

**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 स्ववायर, सिविल लाईंस, दिल्ली-110054

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## Fair Decision

At last now the Department of Posts has taken a fair decision for recruitment of Employees through Examination being conducted by Staff Selection Commission Board.

We have already written in past and also met in person and protested against recruitment process conducted through private agencies; which resulted in Court cases and no any decision is outcoming till this day.

We also proposed that the recruitment may be made by conducting examination from our Department.

However, the Department has now taken a very good decision to make this recruitment process through Staff Selection Board.

Now this is entirely the responsibility of the Staff Selection Board to watch the process of conducting Examination and also oral interview; so that any type of "vyapam" may not take place.

We congratulate the Postal Department for taking a fair and justified decision for recruitment through Staff Selection Board.

- T.N. Rahate

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

“देर आयद दुरुस्त आयद” देरी से क्यों न हो किंतु हमारे डाक विभाग ने कर्मचारियों की भर्ती परीक्षा के लिए स्टाफ सिलेक्शन कमीशन बोर्ड द्वारा करने के लिए जो आदेश प्रसारित किये हैं, हम उसका स्वागत करते हैं।

हमने पूर्व में इस विषय पर डाक विभाग को पत्राचार द्वारा एवं समक्ष मिलकर आग्रह किया था कि कर्मचारी भर्ती प्रक्रिया जो निजी एजेंसी द्वारा की गयी और जिसके फलस्वरूप इस प्रक्रिया के विरुद्ध कई मामले अदालतों में दाखिल हुए और परीक्षा का रिजल्ट नहीं हो सका और कर्मचारी भर्ती ठप्प हो गयी, इसलिए बेहतर है कि हम डाक विभाग में भर्ती की प्रक्रिया विभाग द्वारा ही करें।

खैर हमारी मांग को डाक विभाग ने उच्च स्तर में लेकर भर्ती प्रक्रिया से निजी कंपनियों को दरकिनार कर दिया तथा डाक विभाग में कर्मचारी भर्ती के लिए स्टाफ सिलेक्शन बोर्ड द्वारा करने के आदेश प्रसारित कर एक साहसपूर्ण, न्यायोचित एवं प्रशंसनीय कदम उठाया है। इसके लिए हम डाक विभाग का अभिनंदन करते हैं।

किंतु देश में हर क्षेत्र में बढ़ते हुए भ्रष्टाचार को देखते हुए स्टाफ सिलेक्शन बोर्ड से आग्रह करते हैं कि इस कर्मचारी भर्ती हेतु हो रही परीक्षा तथा इंटरव्यू में पारदर्शिकता बरते ताकि फिर कोई ‘व्यापम’ घोटाला न हो सके।

फिर एक बार हम इस निर्णय के लिए डाक विभाग का अभिनंदन करते हैं।

- टी.एन. रहाटे

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## जनरल सेक्रेटरी रिपोर्ट

1 जून, 2015 से 21 जून 2015 तक मुंबई में रहा। मुंबई में रहते हुए सभी सर्कल सचिव एवं CHQ ऑफिस बेरर्स तथा कई कार्यकर्ताओं के साथ फोन के माध्यम से संपर्क बनाया रखा और समस्याओं के बारे में चर्चा की।

10 जून 2015 को मेंबर वेरीफिकेशन 2015 के आये हुए सारे आदेश अपनी वेबसाइट NUPEP4.blogspot.com में डालकर सभी CHQ आफिस बेरर्स और सर्कल सचिवों को SMS द्वारा सूचना देकर Authorisation Annexure-I डायरेक्टर श्री अरुण मलिकजी के हस्ताक्षर (सही) और दिनांक 9-6-2015 वाला फार्म की झेराक्स प्रति बनाकर हर सभासद पुराने और नये सभी को भराने हैं, इसकी जानकारी के लिए हिन्दी और अंग्रेजी भाषा में बनाकर इसके साथ Annexure-I तथा Director (SR & Legal) के हस्ताक्षर वाले फार्म सभी सर्कल सचिवों को स्पीड पोस्ट द्वारा भेजे गये हैं तथा फोन करके उचित सूचनाएं दी गई हैं। इसकी पूरी जानकारी जून 2015 के पोस्टल प्रकाश में भी दी गई है।

