

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

ANNUAL SUBSCRIPTION Rs. 50/-

Single Copy Rs. 5/-

Editor : T.N. RAHATE

Vol. No. XXIX - No. 11

NOVEMBER, 2013

HINDI ISSUE

जनरल सेक्रेटरी रिपोर्ट

Contents

जनरल सेक्रेटरी रिपोर्ट	Page 1
Meeting on 7th Pay Commission is convened by DOPT	Page 3
7th Pay Commission Date for implementation	Page 4
Draft Terms of Reference 7th CPC	Page 5
Selection of Various Categories of GDS	Page 7
Engagement of a dependent of deceased GDS on Compassionate Ground	Page 8
Reply	Page 11
Cadre Restructuring of Group 'C' Employees	Page 12
Proposal for cadre restructuring	Page 14

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.

1 अक्टूबर 2013 को दिल्ली में रहा। 2 अक्टूबर 2013 से 15 अक्टूबर 2013 तक मुंबई में (महाराष्ट्र सर्कल) में रहा। 16 अक्टूबर 2013 को जबलपुर डिवीजन (M.P. Circle) में जाकर तीसरी CWC मीटिंग की जगह पर रहने की सुविधा तथा मीटिंग हॉल का निरीक्षण किया। CWC की पूर्व तैयारी के बारे में मध्यप्रदेश सर्कल के सर्कल सचिव श्री राधेश्याम वर्मा, CHQ ऑफिस बेरर्स श्री आर.के. मिश्रा, श्री आय.एल. यादवजी तथा अन्य कार्यकर्ताओं के साथ चर्चा करके 29 तथा 30 नवंबर 2013 को दो दिन लेने का तय किया। जबलपुर पी&टी कॉलोनी का निरीक्षण किया तथा वहां पर रहनेवाले कर्मचारियों की समस्याओं को सुनकर उनसे लिखित रूप में लेकर CPMG मध्य प्रदेश सर्कल के सामने रखा है।

17 अक्टूबर 2013 भोपाल में, भोपाल जीपीओ जाकर पोस्टमैन संगठन के भोपाल डिवीजन के सचिव श्रीमान हीरालाल से मिलकर वहां की समस्याएं सुनी तथा लिखित रूप से लेकर दोपहर दो बजे CPMG मध्य प्रदेश सर्कल के साथ मीटिंग करके MP सर्कल की पोस्टमैन और एमटीएस/ग्रुप डी कर्मचारियों की समस्या, पोस्टमैन एमटीएस/ग्रुप डी कर्मचारियों की भर्ती, रिक्त पदों पर आउट साइडर लगाना, यूनिफॉर्म (किट आयटम) पी&टी कॉलोनी की समस्या आदि विषयों पर बातचीत की। CPMG महोदय ने जल्द से जल्द हल निकालने का वादा किया है। पोस्टमैन ग्रुप डी भर्ती की प्रतिक्रिया जल्द चालू करेंगे। आउट साइडर / डेली वेजेस लगाने के लिए फंड नहीं है। यूनिफॉर्म के फंड नहीं है, फंड की पूर्तता DG से हो जायेगी तभी तुरंत यूनिफॉर्म खरीदी करेंगे, आउटसाइडर लगायेंगे, कुछ समस्याएं जबलपुर जाकर हल करेंगे। मीटिंग की चर्चा बहुत

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

Web : www.nupepostmen.org • www.nupepostmenp4.blogspot.com

अच्छी तरह से हुई, करीबन 1 1/2 घंटे तक चर्चा हुई। हमारे साथ MP सर्कल सचिव श्री राधेश्याम वर्मा, CHQ ऑफिस बेर श्री आर.के. ओझा, विभागीय सचिव श्री हीरालाल ठाकुर, श्री आर.एन. गाडगिल (गुरुजी) सलाहकार उपस्थित थे।

18 अक्टूबर 2013 से 19 अक्टूबर 2013 तक दिल्ली में रहा।

18 अक्टूबर 2013 को डाक भवन जाकर Secretary (P), DG से मिलकर पोस्टमैन, MTS की समस्याओं के बारे में पैसठ मिनट तक चर्चा की इसमें मुख्यतौर पर -

