

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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We are marching ahead

National Union of Postmen, Group 'D'/MTS is holding its All India Conference at Tirupati (AP) during 2, 3 & 4th June 2014. Since last 5 to 10 years Postmen Group 'D' MTS Staff is passing through crucial period.

Though Ordinary Mail Traffic is reduced but on the other hand population has increased and new non-agricultural area are being converted in houses, buildings, malls and high storied buildings, thereby postmen beats are expanding.

The staff problem is major one. Government is curbing the staff. For example, we have faced case of abolition of more than 5000 post. No doubt we obtained stay on that Order but the mentality of Administration came in light.

They are keeping the posts vacant for years together and then issues Orders for abolition. This AIC should take firm stand against this policy.

We are all waiting for formation of new Government and this issue of 'Postal Prakash' is in your hand. The new Government will be in power till than we have to simply wait and watch.

But in any case we have to march ahead for the sake of our people and our Nation.

- Editor

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

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हम आगे बढ़ रहे हैं

नैशनल यूनियन पोस्टमैन, ग्रुप डी, MTS का ऑल इंडिया कानफेंस, तिरुपति (आंध्र प्रदेश) में ता. 2, 3, 4 जून 2014 को संपन्न होने जा रहा है।

पिछले कई बरसों से हमारा यह संगठन सुचारू तरीके से अपना काम कर रहा है। जिस कारण हम कठिनाईयों से निबटने हेतु सक्षम हो रहे हैं।

सादी डाक कम हो रही है किंतु शहरों तथा गांवों में बहुतेरी लोकसंख्या बढ़त के कारण मकानों की तादाद शहरों में कई मंजिला इमारतें एवं व्यवसायिक प्रतिष्ठानों के कारण पोस्टमैन बीट का ऐरिया बहुत बढ़ गया है।

कर्मचारियों की कमी एक ऐसा मसला है जिसे हमें जड़ से समाप्त करने की राह खोजनी होगी। सरकार एक तरफ जो पद है उन पर नियुक्तियां नहीं कर रही है और कुछ समय बाद उन रिक्त पदों को समाप्त करने का षड्यंत्र कर रही है।

हमारे 5000 से ज्यादा पद समाप्त करने के आदेश के खिलाफ हमें कोर्ट से स्टे लेना पड़ा किंतु आगे क्या होगा इसका पता नहीं है। हमें इस विषय पर इस AIC में ठोस निर्णय लेना होगा।

‘पोस्टल प्रकाश’ का यह अंक आपके हाथों में आने पूर्व ही नई सरकार का गठन हो चुका होगा। और इस सरकार की नीतियां हमारे भविष्य को निर्धारित करेंगी।

किंतु हमें तो हर हाल में आगे ही बढ़ना है। हमारे देश और लोगों के उज्ज्वल भविष्य के लिए।

- संपादक
(टी.एन. रहाटे)

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.**

जनरल सेक्रेटरी रिपोर्ट

1 अप्रैल 2014 से 15 अप्रैल तक मुंबई में रहा। 6 अप्रैल 2014 को नागपुर ग्रामीण डिवीजन (महाराष्ट्र सर्कल) अधिवेशन में उपस्थित रहकर सभासदों को संबोधित किया।

मुंबई में रहते हुए 19वां अखिल भारतीय अधिवेशन (AIC) की तैयारियां करता रहा। साथ ही साथ सातवां वेतन आयोग की अध्ययन एवं तैयारियां करता रहा। इसी दौरान समय-समय पर सभी सर्कल प्रतिनिधि/कार्यकर्ताओं के साथ फोन द्वारा संपर्क करता रहा। लिखित समस्या एवं फोन के माध्यम से आनेवाली समस्याओं के निराकरण करने हेतु लिखित रूप से या फोन द्वारा CPMG, PMG, DPS तथा Secretary (P) आदि अधिकारियों के साथ कोशिश करता रहा।

16 अप्रैल 2014 से 21 अप्रैल 2014 तक कोलकत्ता (वेस्ट बंगाल सर्कल) में रहा। 17 अप्रैल 2014 को वेस्ट बंगाल सर्कल सचिव श्री शेखर मुखर्जी सेवा निवृत्ति समारोह में उपस्थित रहा। इनके सेवा निवृत्ति समारोह के लिए UNI के श्री इची इटो और श्री ब्रदर इटो जापान की ओर से डेलीगेट के रूप में उपस्थित थे। हमारे FNPO फेडरेशन के सेक्रेटरी जनरल श्री डी. त्यागराजन भी आये हुए थे। 18 अप्रैल 2014 को कोलकत्ता साऊथ डिवीजन के अधिवेशन में उपस्थित रहकर उपस्थितों को संबोधित किया। इसी अधिवेशन के लिए UNI के डेलीगेट और सेक्रेटरी जनरल उपस्थित रहकर उन्होंने भी सभा को संबोधित किया।

