

**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.: 09911226062/ 09899608399 as early as possible.

## Congratulations and Salutations to all participants

### 20-21 February : Two Days Nationwide Strike Successful

Central Labour Unions observed two days Strike on 20th and 21st February, 2013 to focus the attention of Central Government on long pending demands of the employees, so also to highlight on common demands of common man.

About 1,50,000 Postal and RMS offices including Branch Post offices remained closed for two days. About more than five lakhs employees including GDS struck work.

National Unions, FNPO participated in this Strike as affiliated to INTUC, which was one of the major Unions taking part in the Strike.

The notice of Strike in Postal Department was served through JCA at CHQ level. FNPO participated in the Strike with full strength and the Strike was 100% successful in Postal Department.

History of FNPO has witnessed that without its participation no Strike is successful in Postal Department. Because FNPO does not joins Strike now and then and also avoids to participate in the Strike motivated with political policies or parties manifesto.

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

P&T Colony, Civil Lines, New Delhi-110054. Tel.: 23818330 • Email : tnrahate@yahoo.com

**Shri T.N. Rahate** (General Secretary) M.: 08080070500, 09869121277

**Shri Sube Singh** (Dy. General Secretary) M.: 09013281724

Web : [www.nupepostmen.org](http://www.nupepostmen.org) • [www.nupepostmenp4.blogspot.com](http://www.nupepostmenp4.blogspot.com)

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Today demand is that we should not lag behind in present situation and so FNPO has joined this February Strike in Postal. The Orders for abolition of 17093 posts issued is a rude shock for employees. Sectional demands are not met since long. Appointment of the 7th Pay Commission is pending, 50% merger of DA is not made and also National Postal Policy-2012 is not implemented in the Postal Department. All these aspects compelled us to join the Strike.

The struggle against the anti-worker policies will continue. Let us keep this unity and fighting spirit intact.

So, I personally and also on behalf of CHQ and FNPO would like to congratulate and salute everybody who joined the nationwide Strike and made the Strike 100% successful.

- Editor

## **20 और 21 फरवरी की दो दिवसीय राष्ट्र-व्यापी हड़ताल कामयाब : भागीदार कर्मचारियों को सैल्यूट**

केंद्रिय मजदूर संगठनों द्वारा आम आदमी की रोजमर्रा की ज्वलंत समस्याओं की ओर सरकार का ध्यान आकर्षित करने तथा आम आदमी के साथ केंद्रिय मजदूर संगठन एवं केंद्रिय कर्मचारी संगठन भी साथ है इस बात को उजागर करने हेतु इस दो दिवसीय हड़ताल का आयोजन किया था। नेशनल यूनियन FNPO के झंडे तले इंटक के माध्यम से इस हड़ताल में भाग लिया गया।

करीबन 1,50,000 पोस्टल और RMS ऑफिस बंद रहे। पांच लाख से अधिक कर्मचारियों व GDS कर्मचारियों ने इस बंद में भाग लिया।

डाक विभाग को इस बात का नोटिस JCA द्वारा दिया गया था। FNPO ने अपनी पूरी ताकत के साथ इस हड़ताल को डाक-विभाग में कामयाब किया इस बारे में कोई दो राय नहीं है।

आज हमारे डाक विभाग के हालात पर नजर डालें तो हम देखते हैं कि विभाग ने कर्मचारियों के हित को ताक पर रखकर 17093 पदों को रद्द करने के आदेश दिये हैं। केंद्रिय कर्मचारियों के लिए सातवें पे कमीशन का गठन नहीं किया है। 50% महंगाई भत्ते को वेतन में समाविष्ट नहीं किया है एवं नेशनल पोस्टल पॉलिसी-2012 को पोस्टल डिपार्टमेंट में लागू नहीं किया है। इन सभी विषयों पर न तो चर्चा की गई ना ही आदेश निकाले हैं, इन्हीं मुद्दों के मद्देनजर सरकार व एडमिनिस्ट्रेशन पर दबाव बनाने के लिए ये हड़ताल जरूरी थी।

