New Delhi-110 001

**Subject:- Merger of Dearness Allowance with Basic Pay- regarding**

Sir,

This is in reference to letter No. NC-JCM/2014/DA/DP addressed to the Hon'ble Finance Minister regarding merger of Dearness Allowance (DA) with Basic Pay. It is stated that the Sixth Central Pay Commission did not recommend merger of DA with basic pay at any stage. This has been accepted by the Government vide Resolution dated 29.8,2008.

Yours faithfully  
sd/-  
(A.Bhattacharya)  
Under Secretary to the Government of India

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**Clarification in respect of Casual Labourers working in the  
Department in compliance of Hon'ble Supreme Court judgement  
in Uma Devi Case -reg.**

No. 66-50/2014-SPB-I  
Government of India  
Ministry of Communications & IT  
Department of Posts  
(Personnel Division)  
\*\*\*

Dak Bhawan, Sansad Marg,  
New Delhi - 110 001  
Dated : 30th June, 2014

To,

1. All Chief Postmasters General
2. Director, Rafi Ahmed Kidwai National Postal Academy
3. All Postmasters General

**Subject :** Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble Supreme Court Judgement in Uma Devi case - reg.

Sir/Madam,

I am directed to refer to above mentioned subject and to say that the Hon'ble Supreme Court of India in its judgement dated 10.04.2006 in case of Civil Appeal No. 3595-3612/1999 etc. Secretary State of Karnataka and Others Vs. Uma Devi and others has laid down that "*appointments made without following the due process or the rules relating to appointment did not confer any right on the appointee and the Court cannot direct their absorption, regularizations nor make their service permanent. High Court in exercise of jurisdiction under article 226 of the Constitution should not ordinarily issue direction for absorption, regularization or permanent continuancy unless the recruitment was itself done regularly and in terms of constitutional scheme. Courts must be careful in ensuring that they do not interfere unduly with the economic arrangement of its affair by the State or its instrumentalities or lend themselves to be instruments to facilitate the by-passing of the constitutional and statutory mandates. A temporary, contractual, casual or daily wage employee does not have a legal right to be made permanent unless he has been appointed in terms of the relevant rules or in adherence of article 14 and 16 of the Constitution. However, where a duly qualified person has been irregularly appointed in a duly sanctioned vacant post and has been continued to work for 10 years or more but without the intervention of the order of the Court or of Tribunal, the question of regularization of the services of such employees may have to be considered on merits*".

2. Further, the Department of Personnel & Training (DOP&T) vide their O.M. No. 49019/1/2006-Estt.(C) dated 11.12.2006 asked all the Ministries/Departments to implement the Hon'ble Apex Court aforesaid judgement.

3. The issue was examined in detail in consultation with the Establishment Division and following guidelines are laid down for the Casual Labourers working in the Department of Posts in compliance with the directions of the Hon'ble Supreme Court and ibid DOP&T OM:

- (i) **Regularization of all the Casual Labourers, who have been irregularly appointed, but are duly qualified persons in terms of statutory recruitment rules for the post and was engaged against a sanctioned post, shall be done if they have worked for 10 years or more but not under the covers of orders of courts or tribunals as on the date of Hon'ble Apex Court's ibid judgement i.e. 10.04.2006.**
- (ii) **A temporary contractual, casual or daily wage worker shall not have a legal right to be made permanent unless he/she fulfills the above criteria.**
- (iii) **A Casual Labourer engaged without following the due process or the rules relating to appointment and does not meet the above criteria shall not be considered for their absorption, regularization, permanency in the Department.**
- (iv) **If a Casual Labourer was engaged in infraction of the rules or if his engagement is in violation of the provisions of the Constitution, the said illegal engagement shall not be regularized.**

4. It is, therefore, requested to take further necessary action in respect of Casual Labourers working in the Circles in accordance with the aforesaid laid down guidelines. Any deviation from these guidelines shall not be permitted.

(N.T. Paite)  
Director (SPN)

Copy to:

1. Sr. PPS to Secretary (P)
2. PPS to all Members, Postal Services Board
3. CGM (BD & M)/CGM(PLI)/Sr. DDG (Vigilance)
4. JS & FA/DDG (P) Secretary (PSB)
5. Addl. DG, APS O.o 56 APO
6. All DDsG/GMs
7. GM (CEPT) - With a request to upload the order in India Post Welfare.
8. OSD to Secretary (Posts), Dak Bhawan, New Delhi
9. All Director of Accounts, Postal
10. All Directors, Postal Training Centres
11. PE-I/PCC/Pension/SPB-II Sections, Dak Bhawan, New Delhi
12. S.O.'s Guard file

(Gopala Krishna)  
Section Officer (SPB-I)