22 अप्रैल 2014 से 27 अप्रैल 2014 तक मुंबई महाराष्ट्र में रहा।

25 अप्रैल 2014 से 27 अप्रैल तक आलंदी (देवाची) पुणे ग्रामीण इलाके में (महाराष्ट्र सर्कल) में NUPE P-IV महाराष्ट्र सर्कल का अधिवेशन संपन्न हुआ। इस तीर्थस्थल में इस भव्य आयोजन के लिए स्वागत समिति को धन्यवाद।

28 अप्रैल 2014 को डाक भवन दिल्ली में केंडर रिस्ट्रक्चरिंग की अंतिम मीटिंग रखी गयी थी। इस मीटिंग में हिस्सा लेने हेतु 27 अप्रैल 2014 को पुणे से हवाई जहाज से दिल्ली पहुंचा तथा 28 अप्रैल को मीटिंग में हिस्सा लेकर यथोचित चर्चा की। मीटिंग का ब्यौरा इसी 'पोस्टल प्रकाश' में समाविष्ट है।

28 अप्रैल 2014 को मीटिंग पश्चात तथा 29 अप्रैल 2014 को डाक भवन में Secretary (P), Member (P-Tech), HRD, Planning, PLI, DDG (Estt), Director (staff) आदि अफसरों को 19 वे अखिल भारतीय अधिवेशन का निमंत्रण पत्र देकर निमंत्रित किया तथा समस्याओं के बारे में चर्चा की।

दिल्ली की समस्याओं तथा अन्य संगठन के विषयों पर श्री जगदीश शर्मा, खजांजी CHQ, श्री के.के. कौशिक, सीनियर लिडर श्री वी.के. माथुर, CHQ ऑफिस बेरर, श्री सुब्बेसिंह और अन्य कार्यकर्ताओं के साथ चर्चा की। दिल्ली में करीबन 200 से ज्यादा सभासदों के साथ श्री सुभाष चौधरी पूर्व सर्कल सेक्रेटरी NUPE P-IV, श्री त्रिलोकचंद दिल्ली GPO, श्री सुब्बेसिंह K.N. Nagar तथा अन्य डिवीजन से कर्मचारियों ने NUPE P-IV (FNPO) संगठन के सभासदत्व को स्वीकार किया। उन सभी सदस्यों का NUPE P-IV (FNPO) में तहेदिल से स्वागत करता हूँ तथा CHQ की तरफ से धन्यवाद देता हूँ। इस हृदय परिवर्तन करने के लिए परिश्रम लेनेवाले हमारे साथी श्री वी.के. माथुर, श्री जगदीश शर्मा तथा अन्य साथियों को भी धन्यवाद देता हूँ और आगे भी संगठन के कार्य करने का भरोसा करता हूँ।

साथियों, दिल्ली के साथ-साथ महाराष्ट्र, झारखंड, हरियाणा, पंजाब, उत्तराखंड, वेस्ट बंगाल और अन्य सर्कलों में भी NUPE P-IV (FNPO) के सभासदों की संख्या में अच्छी बढ़ोत्तरी हुई है। उन सभी सर्कल के सर्कल सचिव, डिवीजन सचिवों को CHQ की ओर से धन्यवाद देता हूँ। और उन सभासदों का स्वागत करता हूँ। आगे पोस्टमैन, ग्रुप डी/MTS में भर्ती होनेवाले कर्मचारियों को NUPE P-IV (FNPO) में सभासद कराने की कोशिश जरूर करेंगे यही उम्मीद करता हूँ।

1 मई 2014 विश्व में कामगार दिन मनाया जाता है, उन सभी को कामगार दिन की CHQ की ओर से हार्दिक बधाई एवं शुभकामनाएं।

आपका साथी
टी.एन. रहाटे, जनरल सेक्रेटरी

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, खजांजी (CHQ),

कैंप : आई.पी.एच.ओ. नयी दिल्ली-110002,

मो.: 09911 226062 / 09899 608399/08595 045985

को जल्द-से-जल्द से भेजें।

Welcome Home

CHQ is pleased to note and intimate that all our brothers those who had left us in the past have returned and joined us again. We welcome them all wholeheartedly and assure them that CHQ will do all the best for them.