FNPO का इतिहास इस बात का गवाह है कि हमारी भागीदारी के बिना डाक विभाग में हुई हड़ताल कभी भी 100% कामयाब नहीं हुई। क्योंकि FNPO ऐसी किसी हड़ताल में हिस्सा नहीं लेती जो राजनीतिक मसलों को लेकर होती है। राजनीति और राजनीतिक पार्टियों के नीति निर्धारण पर FNPO की कार्यप्रणाली निर्धारित नहीं है। आज समय की पुकार है कि हम सभी ट्रेड यूनियनों के साथ मिलकर सरकार को सचेत करें, सरकार की नीतियां और कार्यक्रम देश के आम नागरिकों के खिलाफ जा रहे हैं और इसलिए उनमें बदलाव की जरूरत है।

संगठन ने फैसला किया है कि जबतक कर्मचारी विरोधी नीतियां जारी रहेंगी तब तक संघर्ष भी जारी रहेगा। कर्मचारी एकता और संघर्ष की भावना को बनाये रखें।

NUPE P-IV FNPO अपने उन सभी सदस्यों का तहेदिल से शुक्रिया अदा करती है और उन्हें सैल्यूट करती है, जिन्होंने हड़ताल को शत-प्रतिशत कामयाब बनाने में मदद की।

- संपादक

## जनरल सेक्रेटरी की रिपोर्ट

1 जनवरी 2013 से 7 जनवरी 2013 तक मुंबई में रहा। 8 जनवरी 2013 से 9 जनवरी 2013 तक हैदराबाद (आंध्र प्रदेश सर्कल) में रहा। विजयवाड़ा - गुंटूर (आंध्र प्रदेश सर्कल) में NUPE Class III यूनियन का अखिल भारतीय अधिवेशन संपन्न हुआ। FNPO के अध्यक्ष के नाते वहां उपस्थित होकर अधिवेशन में आये हुए पदाधिकारियों, कार्यकर्ताओं को संबोधित किया। हमारे साथ FNPO के सेक्रेटरी जनरल श्री डी. त्यागराजन, NU GDS यूनियन के जनरल सेक्रेटरी श्री पी. यू. मुरलीधरन उपस्थित थे। आंध्र प्रदेश सर्कल NAPE P-III श्री शिवाजी इन्होंने यहां का (AIC) का नियोजन अच्छी तरह से करके सबको सुविधाजनक हो ऐसा बनाया था, इसके लिए श्री शिवाजी व उनके अन्य सहयोगी कार्यकर्ताओं को FNPO एवं NUPE P-IV, CHQ की ओर से बहुत धन्यवाद देता हूं।

इस AIC में अग्रिम दो साल का NAPE P-III संगठन का काम करने के लिए अध्यक्ष श्री रजकदास (पश्चिम बंगाल सर्कल), जनरल सेक्रेटरी श्री डी. किशनराव (आंध्र प्रदेश सर्कल), खंजाजी CHQ श्री भगवानदास, दिल्ली तथा अन्य पदाधिकारियों की नियुक्ति हुई। नयी गठित कार्यकारिणी का FNPO एवं NUPE P-IV की ओर से अभिनंदन करता हूं तथा उनको अग्रिम काम के लिए शुभेच्छा व शुभकामनाएं देता हूं।

14 जनवरी 2013 से 31 जनवरी 2013 तक मुंबई में रहा। मुंबई में रहते हुए सर्कल सचिव, कार्यकर्ताओं एवं सभासदों के साथ फोन के माध्यम से संपर्क में रहा। उनके द्वारा फोन पर बतलाई गयी समस्याओं को पत्रों के माध्यम से या फोन द्वारा अधिकारियों से सुलझाने की हमेशा कोशिश करता रहा।