22 जून 2015 से स्वयं दौरे पर निकला हूं। 22 जून को गुजरात सर्कल के अहमदाबाद शहर में NUPE P-IV, P-III के सर्कल सचिव तथा अन्य कार्यकर्ताओं से मिलकर इस वेरीफिकेशन में ज्यादा-से-ज्यादा सभासद बनाने के लिए प्रयास करने की सूचनाएं दी हैं।

23 जून 2015 को दिल्ली में रहा। दिल्ली में भी कार्यकर्ताओं को कड़ी मेहनत करने की सूचनाएं दी हैं। डाक भवन जाकर DDG, डायरेक्टरर्स को मिलकर पोस्टमैन MTS की समस्याओं के बारे में चर्चा की। पोस्टमैन/MTS की भर्ती

करना और भर्ती होने तक तत्काल आऊटसाइडर लगाना, LGO, MTS, पोस्टमैन परीक्षा में आनेवाली दिक्कतें व भ्रष्टाचार कम करने के बारे में चर्चा की और कुछ सुझाव दिये। दिल्ली में पोस्टमैन MTS के भर्ती के आदेश दुबारा दिये गये हैं। पोस्टमैन MTS को रिक्त पदों पर मिनिमम वेज्स (कम से कम दिन की मजदूरी) देने के आदेश और इसके लिए फंड बढ़ाकर CPMG को दिया है। सभी सर्कल सचिवों को सूचनाएं दी जाती हैं अपनी-अपनी सर्कल में CPMG से मिलकर इस समस्या का हल निकाला जाए।

24 जून 2015 को हरियाणा सर्कल के कर्नाल, अंबाला में जाकर NUPE P-IV तथा P-III सर्कल सचिव और कार्यकर्ताओं से सभासद संख्या बढ़ाने के बारे में सूचनाएं दी। CPMG, DPS से मिलकर हरियाणा की पोस्टल समस्याओं पर चर्चा की।

25 जून, 2015 को पंजाब सर्कल के चंदीगढ़ शहर में वहां के सर्कल सचिव P-IV, P-III एडमिनस्ट्रेशन यूनियन और कार्यकर्ताओं को मिलकर सूचनाएं दी। CPMG से मिलकर समस्याओं के बारे में चर्चा की।

25 जून, 2015 से 27 जून 2015 को उत्तराखंड सर्कल के देहरादून शहर और हरिद्वार में रहा। यहां के सर्कल सचिव और कार्यकर्ताओं के साथ चर्चा करके सभासद संख्या बढ़ाने के लिए मेहनत करने को कहा गया है। पश्चात् CPM, Dehradun GPO, DPS से मिलकर समस्याओं के बारे में चर्चा की। हमारे साथ CHQ आफिस बेरर श्री जयपाल सिंह थे।

27 जून 2015 शाम से 28 जून 2015 तक CHQ दिल्ली में रहा। रमेश नगर HO सभासद तथा ब्रांच सचिव किसी कारण नाराज हुए हैं उनकी नाराजगी दूर करने की सूचना दी गई है।

28 जून 2015 और 29 जून 2015 राजस्थान सर्कल के जयपुर शहर में रहा। यहां के सर्कल सचिव P-III, P-IV, R-III, Admin Union आदि के साथ मेंबर वेरीफिकेशन के बारे में चर्चा की। उनकी समस्याओं के बारे में चर्चा की। सभी शाखाओं में सभासद संख्या बढ़ाने की सूचनाएं दीं। DPS (HQ) और CPMG के साथ राजस्थान सर्कल की समस्याओं के बारे में चर्चा करके हल निकाला गया। हमारे साथ P-III, P-IV के सर्कल सचिव उपस्थित थे।