Shri Subhash Chaudharyji, Vice Chairman of Postal RMS Employees Bank, Ambala, Shri Subesingh, Ex-Dy. General Secretary, CHQ and Shri Trilokchand, Divisional Secretary, Delhi GPO alongwith more than 200 followers with them joined our National Union of Postmen Group 'D'/MTS at Delhi Circle in April 2014.

Due to some misunderstanding created by some culprits in the past they were compelled to leave us, but now they all came to know the truth and have come back to us.

CHQ assures them that their prestige will be maintained at all Union level and they will get the impartial treatment. CHQ also request all of them to be aware of false propaganda by vested interested persons.

CHQ is working day and night for the upliftment of members of Staff of Postman Group 'D' MTS cadre and therefore our membership is increasing day by day throughout the Country. Your cooperation is our strength.

Only to create mob of people is not our motto.
Our effort is to change the present situation.

- T.N. Rahate

लौट कर आठे वालों का स्वागत

CHQ को यह बताते हुए बहुत खुशी हो रही है कि हमारे दिल्ली सर्कल के कुछ साथी जो किसी कारणवश हमसे दूर चले गये थे वे आज लौट आये हैं। जिन लोगों ने हमारे भाइयों को मजबूर किया था कि वे नैशनल यूनियन को छोड़ दें वे आज निश्चित ही पछता रहे होंगे कि माला के अनमोल मोती फिर से माला में पिरो दिये गये हैं।

हमारे साथी श्री सुभाष चौधरीजी, वाइस चेयरमैन, Postal RMS कर्मचारी बैंक, अंबाला, श्री सूबेसिंह, पूर्व Dy. GS CHQ एवं श्री त्रिलोकचंद, डिवीजनल सेक्रेटरी, दिल्ली GPO अपने 200 से ज्यादा साथियों के साथ नैशनल यूनियन में अप्रैल 2014 में वापस आ गये हैं।

CHQ इन सभी दोस्तों का तहेदिल से स्वागत करता है। उन्हें विश्वास दिलाता है कि उन सभी के मान-सम्मान में कोई कमी नहीं आयेगी। CHQ उन सभी के प्रति आदर भी व्यक्त करता है कि उन्होंने नैशनल यूनियन में जुड़कर उनकी यूनियन के प्रति जागरूकता का परिचय दिया है।

मित्रो हम आपको विश्वास दिलाते हैं कि हमारा संगठन कर्मचारियों के हित के लिए लामबद्ध है तथा उन पर किसी भी प्रकार का कोई अन्याय प्रशासन की ओर से होने नहीं दिया जायेगा।

हमारी ओर से निवेदन है कि आप गलतफहमियों से दूर रहें, झूठे प्रचार पर ध्यान न दें। लोगों को हमारी एकता से भय लगता है और वे हमारे बीच रहकर हमारे पीठ पीछे हमारे खिलाफ झूठा प्रचार करते रहते हैं।

CHQ दिन रात कर्मचारियों के हित के लिए कार्यरत रहकर सभासद संख्या में बढ़ोत्तरी कर रहा है। आपका सहयोग ही CHQ की ताकत है।

सिर्फ हंगामा खड़ा करना हमारा मकसद नहीं।
हमारी कोशिश है ये सूरत बदलनी चाहिए।

- टी.एन. रहाटे

National Council JCM Meeting to discuss about 7th Pay Commission

In a letter dated 9-4-2014, the Secretary, Staff Side, National Council JCM submitted an agenda comprising 09 points to the Chairman, Standing Committee, National Council (JCM), for discussion in the next standing committee meeting.

Accordingly the next meeting of the Standing Committee of the National Council JCM is scheduled to be held under the chairmanship of Secretary (P) on 7th May 2014 at 11.00 AM in the conference Hall, North Block, New Delhi. Agenda points submitted by the staff side will be discussed in this Meeting.

According to the sources close to JCM National Council, a preliminary Staff Side meeting is supposed to be held on 6th May 2014 in the office of National Council (Staff Side) - JCM, to discuss the Agenda items, Draft Reply to 7th CPC Questionnaire

So it is expected that discussion on important points will take place in these meetings and the outcome of these meetings will be the deciding factors of the path in which 7th pay commission should travel to determine the pay structure and service matters of central government employees.

