

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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CHQ Quota

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of **Rs. 9/- (Rs. Nine)** each member per month with effect from August 2012 to **Shri Jagdish Sharma, Treasurer (CHQ), Camp : I.P.H.O., New Delhi-110002.** M.: 09911 226062/ 09899 608399 / 08595 045985 as early as possible.

Historic CWC of Ahmedabad, NUPE P-IV

As scheduled the CWC of our Union held during **30th, 31st May and 1st June, 2013 at Dr. Patel Sabhagrah, Varayampara, Ahmedabad** under the outgoing **President Shri C.P. Nayee** who has **retired** from Government Service on **31-5-2013.**



From Right : Shri V.K. Mathur,
Shri C.P. Nayee & Shri Ashok Sharma



From Left : Shri Masuru Honda,
Shri Eiichi Ito and Shri T.N. Rahate

In this historic CWC the Chief Guest were from **Tokyo, Japan Shri Eiichi Ito**, Executive Secretary and **Shri Masuru Honda**, Commissioner of Kagoshima Coordinated Committee, JPGU and UNI Asia and Pacific. They had come to

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From Right : Shri K. Mahesh (Kerala), Shri Jagdish Sharma, Shri T.N. Rahate, Shri Thrivikiraman Nair, Shri B.M. Ghosh, Shri R.N. Gadgil (Guruji), Shri Hanifa



From Right : Shri C.P. Nayee, Shri T.N. Rahate, Shri D. Theagarajan, Japan's delegates Shri Eiichi Ito and Shri Masuru Honda

Ahmedabad to attend Change in Postal Management Seminar and our beloved Secretary General Shri D. Theagarajan and **Shri T.N. Rahate**, General Secretary invited them to attend **our CWC**. They were very much pleased to see their hearty welcome and respectful offering of shawl, pagdi and garland.

Shri Ito replied for **welcome of Japan's delegation** and compared Postal Service in Japan and India. He told that there is similarity of Postal function in both the nation. Shri Eiichi Ito particularly told that he also entered in **Postal Department of Japan as Postman** and is now working **as Postmaster for Insurance Branch of Japan**.

In our CWC as usual Shri T.N. Rahate produced printed **General Secretary report** which was discussed pagewise and approved by the house. Shri Rahate summed up the issues in his long speech and thanked all who attended the CWC **including Senior Leaders**. In last, **vote of thanks was given by Shri Kurudigi, AGS from Karnataka**.

Next CWC will be held at Jabalpur, MP.

Seminar on Change in Postal Management

The seminar on change in Postal Management introduction of global technology was arranged with the help of Union. The **Japan guest** Shri Eiichi Ito and Shri Masuru Honda attended the seminar.

Tata Consultancy Services representative gave lecture and showed video film of change in management due to advanced technology and in future what will be the position of Postal functioning. Shri Sarvaleshwarkar, Director PTC Vadodara was present on the occasion and he gave speech concerning to **new development on technology** coming in Postal Operation and asked the staff to rise on the occasion and accept this as a challenge to Postal Staff. He particularly said that if staff got any difficulty or doubt they must tell freely first to the administration and if they are not satisfied then only they can make it for public. This was a very good direction given by Administration.

Shri D. Theagarajan, Shri Rahate both took part in the discussion and thanked UNI and Postal Department for arranging Seminar on **vital and important issue of change in Postal Management** with advance technology.

- Editor

**Resolution Adopted on
2nd CWC Meeting in Ahmedabad
On 30th, 31st May, 2013 to 1st June, 2013**

1. Abolition of Nodal Delivery Centres. Case of West Bengal, Karnaka and some other Circle.
2. Filling of Post of Membr RCJCM in West Bengal Circle, Andhra Pradesh and other Circle those are due for change in RCJCM due to completion of Tenure of present incumbent.
3. Holding of Four Monthly, Bi-Monthly and Monthly meeting.
4. Filling of vacant post of Postman MTS upto target date 30th June 2013 as directed by Department of Posts.
5. To stop harassment to Postmen by one or another way by asking to work beyond duty hours and many other ways.
6. Immediate payment of Speed Post incentive.
7. Timely holding of DPC at all level (from GDS to Postmen & MTS).
8. Immediate supply of Uniform, Saree, Chappal, Shoes and other kit items.
9. Immediate finalisation of cadre restructure of Postman cadre.
10. Special examination for GDS to Postman for the vacancies of 2009 to 2012 due to hard question papers of the LGO Examination.
11. To fill up vacant 4 posts of CHQ - (1) President; (2) Deputy General Secretary; (3) Working President; (4) One Vice President (5) One Org. Secretary Cooped;
 - (1) Shri L. Mujumdar as President, NUPE P-IV (CHQ);
 - (2) Shri A.K. Solanki as Working President, NUPE P-IV (CHQ) ;
 - (3) Shri Jaypal, Haryana as Vice President, NUPE P-IV (CHQ)
 - (4) Shri V.K. Mathur as Deputy General Secretary, NUPE P-IV (CHQ)
 - (5) Shri R.K. Mishra, M.P., Jabalpur as Org. Secretary, NUPE P-IV (CHQ) in place of

(1) **Shri C.P. Nayi**; (2) Shri L. Mujumdar; (3) Shri Subesingh;
(4) Shri A.K. Solanki; (5) Shri I.L. Yadav.