30 जून, 2015 को दिल्ली में रहा। डाक भवन जाकर मेंबर (Planning), DDG (Estate), DDG (Work Study), Director (Estt.) से मिलकर बिल्डिंग रिपेरिंग फंड, पोस्टमैन नॉमर्स तथा पोस्टमैन MTS की समस्याओं के बारे में चर्चा की।

दौरा अच्छा रहा। उम्मीद करता हूं की सभी सर्कलों में अच्छी सभासद संख्या बढ़ेगी।

- टी.एन. रहाटे

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

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**Clarification issued by Directorate - Correctly mention  
our Union's name in Verification of Membership 2015**

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Government of India  
Ministry of Communications & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated the 22nd June, 2015.

No. 13/01/2015-SR

To

1. All Heads of Postal Circle,
2. All Postmasters General,
3. Chief Engineer (Civil), Department of Posts,
4. Director of Rafi Ahmed Kidwai National Postal Academy (RAKNPA), Ghaziabad (UP),
5. CGM, PLI Directorate, Chankyapuri PO, New Delhi
6. CGM, BD & M Directorate, Dak Bhawan, New Delhi
7. Secretary (PSB),
8. DDG (Estt.)/DDG (P)/DDG (PAF)
9. Supdt. Engineers (Civil & Electrical)
10. Postmaster General, Foreign Mails, Mumbai,
11. All Directors, Postal Training Centres,
12. Directors, Foreign Mails, Chennai, Kolkata and Delhi
13. All Directors/Dy. Directors of Accounts (Postal),
14. DOP&T, JCA Section, North Block, New Delhi
15. ADG (Admn), Department of Posts,
16. Secretary General, NFPE/FNPO/BPEF
17. All Service Associations.

Subject : Verification of Membership for recognition of Service Association under  
CCS (RSA) Rules, 1993 - Procedure - Regarding.

Sir/Madam,

In continuation of this Department's letter of even number dated 9th June, 2015 on the above subject it is informed that the name of the Union at Sl. No. 3 (2) of Annexure-III and Annexure-IV in the said letter may be read as "**National Union of Postal Employees Postmen & Group-D/Multi Tasking Staff**" instead of "National Union of Postal Employees Postmen & Multi Tasking Staff".

2. All Heads of Circles/Regional Postmasters General, Federations etc. are requested to give wide publicity to this communication.

Yours faithfully,



(Arun Malik)  
Director (SR & Legal)

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**Attention to NUPE Postmen & MTS  
Circle/Divisional/Branch Secretaries**

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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.: NO/NUP-IV/Verif 2015/03/2015  
.....

Date : 26-06-2015  
.....

To,  
**All Circle Secretaries &**  
C.W.C. Members CHQ,

**Dear Sathi,**

As you all know that member verification process is on and we all are trying our best to secure maximum membership in our favour.

The deptt. has issued orders for extension of one month period for submission of Authorization letter to the Divisional head, vide Directorate Memo No. 13-1/2015 SR dated 23rd June, 2015.

Accordingly, now the last date of submission of Authorization letter list through us to the Divisional Head is 06-08-2015.

The Divisional Head will display the list on office notice board during 7th August to 10th August 2015.

Last date of submission of representation if any is 17-08-2015. Last date of desposing the representation/complaint if any is 19-08-2015 by the Divisional Head.

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Deduction of Union Subscription will start from the pay of August 2015 payable on 31-08-2015.

Recovery of Union Subscription on the basis of old Authorization will be made till July 2015 Salary payable on 31-07-2015.

However, now we all have to note that this period of extension of one month for submission of Authorization letter is to be used in a very constructive ways we should strictly watch that no dual forms filled by any of our member.

On the other hand we should try our maximum best to secure more and more membership for our Union.

I hope and trust that you all will rise on the occasion and will do your best for increasing our membership.