Draft Reply to the 7th CPC questionnaire will be finalised in the staff side meeting and it will play a key role in the 7th Pay Commission as it is the view of 3 million central government employees

The agenda points to be discussed in the above said meeting is already circulated to all the Standing Committee Members of National Council JCM by Shri. Shiva Gopal Mishra, Secretary, Staff Side, National Council JCM.

Merger of DA and 7th CPC from 1.1.2011- AIRF points for National Council Meeting

No.NC-JCM/2014/VII CPC

Dated: April 9, 2014

The Chairman,
Standing Committee National Council(JCM),
South Block, New Delhi

Dear Sir,

Sub: Agenda for discussion in the Standing Committee of National Council(JCM)

An agenda, comprising of 09 items, to be discussed in the Standing Committee of the National Council(JCM), is being enclosed herewith for necessary action.

Yours faithfully,

-sd-

(Shiva Gopal Mishra)
Secretary, Staff Side
National Council(JCM)

DA/As above

Copy to: All Constituent Organisations of the National Council(JCM) - for information.

TERMS OF REFERENCE FOR THE 7th CENTRAL PAY COMMISSION

The Government of India have finalized the Terms of Reference of the 7th CPC and circulated the same vide Ministry of Finance's Resolution No1/1/2013-E.III (A) dated 28th February, 2014. It is a matter of concern that and disappointment that the Terms of Reference have been finalised unilaterally without having thorough discussion with the Staff Side and their views have also not been taken care of while doing so.

It may be recalled that a meeting was convened by the Secretary (Personnel) with the Staff Side members on 24th October, 2013 to discuss the possible Terms of Reference for the 7th CPC being appointed. In that meeting the Staff side had specifically requested that a copy of Terms of Reference for 7th CPC, as proposed by the Ministry of Finance may be circulated to all concerned and thereafter another meeting with Secretary, Department of Expenditure and Department of Personnel & Training be arranged with the Staff Side to discuss and

finalise the same, which is clearly mentioned in para 11 of the Record Note of Discussion of that meeting. Subsequently, the Staff Side again requested for an urgent meeting with the Secretary(Expenditure) and Secretary DoPT for finalization of the Terms of Reference (ToR) for the Seventh Central Pay Commission vide its letter dated 23rd January, 2014. However, no such meeting was convened and Terms of Reference for the 7th CPC have been finalised by the Government on 28th February, 2014.

While going through the ToR, as finalized by the Government, it is observed that many of the suggestions of the Staff Side, in regard to date of effect of Pay Commission, Merger of D.A., Interim Relief, representation of labour representative in the Commission itself, parity issues in regard to pensioners, settlement of the pending Anomaly items etc., have not been duly considered, which is a matter of dissatisfaction.

The Staff Side, therefore, demands that the Government must discuss the Terms of Reference for the 7th CPC with them and make necessary amendments/revisions to the Terms of Reference.

1. Revision of Wage with effect from 01.01.2011

The present wage structure of the Central Government employees is in vogue on the basis of the recommendations of the 6th Central Pay Commission, which took effect from 01.01.2006 in the case of Pay, and in the case of Allowances from 01.09. 2008.

The wage revision of the Central Government employees is done every 10 years, which was recommended by the 5th CPC, however, in the case of Central PUSs, the wage revision normally takes place after every five years. In the past, wage revision has been linked to the extent of erosion of real wages. The degree of inflation in the economy determines the pace of erosion of the real value of wages. The retail prices of those commodities which are computed for determining the minimum wages have risen by about 160% from 01.01.2006 to 01.01. 2011, whereas the D.A. compensation, in the case of Central Government employees, on that date had been just 51%.

Since wage revision in all the Central Public Sector Undertakings takes places every five years through collective bargaining, revision of wages of the Central Government employees in 10 years gives rise to serious disparity in wages and allowances of the Central Government employees, vis-a-vis those in Public Sector Undertakings, which is a major cause of discontentment among them. The Staff Side, therefore, demands that the wage revision of the Central Government employees must also take place after every 5 years on the analogy of CPUSs and therefore, Government must specify the date of effect of the recommendations of the 7th CPC accordingly, i.e. to take effect from 01.01.2011 in place of 01.01.2016.