Sd/-
CHQ President

1. Shri C.P. Nayi, Retd.
2. Shri I.L. Yadav, Retd.
3. Shri Subesingh, Resigned as Deputy General Secretary

केंद्रीय कार्यकारिणी सभा, अहमदाबाद (गुजरात)
30, 31 मई, 2013 एवं 1 जून, 2013

हमारे संगठन की कार्य समिति सभा दिनांक 30, 31 मई एवं 1 जून, 2013 इस बीच बहुत ही शानदार तरीके से संपन्न हुई। सर्व प्रथम अपने संगठन के अध्यक्ष श्री सी.पी. नायी ने सभी डेलीगेट का स्वागत किया और उनके निवृत्ति के लिए आयोजित सत्कार सभारंभ का भी आमंत्रण दिया।

केंद्रीय कार्य समिति सभा की नोटिस अनुसार सभी विषयों पर बारी-बारी से चर्चा की गई। श्री टी.एन. रहाटे, जनरल सेक्रेटरी द्वारा प्रस्तुत छपी रिपोर्ट पर सभी वक्ताओं ने भूरि-भूरि प्रशंसा की तथा श्री रहाटे द्वारा उठाये गये सभी मुद्दों पर अपनी सहमति दी।

पोस्टमैन ग्रुप डी/MTS की मांगों पर NUPE P-IV and NFPE P-IV पोस्टमैन ग्रुप डी संगठन के साथ मिलकर संघर्ष का प्रोग्राम तय किया जा रहा है। मांगपत्र एवं संघर्ष की नोटिस जून माह में डिपार्टमेंट को दी जायेगी। संघर्ष की रूपरेखा तथा अतीमत: हड़ताल पर जाना तय हुआ है। CHQ की ओर से आप सभी को समय पर सभी पत्रों की प्रतिलिपियां भेजी जायेंगी। हमें इस संघर्ष प्रोग्राम को सफल बनाना है क्योंकि संगठन के इतिहास में यह पहला अवसर है जब सिर्फ पोस्टमैन ग्रुप डी संगठन नैशनल यूनियन (FNPO) तथा ऑल इंडिया पोस्टमैन यूनियन (NFPE) मिलकर इक्वटा संघर्ष एवं हड़ताल पर जा रहे हैं।

केंद्रीय कार्यसमिति शत्रु के बीच श्री सी.पी. नायी का भव्य सत्कार किया गया इसी तरह श्री त्रिविक्रमन नायर केरल हमारे भूतपूर्व निवृत्त हुए AGS और आई.एल. यादव, आर्गनाइजेशनल सेक्रेटरी CHQ का भी सत्कार किया गया।

विशेष उल्लेखनीय है कि श्री सी.पी. नायी, भूतपूर्व अध्यक्ष तथा कुछ अन्य पदाधिकारीगण निवृत्त होने के कारण रिक्त पदों पर कार्यसमिति ने सर्व समिति से नये पदाधिकारियों को मनोनित किया।

- अध्यक्ष :** श्री लखन मुजुमदार, पश्चिम बंगाल सर्कल
कार्यकारी अध्यक्ष : श्री ए.के. सोलंकी, गुजरात सर्कल
उपाध्यक्ष : श्री जयपाल, हरियाणा सर्कल
डिप्यूटी जनरल सेक्रेटरी : श्री वी.के. माथुर, दिल्ली सर्कल
आर्गनायज़िंग सेक्रेटरी : श्री ए.के. मिश्रा, जबलपुर, मध्य प्रदेश सर्कल

श्री टी.एन. रहाटे ने अंत में समारोह भाषण कर सभी विषयों को स्पर्श किया तथा सदन द्वारा दिये सहयोग के लिए सभी के प्रति सादर आभार व्यक्त किया।

अंत में श्री कुरुडगी, AGS ने CWC में भाग लिए सभी महानुभावों के प्रति आभार प्रगट कर CWC संपन्न होने की घोषणा की। अगली CWC जबलपुर, मध्य प्रदेश में गठित होने का संकेत दिया।