With good monsoon greeting,

Brotherly yours

Sd/-

T.N. Rahate

**Note :** The name of our Union is now rectified by the Directorate the letter is sent herewith please circulate it to all our Divisional Secretaries by issuing Circular in local language.

**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.: NO/NUP-IV/Verif 2015/03/2015

Date : 26-06-2015

प्रति,  
सभी सर्कल सेक्रेटरी एवम्,  
केंद्रिय कार्यकारिणी सदस्यगण.

**प्रिय साथी,**

डाक विभाग द्वारा मेंबर वेरीफिकेशन के लिए निर्धारित तारीख में बदलाव किया गया है। नये आदेशानुसार सभी मेंबरों से (नये और पुराने) मेंबरशिप फॉर्म भरवाकर और यूनियन पदाधिकारी द्वारा प्रेषित कर तीन लिस्ट बनाकर दिनांक 06-07-2015 के बजाय दिनांक 06-08-2015 तक संबंधित अधीक्षक (डिवीजन हेड) को देना अनिवार्य है।

इस विषय पर अधीक्षक डाकघर नोटिस बोर्ड पर सदस्यता लिस्ट 07-08-2015 से 10-08-2015 के बीच लगाये।

किसी सदस्य को यदि कोई आपत्ति हो तो वह 17-08-2015 तक अपनी आपत्ति दर्ज कराये और डाक अधीक्षक उस आपत्ति का निराकरण 19-08-2015 तक करें।

अगस्त माह के वेतन से यूनियन फीस की कटौती होगी। आप सभी से निवेदन है कि यह जो एक माह की अवधि हमें मिली है उसका सदुपयोग सदस्य बढ़ोतरी के लिए करें और निष्क्रिय न रहें। तथा हमारी सदस्यता में किसी भी प्रकार से कमी न आये इस पर अवश्य ध्यान दें।

दूसरे संगठन हमारे सदस्यों द्वारा फार्म भरवाकर हमारी सदस्यता कम करने की कोशिश कर सकते हैं। हो सकता है इसलिए फार्म दर्ज करने के लिए उन्होंने ही एक माह का समय बढ़ा लिया हो।

**हमें आशा और विश्वास है कि, आप सभी इस कसौटी पर सही उतरेंगे और सदस्य संख्या में बढ़ोतरी करने के लिए एडी चोटी का जोर लगा देंगे।**

शुभकामनाओं के साथ।

आपका साथी,  
- सही -  
(टी.एन. रहाटे)

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**Last date for submission of Authorization Letter to SSPOs  
extended to 06-08-2015**

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Government of India  
Ministry of Communications & IT  
Department of Posts

No. 13-1/2015-SR

Dak Bhawan, Sansad Marg,  
New Delhi, Dated the 23rd June, 2015.

To

1. All Heads of Postal Circle,
2. All Postmasters General,
3. Chief Engineer (Civil), Department of Posts,
4. Director of Rafi Ahmed Kidwai National Postal Academy (RAKNPA), Ghaziabad (UP),
5. CGM, PLI Directorate, Chankyapuri PO, New Delhi
6. CGM, BD & M Directorate, Dak Bhawan, New Delhi
7. Secretary (PSB),
8. DDG (Estt.)/DDG (P)/DDG (PAF)
9. Supdt. Engineers (Civil & Electrical)
10. Postmaster General, Foreign Mails, Mumbai,
11. All Directors, Postal Training Centres,
12. Directors, Foreign Mails, Chennai, Kolkata and Delhi
13. All Directors/Dy. Directors of Accounts (Postal),
14. DOP&T, JCA Section, North Block, New Delhi
15. ADG (Admn), Department of Posts,
16. Secretary General, NFPE/FNPO/BPEF
17. All Service Associations.

Subject : Verification of Membership for recognition of Service Association under  
CCS (RSA) Rules, 1993 - Procedure - Regarding.