2. Merger of DA with Pay

The wage revision of the Central Government employees takes place only through setting up of Central Pay Commissions, which has many a times proved to be a time consuming process. The 6th CPC submitted its report in the time frame provided to it, i.e. 18 months. Since the earlier Commissions had covered many aspects of the principles of wage determination and the periodicity of such revision had come down, the exercise might not now require a longer period of time as was the case earlier, still the 7th CPC shall require a reasonable time frame to go into the matter judiciously because the implementation of the recommendations of the 6th CPC have given rise to large number of anomalies and cadre related grievances.

The methodology adopted for compensating the erosion in the real value of wages in the interregnum period had always been through the mechanism of merger of a portion of DA. The 5th CPC had recommended that the DA must be merged with pay and treated as pay for computing all allowances as and when the percentage of Dearness compensation exceeds 50%. Accordingly even before the setting up of the 6th CPC the DA to the extent of 50% was merged with pay.

As on 1.1.2014, the Dearness compensation is 100%. The suggestion for merger of DA to partially compensate the erosion in the real wages was first mooted by the Gadgil Committee in the post 2nd Pay Commission period. The 3rd CPC had recommended such merger when the Cost of Living index crossed over 272 points i.e. 72 points over and above the base index adopted for the pay revision. In other words, the recommendation of the 3rd CPC was to merge the DA when it crossed 36%. The Government in the National Council JCM at the time of negotiation initially agreed to merge 60% DA and later the whole of the DA before the 4th CPC was set up. The 5th CPC merged 98% of DA with pay. It is, therefore, necessary that the Government takes steps to merge atleast 50% of DA with pay to compensate the erosion of the real value of wages immediately.

3. Appointment on compassionate grounds under the Central Government

Under the pretext of Hon'ble Supreme Court directives, the Central Government introduced a 5% ceiling on compassionate ground appointment. On account of this ceiling limit of 5%, a large number of cases of appointment on compassionate grounds of the dependents of the deceased Central Government employees have been pending in different departments, with the result that, the bereaved families of the late employees are constrained to face undue hardship due to loss of bread winner. Some of such candidates, belonging to Department of Posts, approached the Hon'ble Court of Law and obtained favourable orders, however, these directives have not been acted upon. The Government has chosen to dillydally by filing SLP in the Supreme Court.

It may be recalled that, the Central Administrative Tribunals were established with the intention of expeditious settlement of disputes on service matters. Even recently the Prime Minister's office ordered that it would not be open for various Ministries to appeal against the orders of the Tribunal as a matter of course and efforts must be to explore the ways of acceptances of the judgements of the Tribunal. In the light of these directives, the SLP ought to have been withdrawn.

It is pertinent to further mention here that, the standing Committee on Department of Personnel in one of their reports has termed the scheme of compassionate ground appointments as a sacred assurance to a fresh entrant that if he dies in harness, his family shall not be left in lurch. Such an assurance is being breached by the provisions of limiting such appointments to 5% of vacancies.

The Staff Side is, therefore, of the firm view that this condition of 5% ceiling must be done away with to provide relief to the bereaved families of the deceased Central Government employees.

4. Regularisation of Casual/Contingent/Daily Rate workers

Due to ban on creation of posts and recruitment of personnel that continued for a very long period and the consequent strain on the existing workers, many departmental heads had to recruit personnel on daily rated basis or as casual workers. Thus, almost 25% of the present workforce in the Governmental organisations are casual workers deployed to do permanent and perennial nature of jobs, contrary to the prohibition of such unfair labour practices by the law of the land. In the fifties and sixties, even the casual workers who had been employed to do casual and non perennial jobs used to get priority for regular employment as and when vacancies for such permanent recruitment arise. It is, however, a matter of concern that thousands of persons are now recruited as casual workers and kept as such for years together and are paid pittance of a salary with no benefits, like Provident Fund, Dearness Allowance, other Compensatory Allowances etc. In order to ensure that they do not get the benefit of regularisation, these workers are technically discharged for a few days to be employed afresh again. The modus operandi differs from one department to another. While in some organisations, they are recruited through Employment Exchanges, in others, the functions are contracted out. Not only the quality of work suffers, but it is also an inhuman exploitation of the workers given the serious situation of unemployment that exists in the country. While the permanent solution is to sanction the necessary posts and resort to regular recruitment, the Government should evolve a scheme by which these casual/contingent/daily rated workers are made regular workers with all the concomitant benefits available for regular Government employees. Pending finalisation of such a scheme for regularisation, the non regular employees recruited for meeting the exigencies of work must be paid pro-rata salary on par with similarly placed regular employees on the principle of equal pay for equal work.