अहमदाबाद की इस CWC की एक विशेष घटना यह है कि UNI के प्रतिनिधि जापान से आये श्री इची इटो तथा श्री मसुरु होंडा ने CWC में भाग लिया तथा जापान और भारत के डाक विभाग की कार्यप्रणाली एकजैसी होने की सूचना दी। CWC में श्री इटो तथा श्री होंडा का हार्दिक सत्कार कर उन्हें पगड़ी भेंट की। श्री इटो तथा श्री होंडा उनके हार्दिक सत्कार से अति प्रसन्न हुए और गदगद स्वरों में उन्होंने नैशनल यूनियन के प्रति आभार व्यक्त किया।

डाक विभाग में हो रहे यांत्रिक बदलाव पर सेमीनार दिनांक 1-6-2013

डाक विभाग की ओर से अहमदाबाद में वस्त्रापुर में एक सेमीनार का आयोजन किया गया। इस सेमीनार को टाटा सलाहकार समूह प्रायोजक के रूप में उपस्थित थे। उनके प्रतिनिधि ने Video फिल्म एवं सविस्तार चर्चा तथा भाषण द्वारा भविष्य में डाक विभाग की कार्य प्रणाली में होनेवाले भारी यांत्रिक बदलाव के बारे में जानकारी दी। सेमीनार की विशेषता यह थी कि इस सेमीनार को UNI की ओर से सहयोग दिया गया था और UNI के प्रतिनिधि के रूप में श्री इची इटो तथा श्री मसुरू होंडा जापान से उपस्थित थे।

डाक विभाग की ओर से श्री सावर्लेश्वरकर, Director PTC वडोदरा ने सहभाग लिया तथा डाक विभाग में हो रहे यांत्रिक बदलाव के बारे में सविस्तार से जानकारी दी।

उन्होंने पुरजोर तरीके से बदलाव को स्वीकार करने के लिए स्टाफ को अपने आप को तैयार रहने की बात कही।

उन्होंने यहां एक विशेष उल्लेखनीय बात की कि यदि स्टाफ किसी विषय पर सहमत नहीं है और त्रुटियां पा रहे हैं तो उन्होंने उस विषय पर डाक विभाग से चर्चा करने के लिए कहा परंतु इसे सार्वजनिक करने के लिए मना किया।

इस बात को ध्यान रखना जरूरी है कि कोई भी नई चीज अपनाने में शुरू में दिक्कत आती ही है।

इस सेमीनार में श्री डी. त्यागराजन एवं श्री रहाटे ने चर्चा कर कई विषयों पर अपने विचार रखे।

सेमीनार की सफलता के लिए FNPO प्रशंसा की हकदार है।

सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से
अनुरोध किया जाता है CHQ कोटा
रुपये 9/- (नौ रुपये) प्रति मेंबर प्रतिमाह भेजें।
यह चंदा दर अगस्त 2012 से लागू है।

CHQ कोटा श्री जगदीश शर्मा,

खंजाजी (CHQ),

कैंप : आई.पी.एच.ओ.

नयी दिल्ली-110002,

मो.: 09911 226062 /

09899 608399/08595 045985

को जल्द-से-जल्द से भेजें।

Shri G.K. Padmanabhan passed away

Shri G.K. Padmanabhan former
Secretary General FNPO expired on
6-6-2013 at New Delhi. His contribution
towards betterment of Postal workers
service conditions will be remembered
by one and all for the years to come.
Because of his full support and efforts
NUPE P-IV has achieved great heights.
FNPO/NUPE P-IV convey heartfelt
condolences to bereaved family.

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

Legal Position to Abolition of Posts

As per the orders issued by the Government of India in 2001 for abolishing posts as per screening committee recommendations, only 2/3 direct recruitment vacancies should be abolished. Promotional Posts should not be abolished. Based on this order Kerala circle filed a case in CAT Ernakulam against abolishing Postmen & Group 'D' posts, as these posts are promotional posts of GDS employees. Department argued that promotion from GDS to Postman/MTS is direct recruitment and not promotion. But CAT has not accepted Department arguments. CAT, Ernakulam bench delivered a Judgement that promotion from GDS to Postman/MTS is not direct recruitment but promotion. CAT Directed CPMG not to abolish Postman/MTS posts and to fill up all the posts by promoting GDS.

Department went on appeal to High court Kerala. But High Court confirmed CAT order. Accordingly in Kerala circle all the promotional posts of GDS were filled by promoting GDS. Based on the same order now FNPO P4 & NFPE P4 CHQ and GDS (NFPE) have filed a case in Principal CAT and obtained stay order from abolishing Postmen & MTS posts.

Some comrades are asking why abolition of PA/SA posts cannot be stayed. Department is not abolishing the promotional posts in the PA and SA cadre (LGOs vacancies). But they are abolishing direct recruitment vacancies only.

Ernakulam CAT order is not applicable to Direct recruitment vacancies. It is applicable to promotional vacancies only. In the PA/SA cadre there is no promotional vacancy for GDS in the outside quota (Direct Recruitment Quota). This is the legal position. There is no chance for getting stay order for PA/SA direct recruitment post as it is not promotional post. This is the legal advice received by us.