आपका, टी.एन. रहाटे

### 20th All India Conference of (FNPO) NAPE Group 'C' (GUNTUR AP)

The 20th All India Conference started on 10.01.2013 at Acharya Nagarjuna University Auditorium. The Grand open session commenced at 1700 hours and presided by Sri Rajat.S. Das, President of NUPE Group 'C' CHQ. Dr. Killi Krupa Rani, Honorable Minister of State for communication & IT attended the open session as Chief Guest. The key note address was delivered by Smt. Sharada Sampat, Postmaster General, Vijayawada. Sri G.Sanjeeva Reddy, Ex-MP, President of All India INTUC & ITUC APRO (Singapore) addressed the mammoth gathering. The Prominent Speakers of Sri Rayapati Samba Siva Ra, Honorable Member of Parliament, Guntur, Sri Dokka Manikya Varaprasad, Honorable Minister of Rural Development & MGNREGS, Govt. of A.P., Sri Sk. Mastanvali, Honorable MLA, Guntur East, Sri D.V.S.R. Murthy, Director of Postal Service, Vijayawada Region, Sri K. Viyanna Rao, Vice Chancellor, Acharya Nagarjuna University, Sri D.Theagarajan, S/G, FNPO, Sri D.Kishan Rao, G/S, NUPE Group 'C', Sri T.N. Rahate, President FNPO & G/S, NUPM & MTS, Sri K.Jayaprakash, G/S, NUBSNL (FNTO), Sri P.U.Muralidharan, G/S, NUGDS, Sri V.V.Rathneswara Rao, Ex-G/S, NUPOGDS, Sri P.S. Babu, Ex-G/S, NUPE Group 'C' addressed the open session. S/Sri Rajat s das & Dkishan rao have been reelected as president and General secretary respectively. Sri Vasireddy Sivaji Circle secretary and his team made an arrangements for boarding and lodge. The cultural programme of DEVI MAHISASURA MARDEINI will be memorable ever.

#### NEW ELECTED OFFICE BEARERS LIST

**President : Sri Rajat Subroto Das**, West Bengal; **Vice president:** (1) V. S.Singh, Sahranpur, UP, (2) V.K Mehra, Jammu J&K; 3. Mohinder Singh, Punjab; **GENERAL SECRETARY : D.KISHAN RAO**, PA, Khairatabad, HYDERABAD (AP); **Asst General Secretaries :** (1) G.P. Muthukrishnan, PA, Anna Road, TN, (2) B.Sivakumar, Jayanager, Karnataka, Johnson Avokkaran, Kerala, (4) P.R. Kulkarni, Maharashtra, (5) P. Jaiswal, Madhaya Pradesh; **Financial Secretary : Shri Bhagwan**, Delhi GPO; **Asst.Financial Secretary : S. Samson**, Chattisgarh; **Organising Secretaries :** (1) N.K Pandya, Gujarat, (2) Ajay kumar Sharma, Bihar , (3) Vasireddi Sivaji, Andhra Pradesh.

M/S Lal & Co Delhi are appointed as Auditors

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## Minutes of the JCM (DC) Meeting held on 28-12-2012

Government of India  
Ministry of Communications & IT  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg  
New Delhi-110001

No. 6-04/2012-SR

Dated the 30<sup>th</sup> January, 2013

**Sub : Minutes of the JCM (DC) Meeting held on 28-12-2012 at 11.00 am under the Chairpersonship of Secretary (P).**

Please find enclosed minutes of the JCM Departmental Council Meeting held on 28-12-2012 under the Chairpersonship of Secretary (Posts) for information and necessary action.

2. It is requested to take necessary follow-up action urgently under intimation to SR Section.

Encl: As Above

Sd/-  
(Arun Malik)  
Director (SR)

To

### Official Side

Member (Technology) / Member (HRD) / Member (Personnel) / Member (Planning) / Member (PLI) / CGM (MB&O) / CGM (PLI) / CGM (BD&MD) / DDG (R&P) / DDG (Tech.) / DDG (FS) / DDG (Estates) / DDG (Estt.) / DDG (P) / DDG (IR) / DDG (Training) / GM (SP&M) / Director (SR & Legal), Smt. V.C. Kajla, Consultant.

### Staff Side

1. Shri V.K. Sridharan
2. Shri Giri Raj Singh
3. Shri M. Krishnan
4. Shri D. Theagarajan
5. Shri T. Satyanarayan
6. Shri Ishwar Singh Dabas
7. Shri T.N. Rahate
8. Shri P. Suresh
9. Shri P. Bhattacharjee

Copy for information: - Sr. PPS to Secretary (Posts).