5. Downsizing, Outsourcing, Contractorisation etc.

To overcome the difficulties emanated from the total ban on recruitment and creation of posts and more specifically impacted by the 2001 executive fiat of the Government of India in the matter, many departments had to resort to outsourcing of its functions. Some were virtually closed down and a few others were privatised or contractorised. The large scale outsourcing and contractorisation of functions had a telling effect on the efficacy of the Government departments. The delivery system was adversely affected and the public at large suffered due to the inordinate delay it caused in getting the requisite service. The financial outlay for outsourcing of functions of each department increased enormously over the years, as a consequence of which, the quality of work suffered. In order to ensure that the people do get a better and efficient service from the Government departments and to raise the image of the Government employees in the eyes of the common people, it is necessary that the present scheme of outsourcing and contractorisation of essential functions of the Government must be abandoned. The practice of outsourcing and contractorisation is nothing but a cruel exploitation of the alarming situation of unemployment. The system of outsourcing of the functions seeks to informalise the workforce. The contract/casual workers get not even one third of the salary of the regular work force. They have no social security benefits like pension, provident fund gratuity etc. The Central Government employees fought against the temporary service rules which was in vogue in sixties and ensured that the recruitment to Government service is permanent and the civil servants are not allowed to be fired at the whim and fancy of their bosses. The outsourcing and contractorisation has paved way for large scale entry of casual workers and has resulted in the reversal of what all achieved in this direction through struggles in the past two decades.

The prevalent system of outsourcing and contractorisation, therefore, needs to be abandoned and all the regular and perennial nature works should be entrusted on regular Government employees only.

6. Revising Overtime Allowance(OTA) and Night Duty Allowance Rates

It may be seen that the Overtime Allowance is seldom paid to the Government employees. It is only in case of emergency and in the contingency in which the work cannot be postponed, like that happens in the Railways in smooth running of trains round the clock, in the RMS Division of Postal Department, in the Atomic Energy Commission offices or when the Parliament is in session in other administrative offices, employees are asked to do work beyond the stipulated working hours. The Night Duty Allowance is, however, paid to Government employees who have to work in night shifts with certain stipulated conditions. The 4th CPC recommended that since there had been considerable misuse of the provisions relating to grant of OTA, the Government should find alternative methods to compensate the employees who are asked to work on over time and pending such a scheme being evolved

recommended not to revise the rates. However, the Government did not bring in any new scheme but issued the directive that the OTA and Night duty allowance will be paid to the employees who are called upon to do overtime or night duty on the basis of the 4th CPC pay structure. This directive is still in vogue.

Owing to certain disagreements with the Government on these issues, this matter was referred to Board of Arbitration under the JCM Scheme, whereupon the Board of Arbitration, having found unreasonable position taken by the Government, gave out the award in favour of the staff and directed the Government to revise the order whereby the allowance will be linked to the actual pay of the Government employees. The Government did not accept this award and decided to approach the Parliament for rejection of the same. The matter has not yet been placed in the form of a resolution in the Parliament. Despite the fact that the employees had been abiding by the directive of their superiors to be on overtime/night duty, and despite having won the case before the Board of Arbitration they continue to be compensated on the basis of the Notional pay as in 1986. There cannot be a much bigger injustice meted out to the employees. The Government must accept the award of the Board and issue instructions linking the Allowance to the actual pay of the employee.

7. Stepping up of pay of seniors who are drawing less pay than the juniors consequent on fixation of pay due to implementation of 6th CPC recommendations between Direct Recruits and Promotees

Consequent upon implementation of the recommendations of the VI CPC, in respect of pay scales of various categories of staff, there are certain situations where the senior who were promoted before 01.01.2006 are getting lesser pay than their juniors promoted after 01.01.2006, on fixation of their pay w.e.f. 01.01.2006. This, being a serious anomaly, has been raised by different department in their Departmental Anomalies Committees for redressal thereof. While clarifications regarding stepping up of pay of senior who are drawing less pay than the juniors between Direct Recruits and Promotees, i.e. the seniors and juniors placed in a pay scale, having some Direct Recruitment Quota, have already been issued, whereby seniors' pay has been stepped up and equated to the juniors. However, in grades where there is no element of Direct Recruitment available, this provision has not been made till date, with the result that, the seniors are still drawing lesser pay than their juniors after fixation of their pay in new pay scales w.e.f. 01.01.2006, which, being a serious anomaly, is resulting in discontentment prevailing among the seniors.