FNPO P4 & NFPE P4 CHQ has protested against the abolition of Posts, but Department of posts is taking a stand that even though they have tried best to get exemption from abolishing direct recruitment posts, the Government of India has not granted any exemption and hence the Direct recruitment vacancies recommended by screening committee up to 2008 have to be abolished. From 2009 onwards there is no abolition of posts and all the vacancies can be filled up as per the orders of the Department.

Regarding postmen and MTS abolition, the abolition is stayed on Technical grounds stated above because the CAT Ernakulam has clearly ruled that promotion from GDS to Postman & MTS is not direct recruitment.

This argument cannot be raised in the case of PA/SA direct recruitment vacancies.

Order of CAT (Principal Bench) On Stay Granted by CAT (P.B) Delhi Against Abolition of Posts of Postmen & MTS Years 2005 to 2008

Department of Posts ordered abolition of 17093 posts of various cadres. Out of which about 7500 posts were related to Postmen & MTS. AIPE Union Postmen & MSE/Gr. 'D' & NUPE Postmen & MTS filed a case No. 1736/21.05.13 in CAT (P.B) Delhi along with AIPEU GDS (NFPE) others. The Hon'ble CAT Delhi has granted stay against the abolition of posts of Postmen & MTS only. (Copy of Stay Order on Page No. 16).

**ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & MSE/GR. 'D' (NFPE)
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN AND MTS (FNPO)**

No Memo/Postmen JCA/2013

Dated : 7th June, 2013

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

The All India Postal Employees Union - Postman and MTS / Group 'D' and the National Union of Postal Employees - Postman and MTS jointly submit this memorandum on urgent issues of Postman and MTS staff on which our both organizations will launch a series of nationwide Programme of Action to draw the attention of the Postal Directorate for early settlement.

Postmen Committee Recommendation not implemented.:-The P4 CHQs of both NFPE and FNPO have come to the conclusion that despite the recommendations of the postmen related issue committee; no orders on the following issues have been issued to implement them.

(a) **Extraction of data entry work from Postman:-** Suitable instructions/Orders to all the Circle are to be issued by 30th April 2012, nothing has been done so far. An early issue of orders are required to implement them.

(b) **Revision of postmen Norms:-** Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh Internal Work Study Unit with one/two staff side member to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.

(c) **Change in procedure for payment of Speed Post delivery incentive:** At present the procedure for payment of incentive is very lengthy. No body prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then goes to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer soft ware be installed and give powers of payment to the concerned postmaster on weekly/ monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.

(d) **Combination of beats :** It was decided in the above meeting that limit of combination of beat in the post office having 4+strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This need to be done at the earliest.

(e) **Delivery of Heavy parcels and EPP articles:-** It was pointed out by the staff side that Postman face difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35 Kgms, per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be

revised for efficient delivery of registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.

(f) **Corrigendum on density of population:-** The staff side drew attention of the committee to note of Sl. 8 in the Directorate letter No 9-1/2005-WSI/PE 1 dated 5.2.2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 sq meter. They quoted a clarification received from PTC, Mysore which has cited Directorate letter dated 19.02.76 indicating establishment norms for Postmen and defining congested area or having a density of population of 2500 per sq. Mile. After discussion it was agreed that Directorate would examine and issue suitable amendment /corrigendum to the Note 8 of the revised norms of postmen establishment.

(g) **Creating of justified additional posts:-** In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery The staff side drew attention to item No 25 minutes of the last JCM meeting issued on 1.3.2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate and the issue pertains to creation/ re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write correct remarks for non delivery of article due to heavy work in the project Arrow Offices, it was therefore decided that the experience gathered after implementation of project Arrow in various Post Offices could be examined. Result on examination has not been communicated so far in this regard.

2. Cadre Restructuring of Postman and MTS:- The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department though conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mind-set of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadre of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP/BCR like Head Postman, Sorting Postman etc have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately the Department of Posts not only not in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but not inclined to consider any cadre restructuring proposal to

these cadres. The absence of any promotion to them in their own cadre leaves them totally frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to our proposal based on percentage.

3. Door to Door Scientific Measurement of Beats:- (A) At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well.

The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

(B) To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:- The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.