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## MINUTES OF THE JCM(DC) MEETING HELD ON 28/12/2012

JCM (DC) meeting was held on 28/12/2012 at 11.00 A.M. in the Dak Bhavan under the chairpersonship of Secretary (Posts). The following were present:-

### Official Side:-

1. Smt. Manjula Prashar, Secretary (Posts) - Chairperson.
2. Ms. P. Gopinath, Member(Technology)
3. Sh. Kamleshwar Prasad, Member (HRD)
4. Ms. Yesodhara Memon, Member (Personnel)
5. Ms. Suneeta Trivedi, Member (Planning)
6. Ms. Kavery Banerjee, Member (PLI)
7. Sh. V.K. Tiwary, DDG(R&P)
8. Sh. A. S. Prasad, DDG (FS)
9. Sh. Tilak De, DDG (Estates)
10. Sh. Alok Saxena, DDG (Estt)
11. Sh. V.P. Singh, DDG(P)
12. Sh. S.C. Barmma, DDG(IR)
13. Sh. L. N. Sharma, DDG (Training)
14. Ms. Smita Kumar, GM (SP&M)
15. Sh. Arun Malik, Director (SR & Legal)
16. Sh. V.C. Kajla, Consultant

### Staff Side:-

- |                           |                      |
|---------------------------|----------------------|
| 1. Sh. K.V. Sridharan     | Leader Staff Side    |
| 2. Sh. Giri Raj Singh     | Secretary Staff Side |
| 3. Sh. M. Krishnan        | Member DC JCM        |
| 4. Sh. D. Theagarajan     | Member DC JCM        |
| 5. Sh. T. Satyanarayana   | Member DC JCM        |
| 6. Sh. Ishwar Singh Dabas | Member DC JCM        |
| 7. Sh. T.N. Rahate        | Member DC JCM        |
| 8. Sh. P. Suresh          | Member DC JCM        |
| 9. Sh. P. Bhattacharjee   | Member DC JCM        |

The chairperson welcomed all the members of staff side and the officers of the Department in the meeting. Shri K.V. Sridharan, Leader, Staff Side thanked the chairperson for convening the JCM meeting. Member(P) and DDG(Estt) also welcomed the participants and informed that some of the items which were pending in the Standing Committee meeting will not be discussed in this meeting and only new items are being taken up. The staff side also welcomed holding of two DCs meeting in the calendar year 2012, which is as per DOPT guidelines. Thereafter the agenda items were taken up and after discussions on each point, following decisions were taken:

Sl. No.	Sl. No. of Agenda Items submitted by Staff Side	Agenda Item	Decision Taken	Action, if any to be taken by
1.	1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	The Staff side was informed that the process of allowing HRA is done as per instructions issued by Department of Expenditure from time to time. The point raised by staff side that every time, a proposal in respect of grant of higher rates of HRA by the Circle, it is required that the same should be accompanied by Establishment review figures. The official side clarified that this is not required as per MOF rules. However, in case local instructions have been issued from Directorate in this regard, the same will be reviewed in consonance with MOF's instructions.	Item closed
2.	2.	Recruitment through Staff Selection Commission	Discussed and not agreed. It was, how-ever, informed that after the expiry of the contract with CMC, the recruitment process will be reviewed again.	Item closed.
3.	55	Imposing unjustified conditions for appearing IP Examination for the departmental quota vacancies.	It was informed that the instructions will be reviewed.	DDG(P)
4.	79	Age relaxation to Ex servicemen in the Departmental Examinations.	Discussed and not agreed to.	Item closed.
5.	3.	Grant of Flexi Working hours - Case of bigger Cities	It was informed that this recommendation of the 6th CPC was not accepted by the government. Hence, the proposal cannot be agreed to at this stage.	Item closed.
6.	10.	Construction of new building at Kodialbail HSG I SO in Mangalore Division, Karnataka Circle	It was informed that the matter has been taken up with the Head of Circle concerned to intimate the present status and submit the proposal which will be considered for inclusion in the 12th plan subject to availability of funds and approval of EFC. It was also decided that CPMG will be addressed to create facilities in the existing building which are urgently required. On	DDG (Estates & MM)