The main incongruity in this case is basically due to the fact that it is for the first time that the 6th CPC has recommended specific entry level pay for Direct Recruits (DRs). This has resulted in employees who were appointed in service prior to the DRs and got promoted earlier are getting less pay as compared to their counterparts recruited directly and who joined after 1.1.2006. It has always been the case that on promotion, the pay of a promoted

employee is never fixed at less than the entry level of pay of that post as admissible to a direct recruit.

The Staff Side, therefore, is of the firm view that orders need to be issued to the effect that the pay on promotion w.e.f. 01.01.2006 would not be fixed less than at the prescribed minimum of the Entry Pay as provided for the Direct Entrants in the Revised Pay Rules, to eliminate this anomalous situation.

8. Stepping up of pay of senior employees at par with their juniors consequent upon implementation of MACPS

The Modified Assured Progression Scheme(MACPS) came into effect on 01.09.2008, and prior to this, Assured Career Progression(ACP) was in vogue. There are number of cases where the seniors who were promoted before implementation of the MACPS and the juniors who could not get normal promotion due to non-availability of vacancy or otherwise, and were extended the benefit of financial upgradation under MACPS on fulfillment of conditions laid down therein, the seniors are drawing lesser pay than their juniors under this scheme.

The MACP Scheme does not stipulate the provision of stepping up of pay of the seniors at par with their juniors, in case the seniors getting lesser pay than their juniors, which is absolutely unjustified and discriminative.

The Staff Side has repeatedly raised this issue in the MACPS's Anomaly Committee as well, however, this discrepancy has not been done away with till date, with the result that, the seniors are still drawing lesser pay than their juniors, having been extended the benefit of financial upgradation under MACPS and this is causing deep sense of frustration prevailing among the seniors.

Staff Side, therefore, is of the firm opinion that the above-mentioned discrepancy needs to be addressed at the earliest to provide relief to the seniors.

9. Granting of Additional Pay to Loco & Traffic Running Staff

On the basis of recommendations of the 6th CPC, Additional Pay of Rs.1000 p.m. with appropriate Dearness Allowance has been granted in favour of Loco Pilot(Mail/Express)/Sr. Motorman(PB-II, GP Rs.4200)/(Rs.6000-9800)(5th CPC). Similarly, Rs.500 has been granted to Loco Pilot(Passenger II/ Motorman)(PB-II, GP Rs.4200)/(Rs.5500-9000)(5th CPC) and Guard(Mail/Exp.)(PB-II, GP Rs.4200) (Rs.5500-9000)(5th CPC). But the same Additional Pay has not been granted to rest of the Loco & Traffic Running Staff, causing great injustice to these set of Loco & Traffic Running Staff.

It would be quite appropriate that the Additional Pay should be granted in favour of all other categories of Loco & Traffic Running Staff.

Source:

AIRF

[<http://www.airfindia.com>]

**Meeting of Committee Constituted on Cadre Restructuring of
Group 'C' Employees held on 28th April 2014 in Room No. 347-D,
Dak Bhawan, Sansad Marg, New Delhi**

RECORD OF DISCUSSIONS

The Committee constituted by the Department on cadre restructuring of Group 'C' employees vide No. 25-04/2012-PE I dated 23rd Oct 2013 held its final discussions on 28th April 2014 at 11.00 hours under the Chairmanship of Shri V.P. Singh, DDG (Personnel). The following were present-

<u>OFFICIAL SIDE</u>	<u>STAFF SIDE</u>
1. Shri V.P. Singh, DDG (P) - Chairman 2. Shri Alok Saxena, Secretary PSB - Member 3. Ms. Trisnajit Sethi, DDG (E) - Member 4. Shri Surender Kumar, ADG (PCC) - Member Secretary	1. General Secretary, AIPEU, Group 'C' 2. General Secretary, NAPE, Group 'C' 3. General Secretary, AIRMS & MMS, Group 'C' 4. General Secretary, NU RMS & MMS Group 'C' 5. General Secretary, AIPEU, Postman & MTS 6. General Secretary, NUPE, Postman & Multi-Tasking Employees

2. The Committee had earlier met on 27th Nov. 2013, 04th & 05th Feb 2014 and had detailed discussions.

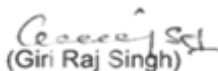
3. The representatives of the Staff side informed that Postal Assistant cadre officials are getting promotions in promotional hierarchy to Grade Pay of Rs. 2800/- (PB-1) in Lower Selection Grade at a time when they are already placed in the Grade Pays of Rs. 4200/- (PB-2) or Rs. 4600/- (PB-2) on award of financial upgradation(s) under MACPs. Taking note of this factual position and detailed discussions, the following recommendations in respect to the cadre restructuring of Group 'C' employees were agreed to:-