4. Revision of Syllabus to Departmental Exams Modification:- (A) As narrated in the earlier paragraph the only avenue open to the cadre of Postman / MTS for higher promotion is that Postal Assistants through competitive examinations. The Department opted for revision of syllabus and pattern of examinations and the Staff Side too agreed to it. It was told to us that the revision of syllabus and pattern of examinations would go a long way to help more candidates get through the examination to avoid many vacancies go unfilled after every examination. It took a long time for finalising the syllabus and new method of examination introduced for LGO exam. However it is found that contrary to what was told by the Department the examinations of LGOs as well as the examinations from GDS to Postman and MTS have become so tuff that it has become extremely difficult to answer many questions. Many questions are of such a standard that even IPS Officers may not be able to answer easily. This has led to a situation wherein the candidates could not get through these examinations and a large number of vacancies remain unfilled after the examinations. Both of our unions urge upon you to set up a high level committee of Officers with Staff Side Members in it to review the whole syllabus for suitably modifying it.

(B) Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012:- To avoid recurring vacancies due to leaving of qualified employees of high standard in the background of submission made above, it is requested that - 1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a special examination only for GDS/MTS employees may be conducted. 2. The question paper may be set on the basis of practical and relevant work routinely done by the regular MTS and Postman employees. 3. The work of setting question paper may be got done by a promotee officer who is having practical knowledge of the nature of work being done by the MTS and Postman employees.

(C) Filling up vacant posts with Residual vacancies:- All vacant post of Postmen & Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.

5. Improving the Quality of Uniforms and timely supply of all kit items:- The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.

6. Stop Unscientific Measurement of Postmen Beats: The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalising them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

7. Cycle Maintenance Allowance to MTS:- The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.

(a) **Revision of Fixed Monetary Compensation (FMC):-** This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.

8. **Abolition of Nodal Delivery Centers at all metro cities:-** All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example-West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).

9. **To Stop harassment:-** The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.

10. **Promotional posts of Postmen Cadre:-** The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.

Programme of Action:- The AIPEU Postman and MTS / Group 'D' and the NUPE Postman and MTS both while urge upon you for a speedy redressal of the above urgent issues, have decided to focus attention on all these issues by launching unitedly a nationwide Programme of Action as follows-

1. **Work Spot Demonstrations:-** During lunch hour or evening hours in all divisions to highlight the sectional demands of the P4 from 20th to 22nd June, 2013.
2. **Day long Mass Dharna** in front of Divisional Offices on 28th June, 2013.
3. **Mass Hunger Fast** in front of Regional Offices and Chief PMG Offices on 9th July, 2013.
4. **Delivery of Mail wearing Half Pant & Vest (Male PM) and without uniform by Female Postmen:-** Postmen (Male) and Postmen (Female) will deliver mail on 23rd and 24th July 2013 by wearing Half Pant and Vest (Male Postmen) and without wearing uniform in case of female postmen to protest against substandard and irregular supply of uniform and other kit items.
5. **Mass Hunger Fast in front of Dak Bhawan:-** Including all CWC Members and submission of Strike Notice to the Secretary Department of Posts on 20th August 2013.
6. **Indefinite Strike from 16th September, 2013:-** Both our Unions are still confident that the Secretary Department of Posts would intervene personally to restore normalcy and tranquillity at the earliest by causing orders for the redressal of the burning issues of Postmen and MTS.

Thanking you,

Yours faithfully,

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

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

NUPE Postman & MTS और AIPEU Postman & MTS/Group 'D'
**संगठनों की ओर से शुरू किये जातेवाले
राष्ट्रव्यापी आंदोलन के कार्यक्रम की रूपरेखा**

NUPE Postman and MTS और AIPEU Postman & MTS/Group 'D' दोनों संगठनों ने यह फैसला किया है कि Postman और MTS से जुड़े ज्वलंत मुद्दों पर ध्यान आकर्षित करने के लिए एकजुट होकर राष्ट्रीय स्तर पर स्वर बुलंद किया जाये। इस बारे में जो कार्य योजना तैयार की गयी है वह इस प्रकार है -

1. **कार्य स्थल पर प्रदर्शन** : 20 जून से 22 जून, 2013 तक सभी डिवीजनों में लंच आवर्स के दौरान या शाम के समय P-IV विभागीय मांगों पर जोर देना।
2. **एक दिवसीय का सामूहिक धरना** - 28 जून, 2013 को डिवीजनल कार्यालयों के सामने।
3. **सामूहिक भूखहड़ताल** : 9 जुलाई, 2013 को रिजनल कार्यालयों और CPMG कार्यालयों के सामने।
4. **पुरुष पोस्टमैन द्वारा हॉफ पैंट और बनियान पहनकर तथा महिला पोस्टमैन द्वारा बिना यूनिफार्म पहने डाक वितरण** : 23 और 24 जुलाई, 2013 को घटिया स्तर की यूनिफार्म और दूसरे किट आयटम तथा उनकी अनियमित आपूर्ति के विरोधस्वरूप पुरुष पोस्टमैन हॉफ पैंट और बनियान पहनकर तथा महिला पोस्टमैन द्वारा बिना यूनिफार्म पहने डाक वितरण करेंगे।
5. **सामूहिक भूख डाक भवन के सामने** : 20 अगस्त, 2013 को CWC के सभी सदस्य इसमें शामिल होकर सेक्रेटरी, डिपार्टमेंट ऑफ पोस्ट को हड़ताल का नोटिस सौंपेंगे।
6. **16 सितंबर 2013 से अनिश्चितकालीन हड़ताल** : हमारी दोनों यूनियनों को अब भी भरोसा है कि सेक्रेटरी, डिपार्टमेंट ऑफ पोस्ट, व्यक्तिगत तौर पर इस मामले में हस्तक्षेप करेंगे और पोस्टमैन और MTS से जुड़े ज्वलंत मुद्दों का समाधान करने का तत्काल आदेश देंगे ताकि स्थिति को सामान्य बनाये रखने और शांति स्थापित करने में मदद मिल सके।