Sir/Madam,

In continuation of this Department's letter of even number dated 9th June, 2015 on the subject mentioned above it is informed that in view of certain representations, the instructions for verification of membership have been re-examined and the following modifications/additions have been incorporated therein:

- i) Last date for submission of authorization letter to be sent through applicant Service Association to Divisional Head has been extended to **06-08-2015**. (Para-1 (i) of the letter dated 09-06-2015 referred).
- ii) Last date for display of lists on the Notice Board by Divisional Head would be from **07-08-2015 to 10-08-2015**. (Para-1 (ii) of the Letter dated 09-06-2015 referred).



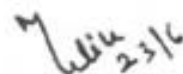
- 
- iii) Last date for submission of representation from individual employee to Divisional Head has been extended to **17-08-2015**. (Para-1 (ii) of the letter dated 09-06-2015 referred).
- iv) Last date for disposing of complaints received by Divisional Heads has been extended to **19-08-2015**. (Para-1 (ii) of the letter dated 09-06-2015 referred).
- v) Drawing & Disbursing Officers will start making monthly recovery from the employers out of their salary for the month of **August, 2015 payable on 31-08-2015**. Para-1 (vi)(a) of the letter dated 09-06-2015 referred).
- vi) Recovery of subscriptions being made in respect of Service Associations on the basis of old Authorization will be made till July, 2015 salary (payable on 31-7-2015). (Para-1 (vi)(b) of the letter dated 09-06-2015 referred).
- vii) Divisional Head will ensure that work relating to verification and its compilation is completed by **21-09-2015** and is reported to Heads of Circles. (Para-1 (xi) of the letter dated 09-06-2015 referred).
- viii) The Head of Circles will send the consolidated statement to SR Section, Department of Posts in the Proforma at Annexure IV by **30-09-2015**. Para-1 (xiii) of the letter dated 09-06-2015 referred).

2. Further in order to maintain transparency, fairness and impartiality in the verification process, it is further requested that the verification process may be entrusted to an independent officer in the rank of Divisional Superintendent who will scrutinize the option/authorization form to the extent possible in the presence of one representative from each of the Association/Union. The Heads of Circles may ensure that absolute transparency is observed in carrying out the verification process and it is conducted in a free and fair manner. In case any irregularity is noticed on the part of any official(s)/officer(s), a serious view in the matter be taken and prompt action initiated by the competent Disciplinary/Administrative Authorities.

3. Further it has been brought to the Notice of the Directorate that the Office Bearers of some Associations/Unions are being nominated for training out of their Head Quarters during the period of the verification process. The Office Bearers of the Associations/Unions may not be detailed for such training till the verification process is over. Instructions may therefore be issued accordingly for compliance to all concerned.

4. All Heads of Circles/Regional Postmasters General, Federations etc. are requested to give wide publicity to this communication.

Yours faithfully,



(Arun Malik)  
Director (SR & Legal)

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**Instructions on Trade Union facilities admissible to Unions/Associations  
recognized by the DOP under CCS (RSA), Rules 1993**

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Government of India  
Ministry of Communications & IT  
Department of Posts

No. 10-1/2004-SR

Dated the 25th June, '04

To

1. All Heads of Postal Circle,
2. All Postmasters General,
3. Director, Postal Staff College, Ghaziabad (U.P.)
4. Chief General Manager, PLI, Chankyapuri PO, New Delhi
5. Chief General Manager, B.D. Directorate, Chanakyapuri, New Delhi
6. Controller Foreign Mails, Mumbai
7. All Principals, Postal Training Centres,
8. Directors, Foreign Mails, Chennai, Kolkata and Delhi
9. All Directors/Dy. Directors of Accounts (Postal),

Subject : Compilation of instructions on trade union facilities admissible to unions/  
associations recognized by the Department of Posts under CCS (RSA), Rules 1993.

Sir,

I am directed to invite your kind attention to the Department's letter No. 10-9 (A)/  
98-SR dated the 5th November, '99 vide which a Compilation of Instructions relating to  
union matters was forwarded.