- (a) The post of SPMs in Single Handed Post Offices and Double Handed Post Offices will be placed in the Grade Pay of Rs. 2800/- in the Pay Band PB-1.
- (b) The post of Sub Postmasers in Triple Handed Post Offices and all other existing norm based LSG Posts in Post Offices will be placed in the Grade Pay of Rs. 4200/- in the Pay Band PB-II.
- (c) All existing posts in HSG-II will be placed in the Grade Pay of Rs. 4600/- in the Pay Band PB-II alongwith the existing HSG I Posts.

- (d) After the implementation of the above restructuring, the officials in the Grade Pay of Rs. 4600/-, who have completed 2 years of regular service, will be granted the Grade Pay of Rs. 4800/- in the Pay Band-II on non-functional basis after following the usual procedure of non-functional upgradation(s).
- (e) Cadre ratio as per the agreed position mentioned at (a) to (d) above, will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle & Administrative Offices as also to the PA cadre of SBCO.
- (f) In respect of Postmaster Grade I, Grade II and Grade III Posts, once the recommendations of this Committee are implemented, the matter will be examined in the light of the same.
- (g) In the light of peculiar situation of Postman/Mail Guard cadre where the work for bulk of the cadre continues to remain the same; as a special case the Committee recommends the ratios as worked out in pursuance of (e) above may be considered for implementation for these cadres as well and that the cadre so restructured may concurrently get the benefit of MACP also.
- (h) MTS being a common cadre in all Central Government Ministries/Departments' will be extended the same benefits as commonly decided for them.



(M. Krishnan)
General Secretary
AIPEU Group 'C'
(NFPE)



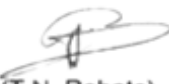
(Giri Raj Singh)
General Secretary
All India RMS & MMS
Employee Union, Group 'C'
(NFPE)



(R. Seethalakshmi)
General Secretary
AIPEU Postmen &
Group 'D'/MTS
(NFPE)



(D. Theagarajan)
General Secretary
National Union of RMS &
MMS, Group 'C'
(FNPO)



(T.N. Rahate)
General Secretary
National Union of Postal
Employees, Postmen &
Group 'D'/MTS (FNPO)



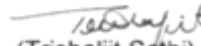
(D. Kishan Rao)
General Secretary
National Association of
Postal Employees,
Group 'C' (FNPO)



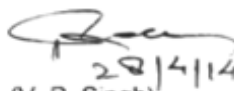
(Surender Kumar)
ADG (GDS/PCC) &
Member Secretary



(Alok Saxena)
Deputy Director General
(PMU)/Secretary PSB



(Trishaljit Sethi)
Deputy Director General
(Establishment)



(V. P. Singh)
Deputy Director General (Personnel) &
Chairman

Request of Memorandum for Seventh Central Pay Commission

MEENA AGARWAL
SECRETARY



भारत सरकार
सातवां केन्द्रीय वेतन आयोग
GOVERNMENT OF INDIA
SEVENTH CENTRAL PAY COMMISSION
-ई दिल्ली, NEW DELHI-110001

D.O.No.7CPC/ 19/Memorandum/11
New Delhi
Dated 29.04.2014

Dear Sh Theagarajan

The Seventh Central Pay Commission has been constituted under the Chairmanship of Justice Shri.A.K. Mathur. The Terms of Reference of the Commission are available on the website www.7cpc.india.gov.in. Your valuable inputs on various issues mentioned in the Terms of Reference will be of great assistance while finalising the report, hence you are requested to submit your Memorandum containing the views of your Association to the Seventh Central Pay Commission.

Further, as you may be aware, the Commission is expected to submit its report within eighteen months of its constitution. It is therefore requested that the memorandum reach the Secretary, Seventh Central Pay Commission by **30th June, 2014**.

The Memorandum may be sent by e-mail to secy-7cpc@nic.in or by post at P.O. Box No 4599, Hauz Khas Post Office, New Delhi 110016.

With Regards,

Yours sincerely,

(Meena Agarwal)

Shri D.Theagarajan
Federation of National Postal Organization,
T-24, Atul Grove Road,
New Delhi 110 001