धन्यवाद

भवदीय

- सही-
(टी.एन. रहाटे)
जनरल सेक्रेटरी
NUPE P-IV

- सही -
(ईश्वर सिंह डब्बास)
जनरल सेक्रेटरी
AIPEU P-IV

कुछ आदेशों के हिन्दी अनुवाद

1. **(DG P&T No. 16-3/63-SR dt. 06-07-63)**
 - एक गैर पदाधिकारी के मासिक बैठक में शामिल किये जाने में कोई आपत्ति नहीं है बशर्ते वह संघ का सदस्य हो।
2. **(DG P&T No. 33/2/68-SR dt. 7-5-68)**
 - निदेशालय पत्र सं. 13-2/68-एस.आर. दिनांक 16-3-68 के अनुसार सरकार तब तक किसी एसोसिएशन के साथ पत्राचार नहीं करती जब तक उसे मान्यता प्रदान न कर दी जाए। इसलिए नियमत किसी भी गैर मान्यता प्राप्त संस्थान के साथ न तो कोई पत्राचार करना चाहिए और न ही उनके पत्रों की प्रति किसी अधीनस्थ शाखा को कार्यवाही हेतु अग्रेषित की जानी चाहिए।
 - निदेशालय पत्र क्रं. 16-2/77-एस.आर. के अनुसार सेवा संघ सेवा मामलों में किसी व्यक्ति विशेष का सहयोग नहीं करेंगे। परंतु जिनमें नियमों व निर्देशों का उल्लंघन हुआ है व इन्हें संदर्भ में लिया गया हो, इससे उन मामलों को लेने में निषेध नहीं है।
 - व्यक्तिगत अधिकारी/अधिकारियों के खिलाफ आरोप पत्राचार के माध्यम से या अनौपचारिक चर्चा के माध्यम से लाया जा सकता है।
3. **DG (P) No. 13-11-69-SR Part II dated 28-9-1970)**
 - जहां भी फेडरेशन से संबद्ध यूनियनों द्वारा अलग मासिक साक्षात्कार की मांग है, अलग साक्षात्कार की अनुमति दी जा सकती है। यूनियनों के साथ मासिक बैठकें सामान्य रूप से अलग से आयोजित की जानी चाहिए।
4. **(18-11/19-SR Dated 9-3-72)**
 - (1) केंद्रीय स्तर पर आवधिक बैठकों की अवधि पांच घंटे से अधिक नहीं होगी।
 - (2) सर्किल स्तर पर आवधिक बैठकों की अवधि तीन घंटे से अधिक नहीं होगी।
 - (3) संभागीय स्तर पर आवधिक बैठकों की अवधि दो घंटे से अधिक नहीं होगी।
5. **(18-11/69-SR Dt. 9-3-72)**
 - केंद्रीय एवं सर्किल स्तर पर चर्चा के लिए मुद्दों की संख्या तीन होगी, रीजन स्तर पर भी यह तीन होगी। परंतु संभागीय स्तर पर चर्चा के लिए विषयों की संख्या की कोई सीमा नहीं है। विभागीय परिषद व आर.जे.सी.एम. के लिए, चर्चा के विषयों की संख्या के लिए कोई सीमा नहीं है।
6. **(DG P&T No. 16/7/73-SR dt. 29-5-1973)**
 - एक पत्र में निहित वस्तुओं के निपटान में विलंब से बचने के लिए प्रत्येक पत्र में केवल एक ही विषय सम्मिलित होना चाहिए। यही प्रक्रिया सरकार के विभिन्न कार्यालयों के बीच पत्राचार के आदान-प्रदान के मामले में भी अपनाई जानी चाहिए।
7. **(DG P&T No. 18-1/78-SR dated 9-11-1978)**
 - स्टाफ की सभी स्थानीय शिकायतों एवं संघ के संदर्भों का शीघ्रता से निपटारा किया जाना चाहिए। किसी भी तत्काल अथवा अहम मुद्दों का शीघ्र निपटान सुनिश्चित करने हेतु विशेष चर्चा के लिए बैठकों हेतु संघ के प्रतिनिधियों को आमंत्रित करके विचार विमर्श किया जा सकता है।
8. **(DG (P) No. 54-1/83-SPB-II dated 6-12-1983)**
 - निदेशालय द्वारा अपने पत्र सं. 3-6/82-एस.आर. में स्पष्ट रूप से कहा गया है कि विभिन्न स्तरों पर आयोजित बैठकों के मिनट में आयोजित विचार विमर्श के सही रिकार्ड को प्रतिबिंबित करना चाहिए एवं इसके बाद की कार्यवाही करने में कोई कमी नहीं होनी चाहिए।