2. Some of the important instructions like treatment of the period of strike and  
bandh etc. were not included in the said compilation and it was felt that inclusion of such  
like information in the compilation would make it more useful and convenient for the users.  
Besides, in the wake of CCS (RSA) Rules, 1993, some developments took place in regard to  
recognition of Federations and in the matter of switching over of members from one union  
to another and it was considered essential to bring these instructions also in the compilation.  
Efforts have been made to correlate the instructions having a bearing on the same subject  
which were earlier scattered.

3. It is hoped that this compilation would serve as a useful hand-book for dealing  
with Unions matter at different levels. Any enoriomission noted in the compilation may  
please be brought to the notice of the undersigned for taking remedial course of action.

Yours faithfully  
**(Subhash Chander)**  
Director (SR)

	<b>Be counted as part of Special Casual Leave</b>
No. 54-19/59-SPB dated 31-8-59 and No. 54-13/71-SPB-III dated 31-1-74	4. Special Casual Leave is not allowed to be combined with regular leave/E.L. or half pay leave etc. A understanding reached in the departmental council of JCM stipulates that as far as possible the Divisional executive committee meetings of the Service Associations will be held on holidays or outside office hours. As regards number of members attending the committee meetings the same will be in accordance with the constitution. Where there is reason to believe that more members are asking for Special Casual Leave then justified, the constitution and the records of the Service Associations may be checked up to find out whether facilities have been asked for more members than admissible under the rules.
No. 54-1/83-SPB-II dated 6-12-83	5. The office bearers of recognised Service Association may be granted Special Casual Leave for attending trade union seminars subject to the condition that maximum limit of Special Casual Leave does not exceed 20 days in a year.  6. Notices issued by the General Secretaries of Service Associations for All India Conferences working committee or executive committee meeting of the Service Associations are not being circulated by the Department. Instead the Circle Secretary concerned should furnish an attested copy of the notice to the Heads of circles and other administrative offices requesting them to issue necessary instructions to the concerned authorities for granting Special Casual Leave to the eligible officials, subject to the overall limits. The competent authority will then sanction Special Casual Leave to eligible officials provisionally on receipt of applications from them. On completion of the conferences/meetings the officials will be required to produce a certificate from the General Secretary to the effect that they had actually attended the conference/meeting for its full duration. Thereafter Special Casual Leave granted provisionally will be regularized.
No. 16-38/82-SR (Pt.) dated 28-8-87	6. The other facilities such as deputation of official observer to the conferences, permission to conduct conferences within the departmental premises outside working hours,

	grant of Special Casual Leave to the Circle Conferences should continue to be extended at the time of the elections of the Service Associations from which facilities had been withdrawn for not conducting the prescribed elections in time. These facilities would not, however, be available to the office bearers of the concerned branch which failed to hold the elections in time.
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**IX. INTERVIEWS :**

No. 16-19/63-SR dated 16-10-63	1. There is no objection to the Service Associations meeting the local officers informally but such meetings should not be held regularly or treated as formal meetings.
No. 16-3/63-SR dated 7-12-63 and No. 10-29/58-Unions dated 4-11-58 and 23-2-59	<p>2. Regular formal meetings are not to be held below the Divisional level. The Minister and also the Secretary (P) may, at their discretion, receive deputation of circle and branch associations during their tours. These meetings will be treated as informal and minutes will not be drawn up and supplied to the Association. Action will, however be taken to ensure that any important decision taken or assurance given by the Ministry or the Secretary (P) at such meetings is duly pursued and the Association concerned will be informed of the results as soon as practicable.</p> <p>3. The instructions at 2 above Mutatis Mutandis apply to the meetings of the Heads of Circle during their tours with local branches of the Service Associations. Accordingly, any interview, granted by the Heads of Circle during their tours to the Divisional branches will be treated as formal and no minutes shall be drawn up or supplied to the Service Associations.</p> <p>4. At the above mentioned informal meetings, question of local significance and not of All India or general importance will be discussed. Matters of All India and general nature will have to be taken up through the All India Service Associations as the case may be. Issues that are peculiar to the various circles will be taken up only by the Circle Associations and not by the Divisional Associations.</p>

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## Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble SC judgement in Uma Devi case

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



Dak Bhawan, Sansad Marg,  
New Delhi-110001  
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 continuance 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 States 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.