			receipt of proposal, construction of new building will be considered.	
7.	45	Construction of new departmental building for Itanagar Head Post office.	It was informed that the construction of Itanagar SPO building will start within the next 15 days as intimated by CPMG.	DDG ( Estates & MM)
8.	46	Construction of Postal Staff Quarters at Imphal	CPMG has intimated that at present there is no requirement for construction of postal staff quarters at Imphal.	Item closed.
9.	11.	Replacing Kerosene generators by Diesel generators	Generator sets which have outlived their lives can only be replaced.	DDG (Technology)
10.	12	Uniform application of incentive for IMT work	The proposal will be examined.	DDG(FS)
11.	21	Enhancement of limit for verification of withdrawals.	It was informed that on introduction of CBS, the present provision of verification through SDI or PRI(P) will be discontinued.	DDG(FS)
12.	24	Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 - case of Karnataka Circle	It was informed that RBI authorities have been requested to effect recovery of the amount from accounts standing at SBI Mysore.	DDG(FS)
13.	14	Non counting of Service rendered in APS for MACP	It was explained that regular service commences from the date of joining of a post in direct entry grade on a regular basis either on Direct Recruitment post or on absorption / re-employment. Therefore, the demand of staff side to count service rendered in APS cannot be agreed to.	Item closed.
14.	20	MACP Anomalies - Injustice to promotees under MACP scheme-request implementation of CAT Jodhpur	It was informed that regional PMG, Jodhpur has already filed the writ petition before the Hon. High Court.	Item closed.
15.	101	Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6thCPC recommendation in the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.	It was decided that a report will be called from Kerala and A.P. Circles and the issue will be examined.	DDG (Estt)

16.	34	Grant of MACP promotions based on length of service in each cadre	It was explained that the issue raised by JCM is not justified.	Item closed.
17.	53	Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials:	It was decided that a clarification will be sought from DoPT and the issue will be examined in detail.	DDG (Estt)
18.	94	MACP Scheme-its impact on the postal employees.	It was explained that MACP scheme is formulated by DOPT and its implementation is required to be done as per DOPT's guidelines which stipulate that promotions earned by virtue of Departmental exams or limited Departmental Competition exams are to be reckoned for the purpose of granting MACP. Hence, the demand of staff side cannot be agreed to.	Item closed.
19.	123	Implementation for CAT order of Jodhpur Bench of dated 22.05.2012.	It was informed that regional PMG, Jodhpur has already filed the writ petition before the Hon. High Court.	Item closed.
20.	129	Gradation of MACP officials transferred under Rule 38 of Volume IV.	Discussed and not agreed to as the same is not provided for in the rules.	Item closed.
21.	16	Non inclusion of School bag /rain Coat for reimbursement under Children Education Allowance	It was informed that Children Education Allowance is required to be implemented as per DOPT instructions on the subject, which do not provide for re-imburement of bags, rain coats etc.	Item closed.
22.	17	Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service	It was informed that the case will be examined after calling details from all the Circles.	DDG(IR)
23.	18	Fixation of Pay for canteen employees after Sixth CPC	It was informed that if there is a typographic error in the order, the same will be corrected.	DDG(P)
24.	19	Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference	It was decided that the DoPT's rulings on the subject will be circulated to all the Circles for taking appropriate action.	DDG(P)
25.	22	Filling up of short term vacancies in the newly introduced cadre of Postmaster	DOPT has been addressed to allow the Department to fill up the HSG I posts on the basis of old Recruitment Rules till the time the Departments gets new RRs notified. As soon as promotions are made action will be taken to fill up the posts of Postmaster Gr.III.	DDG(P)



26.	37	Filling up of the unfilled direct recruitment vacancies kept under skeleton as per the screening committee recommendation for the year 2006 to 2008.	The direct recruitment post not cleared under the optimization scheme have been ordered to be abolished vide order No. 25-12/2008-PE.I dated 19/11/2012 (copy enclosed).	Item closed.
27.	42	Abnormal delay in notifying HSG-I Rectt. Rules.	It was explained that the proposal is under process.	DDG(P)
28.	43	Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles	It was explained that the proposal is under process.	DDG(P)
29.	47	Immediate filling up vacant Posts of Chief PMGs, PMGS and DPS	It was assured that all the posts will be filled up in the near future.	DDG(P)
30.	51	Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - regarding.	The matter is being examined.	DDG(P)
31.	57	Sanctioning and filling up of vacancies of Postmen and supervisory Postmen Posts	It was informed that necessary instructions have been issued to all the Circles to fill up the posts by 30/6/2013.	DDG(P)
32.	75	Special drive for residual vacancies.	The Circles have been directed to complete the exercise of filling up all the posts by 30/06/2013.	DDG(P)
33.	77	Framing of Recruitment Rules in respect of Postal Assistants/Sorting Assistants in Department of Posts.	It was informed that the revised RRs in respect of PA, SA, PA(SBCO) already issued and the PA(CO) is under process.	DDG(P)
34.	85	Request for absorption of MTS Temporary status officials as MTS in RMS units.	In case the GDS employees do not become available for consideration for appointment as MTS, such vacancies will have to be filled up as per the provisions contained in the Recruitment Rules. The quota for casual labourers for appointment as MTS has already been provided in the RRs whereby 25% of the vacancies will be filled up by casual labourers. It is not possible to accede to the demand of the Staff side.	Item closed.
35.	86	Promotion of Departmental Lower Grade Officials to the cadre of PA/SA under the incentive	Discussed and not agreed.	Item closed.
36.	100	Filling up of Multi Tasking Staff vacancies for 2009-2010 in accordance with the latest Recruitment rules	The Circles concerned have been directed to fill up the vacancies by 30/06/2013.	DDG(P)