- निदेशालय पत्र क्र. 13-14/96-एस.आर. के अनुसार सेवा संघ कभी भी नये सदस्यों का दाखिला ले सकते हैं। हालांकि, चैक ऑफ सिस्टम के तहत सदस्यों की चंदा कटौती के लिए दी गई ताजा घोषणाओं को डीडीओ द्वारा हर साल अप्रैल के महीने में ही स्वीकार किया जा सकता है।
- डी.ओ.पी.टी. द्वारा विचार करने के बाद यह निर्देश जारी किया गया था।
- निदेशालय पत्र क्र. 13-14/96-एस.आर. (वॉल्यूम 111) दि. 18-12-1997 के अनुसार गैर मान्यता प्राप्त आवेदित यूनियनों के सदस्यों की सदस्यता कटौती जारी रहेगी। इसकी अभी तक समीक्षा नहीं की गई है।
- ट्रेड यूनियन सेमिनारों में भाग लेने के लिए संघ के पदाधिकारी विशेष आकस्मिक अवकाश के लिए हकदार हैं बशर्ते विशेष आकस्मिक अवकाशों की अधिकतम सीमा एक वर्ष में 20 दिन से अधिक न हो।

9. (DG (P) No. 10-3/87-SR dated 8-3-1989)

- मान्यता प्राप्त यूनियनों/संगठनों से विभिन्न स्तरों पर प्राप्त पत्र तुरंत स्वीकार किया जाना चाहिए व प्रश्नों पर शीघ्रता से फैसला लिया जाना चाहिए। यदि मामले में निर्णय लेने में कुछ समय की देरी की संभावना है तो एक अंतरिम उत्तर निरपवाद रूप से संघ/यूनियन को भेजा जाना चाहिए। यह भी व्यवस्था की जानी चाहिए कि यदि मामले से संबंधित अधिकारी या कर्मचारी अवकाश पर है तो संघ/यूनियन से तुरंत पत्र प्राप्त करने के लिए वैकल्पिक व्यवस्था की जानी चाहिए।

10. (DG (P) No. 31-1/83-SR daed 30-4-1992)

- (1) क्षेत्रीय स्तर पर क्षेत्र का प्रभारी पी.एम.जी. द्विमासिक बैठक का आयोजन करेगा।
- (2) जहां क्षेत्र में पी.एम.जी. नहीं है, बैठक का आयोजन क्षेत्र के प्रभारी डायरेक्टर द्वारा किया जाएगा।
- (3) यदि एक क्षेत्र सी.पी.एम.जी. के सीधे नियंत्रण में है, एवं ऐसे क्षेत्र के लिए कोई पी.एम.जी. नहीं है तो द्विमासिक बैठकें संबंधित निदेशक (डाक सेवा) द्वारा ली जाएंगी।
- (4) संघ/संगठनों की सर्किल शाखाओं की आवाधिक बैठकों की अध्यक्षता सामान्य रूप से सी.पी.एम.जी. करेगा।

11. (DOPT OM No. 2/2/94-JCA dated 22-4-1994)

- पत्र क्र. 16-5/एस.आर. दिनांक 23-4-63 के अनुसार यदि संबंधित संघ का प्रांतीय सचिव संभाग स्तरीय बैठक में उपस्थित रहता है अथवा उस जगह से गुजरता है तो आपत्ति नहीं की जानी चाहिए।
- संघ केंद्रीय स्तर पर मान्यता प्राप्त करते हैं एवं ऐसे संगठन अपनी शाखाएं अधीनस्थ स्तर पर तैयार कर सकते हैं। न्यूनतम सदस्यता की शर्त विभाग में केंद्रीय स्तर पर होती है न कि स्थानीय स्तर पर।

12. (DOPT No. 11012/6/2008-Estt. (A) dated 7-7-2008)

- जहां चेतावनी की एक प्रति कॉम्प्लेन्सिबल रिपोर्ट के डोज़ियर पर रखी जाती है तो इसके कारण एक प्रतिकूल प्रविष्टि का गठन कर लिया जाएगा एवं संबंधित अधिकारी के पास प्रतिकूल प्रविष्टियों की जानकारी के संबंध में उपलब्ध निर्देशों के अनुसार इसके खिलाफ प्रतिनिधित्व करने का अधिकार होगा।

13. (DG (P) No. 8/15/2011-SR dated 1-2-2012)

- विभागीय कर्मचारियों से संबंधित प्रावधान एफ.आर. 17 के एवं जी.डी.एस. कर्मी कंडक्ट रूल्स 2011 के नियम 23 का प्रयोग केवल शह, हिंसा/तोड़-फोड़ के उदाहरण के मामलों में ही किया जाना चाहिए।

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Promotion in the same Grade Pay

One Increment Order Issued Dated 7-1-13.