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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 Co 56 APO
6. All DDsG/GMs
7. GM (CEPT) - With a request to upload the order in India Post Website.
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)

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## Heritage Buildings Owned by the Department of Posts

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Circle	Name of Heritage Building
<b>Bihar</b>	Patna General Post Office, Bhagalpur Head Post Office, Postal Training Centre Darbhanga
<b>Delhi</b>	New Delhi General Post Office, Delhi General Post Office
<b>Himachal Pradesh</b>	Mandi Head Post Office, Chhotta Shimla, Shimla General Post Office, Ambedkar Chowk Post Office, Kasauli Post Office
<b>Maharashtra</b>	Mumbai General Post Office, Nagpur General Post Office, Director Accounts Postal Nagpur, Pune General Post Office, Panaji Head Post Office
<b>Punjab</b>	Amritsar Head Post Office
<b>Karnataka</b>	Postal Training Centre in Mysore, Divisional Office Bellary, Circle Office in Bangalore
<b>Kerala</b>	Circle Office in Trivandrum
<b>Tamilnadu</b>	Chennai General Post Office, Udhagamandalam Head Post Office, Nagapattinam Head Post Office
<b>Uttar Pradesh</b>	Varanasi City Post Office, Varanasi Head Post Office, Lucknow General Post Office, Circle Office in Lucknow, Agra Head Post Office
<b>West Bengal</b>	Return Letter Office in Kolkata, Darjeeling Head Post Office, Cooch Behar Post Office, Kolkata General Post Office, Baruipur Head Post Office, Behrampur Head Post Office, Alipore Head Post Office, Diamond Harbour Head Post Office, Mud Point Post Office, Khejoori

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**Stepping up of pay of DRs with reference to the  
pay of junior promotee Assistants**

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F-No. 7/7/2008-CS.I(A)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

New Delhi, 25th May, 2015


**OFFICE MEMORANDUM**

Subject : Pay fixation of direct recruit Assistants appointed after 1.1.2006 - Stepping up of pay of DRs with reference to the pay of junior promotee Assistants - Clarification regarding.

The undersigned is directed to draw attention to the issue of stepping up of pay of direct recruit Assistants, appointed on or after 1.1.2006 at par with the pay of the UDCs promoted and appointed to the post of Assistant between 1.1.2006 to 31.8.2008 whose pay has been fixed in terms of para 2(c) of Department of Expenditure's U.O. No. 10/1/2009-IC dated 14.12.2009.

2. The matter has been examined in this Department in consultation with the Department of Expenditure and they are of the view that as per the CCS (RP) Rules, 2008, the stepping up of pay is allowed if the anomaly in pay, if at all arising, is a direct outcome of fixation of pay in the revised pay scale from the pre-revised scale to the effect that the senior who was drawing higher pay in the pre-revised scale, starts drawing lower pay in the revised scale. However, in the case of direct recruit Assistants appointed on or after 1.1.2006, the direct recruits never drew the pre-revised pay prior to 1.1.2006. Further, Department of Expenditure's U.O. dated 14.12.2009 relates to fixation of pay in revised scale from pre-revised scale of pay.

3. All the Ministries/Departments are therefore advised to review all the cases wherein stepping up of pay has been allowed to direct recruit Assistants appointed on or after 1.1.2006 with reference to the pay of their junior promotee Assistants. The pay fixation in revised pay structure of such direct recruit Assistants be revised immediately and action be initiated for effecting recoveries of excess payments, if any, as per extant instructions.



(Parminder Singh)

Under Secretary to the Government of India

Tele: 24642705

To

All Ministries/Departments

Copy to: Estt (Pay), DOP&T w.r.t. note No. 4/5/2011-Estt(Pay-1) dt. 7.4.2015

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