37.	102	Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	The RRs has been referred to Ministry of Law for vetting. The Department will expedite the process in consultation with Ministry of Law. As regards filling up of the vacant posts, the Circles have been directed to complete this exercise by 30/06/2013.	DDG(P)
38.	106	Permit Circle office staff also to appear in PSS Gr. 'B' examination without effecting the existing benefits for them.	The feeder grade for PSS Gr. 'B' in the cadre of ASPs / IPs. As per the provisions of RRs, PA(CO)'s cannot be allowed to appear for PSS Gr. B exam, the existing channel of promotions for PA(Co)'s have not been adversely affected.	Item closed.
39.	107	Promotion of OS to AD (Rectt.)	Action will be taken by Personnel Division.	DDG(P)
40.	108	Grant of special pay to the SS in Circle office.	Discussed but the grant of special pay to the SS in Circle offices was not agreed to.	Item closed.
41.	117	Tenure in RMS Head Record offices/Divisional offices	It was decided that the necessary instructions will be issued to all the Circles.	CGM (MB&O)
42.	118	Non-filling of IPO post of Direct recruits in J & K Circle	It was decided that SSC will be requested to prefer J&K candidates for filling up the vacancies in J&K Circle.	DDG(P)
43.	23	Short drawal of Grade Pay - In case of Pharmacists in P&T Dispensary	It was informed that the suitable instructions will be reiterated to all the Circles.	DDG (Estt)
44.	25	Irregular denial of family pension to the physically handicapped ward of the deceased pensioner	It was informed that as per the existing provisions of Pension Rules, married son / daughter is not eligible for family pension even if they are handicapped. Only widow or divorcee in case of daughters is eligible; there is no condition for age. However, in future if the nodal Ministry changes the eligibility condition, the same will be implemented in respect of Postal Pensioners as well. However, the proposal will be referred to the nodal Ministry for clarification.	DDG(Estt)
45.	28	Stepping of pay of the promotee senior with direct recruited junior on or after 1.1.2006.	It was explained that when promotee senior claims for stepping up with direct recruit junior, it is inherent that the cadre contains the element of direct recruitment as otherwise there would	DDG(Estt)

			be no direct recruited junior. As decided, clarifications will be issued to all the Circles by the Directorate.	
46.	49	Request to provide one time option to the officials whose increment falls between Feb 2006 to June 2006	It was decided that any proposal if referred to the Directorate, the same will be examined in consultation with D/o Expenditure.	DDG (Estt)
47.	50	Date of next increment in revised pay structure under Rule 10 of CCS (RP) Rules, 2008	It was explained that there was no anomaly in this case. DOE's orders regarding pay fixation under FR 22 (1) (a) (i) takes care of such situations.	Item closed.
48.	52	Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	It was decided that the relevant order of the DOPT (No.38-37/2008-PNPW(A) dated 10/12/2009), will be re-circulated to all the Circles with necessary instructions in this regard.	DDG(Estt)/ ADG(Pension)
49.	54	Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/expired from service after 31.08.2008 without having been imparted training:	It was decided that the proposal will be taken up with Department of Expenditure.	DDG(Estt)
50.	58	Fixing norms for Postmen work	(i) Regarding incentive for delivery of Aadhar Cards etc., the proposal is under consideration. (ii) The Committee will examine the norms of Postmen work as decided in the Standing Committee meeting.	CGM (BD&MD)  DDG(Estt)
51.	60	Evolution of Norms of Group 'D'	Discussed and not agreed.	Item closed.
52.	68	Performing double duty by Postmen on Double Duty Allowance Basis:-	Proposal will be examined.	DDG(Estt)
53.	69	Provisioning of 10% LR.	Proposal will be examined.	DDG(Estt)
54.	5.	Irregular commutation of LR strength.	Proposal will be examined.	DDG(Estt)
55.	80	Engagement of Short Duty Staff-Restriction of 60 hours per month.	Discussed and not agreed.	Item closed.
56.	87	Review if instructions on engagements of casual labourers in the light of the Guidelines on outsourcing.	It was explained that it is not possible to restore casual labourers. The option is to out source.	Item closed.
57.	88	Revision of instructions issued to merge the duties of outsourced casual labourers with the work of Multi-Tasking Staff - regarding.	It was explained that it is not possible to restore casual labourers. The option is to out source.	Item closed.