**Fixation of pay on promotion to a post carrying higher duties and responsibilities,
but carrying the same grade pay.**

No.10/02/2011.E.III/A
Government of India
Ministry of Finance

Department of Expenditure

New Delhi, the 7th January, 2013

OFFICE MEMORANDUM

Subject:- Fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying the same grade pay.

The undersigned is directed to invite an attention to the provisions contained in Rule 13 of the CCS(RP) Rules, 2008, which provides for the method of fixation of pay on promotion on or after 1.1.2006 in case. inter-alia, of promotion from one grade pay to another. The Rule provides for fixation of pay by way of addition of one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay (rounded off to the next multiple of 10) to the existing pay in the pay band and then fixing the pay in the promotional post as per the procedure prescribed therein.

2. In terms of this Ministry's OM No. 169/2/2000-IC dated 24.11.2000, dealing with the situation whereby both the feeder and the promotional grades were placed in the identical revised pay scales based on the recommendations of the 5th Central Pay Commission, it was provided, inter-alia, that only in cases where it was not found feasible to appropriately restructure cadres in question on functional, operational and administrative considerations, extension of the benefit of fixation of pay under FR 22(I)(a)(1) could be considered on the merits of each case, provided all the conditions precedent for the grant of this benefit were fully satisfied and promotion to the post in question actually involved assumption of higher responsibilities.

3. In view of the provisions which existed prior to 1.1.2006., the matter has been considered and the President is pleased to decide that in cases of promotion from one post to another where the promotional post carries the same Grade Pay as the feeder post, the fixation of pay in such cases will be done in the manner as prescribed in Rule 13(i) of the CCS(RP) Rules, 2008, provided fixation of pay in such cases was done prior to 1.1.2006 in terms of this Ministry's aforesaid OM No.169/2/2000-IC dated 24 11.2000.

4. In so far as the persons serving the Indian Audit and Account Department are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.

5. The Hindi version of this OM will follow.

Sd/-

(Amar Nath Singh)

Deputy Secretary to the Government of India

Principal CAT Court Stay Order

OA 1736/2013
MA 1382/2013

Present : Shri L.R. Khatana, Counsel for applicant
Shri M.K. Singh, Counsel for respondents

On the last date of hearing, i.e. on 23-5-2013, counsel for respondents was directed to find out the latest position of the OA filed before the Ernakulam Bench of the Tribunal, so that the prayer for interim relief could be considered by us. Today Shri M.K. Singh appeared as counsel for respondents and stated that he has just been engaged by the respondents in the matter and, therefore, he is not in a position to inform us about the stage of the proceedings before Ernakulam Bench of the Tribunal. However, counsel for applicant has brought before us the order of the Bangalore Bench of the Tribunal dated 23-4-2013 which reads as under:-
“M.A.214/13 for single application is allowed.

Issue notice to the respondents by dasti. Applicant shall take out notice and have it served on the respondents within 7 days next.

Applicant submits that the casual labourers and GDS employees are waiting for absorption in the post to be now held to be sufficient for abolition. He would submit that if such things happen the right which they have accrued all through the years, will be lost.

Therefore, I direct the respondents to file a short reply on the question of interim relief passed by the applicants. They can also file a detailed reply within 4 weeks next, incorporating the reasons for such abolition whether public interest involved in it and whether the livelihood and lives of casual labourers, who seems to have been working, according to the applicants, for more than 10 years are protected in any way and in the like matrix, within 11 days from the date of receipt of this notice. Post for further hearing on 8-5-2013.

In the meanwhile, Annexure A-I and other consequential proceedings shall remain in dispended animation till the next date of hearing.”

Orders passed by the Ernakulam Bench of this Tribunal are also placed on record (page 26 of the paper book).

In view of the fact that two coordinate Benches have given interim relief to the similar applicants, we see no difficulty in providing the same interim relief to the applicants herein. Ordered accordingly.

List the matter on 11-6-2013 before the Vacation Bench by which time the respondents may file reply.

Sd/-
(A.K. Bhardwaj)
Member (J)

Sd/-
(Manjulika Gautam)
Member (A)

Sd/-
ATC
(R.P. Sharma)
(Advocate for petitioners)