58.	30	Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was decided that PTC Madurai will be addressed and details will be obtained, examined and remedial action will be taken, if required.	DDG (Training)
59.	48	Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a separate training module for visually handicapped will be issued.	DDG(Training)
60.	31	Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet:	It was informed that the proposal will be considered after technology project is implemented.	DDG(FS)
61.	33	Discrimination in service condition foreligibility to appear in Lower Grade official (LGO) promotional examination.	Discussed and not agreed.	Item closed.
62.	39	Supply of updated Postal Manuals, Volumes and Reference books to all offices	All the Divisions have been addressed to update the volumes by 15 <sup>th</sup> February, 2013. After the corrections are made, updated volumes will be uploaded on the website.	DDG (Estates & MM)
63.	56	Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle	Proposal has been received and is being examined.	DDG(Estt)
64.	128	Request for giving incentive for booking & dispatch of Aadhar Speed Post Articles / bags at different UID P2P Centers of India.	It was informed that the P2P Centres receive data from UIDAI service and booked UIDAI article virtually in speed net. The printed UIDAI letter contains Barcode No. of Speed Post allotted to printer. No physical booking is involved in UIDAI letters. The closing and dispatch of bags is done by staff. However, the issue will be examined and comments from Circles having P2P Centres will be called.	CGM (BD&MD)
65.	62	100% delivery of Mail	No specific instances have been referred to and Mail Division do not have any information about punishment being given on this account. However, details will be obtained, examined and remedial action will be taken, if needed.	CGM (MB&O)
66.	76	Out Station Allowance for the RMS staff working in sections	The proposal will be examined in consultation with Ministry of Finance.	CGM (MB&O)

67.	78	Restoration of two advance increments to the staff working on AMPC Mumbai, Chennai and be paid to the staff working in Delhi and Kolkata.	Discussed and not agreed.	Item closed.
68.	81	All National Speed Post Hubs should be under the control of RMS Divisions.	Instructions have already been issued by MB Division vide OM No. 6-5/2011-D dated 20/10/2011 that the issue of administrative control over speed post hubs may be decided by the CPMG concerned taking into account local needs, administrative convenience and effective monitoring.	CGM (MB&O)
69.	82	Preparation of Due Mail list(DML) and Memo of distribution of work	Suitable instructions will be issued to the Circles regarding maintaining proper record of the Due Mail List and Memo of Distribution of Work at mail offices. The concept of Due Mail List is not applicable to Speed Post.	Item closed.
70.	83	Review of work load in Business Office.	On account of shortage of staff, some Circles might be using outsiders for opening/closing of bags and sorting. Circles are being asked to fill up the vacancies in the RMS.	CGM (MB&O)
71.	89	Creation of MTS Posts to the tune of vacant GDS MM Posts in RMS - regarding.	Discussed and not agreed.	Item closed.
72.	93	100 Multi Tasking Staff by overtaking the services of Mailguards in RMS	It was explained to the Staff side that this proposal may be taken up at Circle level.	Item closed.
73.	96	Providing Full bogie/SLR coach accommodation for RMS Sections	It was informed that Member (Traffic) of Railway Board has been requested vide Directorate DO letter No. 7-2/2012-D dated 27/08/2012 to advise the Zonal Railway authorities concerned to make provision for the required accommodation for RMS transit sections in the mail carrying trains based on the requirement furnished by the Circles. Response from Railway Board is awaited.	CGM (MB&O)
74.	120	Transfer of officials from L2 offices to L1 offices	Suitable instructions have been issued to all Circles. Matter relating to transfer in Gujarat Circle is being examined. Staff side was also asked to intimate specific instances to the CGM (MB&O), which will be examined.	CGM (MB&O)

75.	66	Incentive to Mail Overseers for procuring RPLI Business:	It was informed that action has already been taken and instructions issued. However, instructions will be reiterated in this regard.	CGM(PLI)
76.	104	Issuance of clear instructions to all CPMGs that in the city areas where Cos/ROs are situated, decentralization of RPLI/PLI should not be done.	It was explained that instructions have been issued to Circle Offices in this regard. However, instructions will be reiterated.	CGM(PLI)
77.	105	Save century old centralized Accounting office - DPLI office, Kolkata and ensure job security of the staff of DPLI office, Kolkata.	The O/o DPLI, Kolkata has been identified for computerization. The plan for computerization has been discussed with all staff as well as union representatives. The extra man power likely to arise due to computerization of DPLI Kolkata will be utilized on some other productive work.	CGM (PLI)
78.	109	Reassignment of the DO PLI work and suitable modification for procurement of PLI business and revision of PLI incentive.	It was explained to the Staff side that competition is very tough in insurance sector and we are witnessing a trend of decrease in the bonus. Hence, no case exists for increasing incentive.	Item closed.
79.	74	(i) Timely supply of uniform and issue of Kit Card.	It was informed that all the CPMGs have confirmed that uniform has been provided. Staff side did not agree to this. They have been advised to send a list of Circles where uniform has not been given for issuing instructions to them. (ii) Issue of kit card is under consideration.	DDG (Estates & MM) DDG (Estates & MM)/ Staff side.
80.	95	Evolving a scheme of social security to the TS CLs and PTCS on the rolls for grant of financial aid who died in mishap/terrorist activities/dacoits.	Discussed and not agreed.	Item closed.
81.	113	Downgradation of HSG II AHRO post in Maharashtra Circle :	It was decided to call for a report from Maharashtra Circle which will be examined.	DDG(P)

82.	114	Release of arrears on a/c of messing Incentives for J & K Circle.	The matter is under examination in consultation with the Nodal Ministry/ DoPT. We have sought clarifications from the DoPT as to whether the arrears could be paid or otherwise.	DDG(Estt)
83.	115	Payment of slightly higher rates of Messing Incentives from April 2012 for J & K Circle:	It was explained that the officials residing in the guarded accommodation are being paid a slightly higher rate of Rs.25.50 per day then other central Government employees who are getting @Rs.15.00/= per day only. There has not been any revision in these rates from April, 2012. The matter is within the domain of DoPT. The non-migrant officials living at their own homes/ outside guarded are being paid Rs.15/= per day only.	Item closed.
84.	116	Open postal dispensary in the valley as is existing in Jammu:	No new postal dispensaries can be opened now. Opening of new CGHS Dispensaries is under the domain of M/o Health. The demand of the staff side will be taken up with M/o Health for opening CGHS dispensaries in the Valley.	ADG (Medical) to issue a letter. Thereafter, this item will be closed.
85.	124	Implementation of Judgment of Delhi High Court dated 29.07.2011 in W/P NO. 3225/2007 in OA No. 164/2005 in the matter of Dharna Singh & Others	The judgement is specific to packers of foreign post and the same cannot be extended to other categories	Item closed.
86.	125	Restoration of 1 post of Sorting Assistant in JP-4 Section of RMS Jaipur Division.	It was explained that the proposal may be taken up at the CPMG level.	Item closed.
87.	126	Redeployment of DSV Posts as Postmen without reduction in the establishment.	It was decided that re-deployment can be done and Circles can examine the proposal on case to case basis.	Item closed.
88.	127	Exemption from professional tax to the Ex servicemen reemployed in the Department of Post.	Discussed and not agreed. Professional taxes are imposed by the State Government and the same differs from State to State. The Department has no role to play in this regard.	Item closed.

## 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 1.12006., 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