- (1) डाक विभाग में पोस्टमैन, MTS की डायरेक्ट भर्ती प्रक्रिया चालू नहीं हो रही है। इस पर वीडियो कांफ्रेंस करके तुरंत 2009 से 2013 तक की 100% भर्ती करने के स्ट्रीक्ट आदेश CPMG को दिये।
- (2) CGM (MB) ने आदेश देकर डेढ़ साल का समय बीत गया फिर भी पोस्टमैन की चाल (door to door) नापकर पोस्टमैन बीट रिवीजन करके अडिशनल जस्टिफिकेशन पोस्ट की रिपोर्ट सर्कल के CPMG से नहीं आ रही है। सभी CPMGs की **स्ट्रीक्ट आदेश दिये हैं**, एक महीने के अंदर पोस्टमैन रिवीजन पूरा करके रिपोर्ट भेजें।
- (3) यूनिफार्म के लिए M.P. सर्कल के पास फंड नहीं है। तुरंत फंड आलॉट करने के आदेश दिये हैं। हफ्ते भर में MP सर्कल को फंड दिया जायेगा।
- (4) भर्ती होने तक पोस्टमैन-ग्रुप 'डी' MTS की रिक्त पदों पर **आउटसाइडर/रोजंदारी** पर कर्मचारी लगाने के लिए - इसके लिए फंड और आदेश CPMG's को आदेश दिये गये हैं। यही आदेश दुबारा सक्वियुलेट किये जायेंगे तथा **वीडियो कॉन्फ्रेंस** द्वारा संवाद किया जायेगा।
- (5) 2005 से 2008 की पोस्टमैन-ग्रुप 'डी'/MTS की पोस्ट र- (abolish) करने के आदेश पर दिल्ली CAT के स्थगिती आदेश को सक्वियुलेट करना - और बाद में DDG (Estt.), DDG (P), CGM (MB), CGM (BD) और अन्य डायरेक्टरों को मिलकर पोस्टमैन, ग्रुप 'डी' MTS की भर्ती, बीट नापना, स्पीड पोस्ट वितरण प्रोत्साहन भत्ता (इंसेंटीव), पी&टी कॉलोनी की दुरस्ती, पोस्ट ऑफिस इमारतों की समस्याएं, पोस्टमैन परीक्षा, 2008 तक की पोस्ट के आबोलिशन पर दिल्ली CAT के स्थगिती आदेश को सक्वियुलेट करना, कैडर की पुनर्रचना करना आदि बातों पर चर्चा हुई। चर्चा सकारात्मक रूप से संपन्न हुई। बीट मेजरमेंट करेंगे, यूनिफार्म, चप्पल, छाता, बैग आदि किट आयटम सर्कल लेवल में करने के आदेश दिये जायेंगे। किट आयटम समय पर देने के आदेश हैं, इसके मुताबिक किट आयटम CPMG ने देना ही है इसकी जानकारी डाकभवन से CPMG से मांगेंगे।

20 अक्टूबर से 31 अक्टूबर तक मुंबई में रहा। मुंबई में रहते हुए कार्यकर्ता, सर्कल सचिवों के साथ फोन द्वारा संपर्क में रहा तथा CWC के काम की तैयारी करता रहा।

24 अक्टूबर 2013 की शाम हमारे CHQ का लिखाण करानेवाले तथा कुशाग्र बुद्धि श्री एल.बी. गुरवसर इनका उम्र के 82 साल में छोटी से बीमारी के कारण निधन हुआ। उनके अंतिम संस्कार में उपस्थित होकर उनके घरवालों को सांत्वना दिया तथा उनकी आत्मा की शांति के लिए ईश्वर से प्रार्थना की। उनके निधन से न सिर्फ उनके परिवार का बल्कि CHQ फेडरेशन को बहुत नुकसान पहुंचा है। उनकी कमी हमेशा खलती रहेगी।

25 अक्टूबर 2013 को CPMG (महाराष्ट्र सर्कल) के साथ एजिटेशन नोटिस की मांगों पर चर्चा के लिए मीटिंग बुलाई। चर्चा सफल रही तथा सभी मांगों पर निर्णय करने का विचार हुआ और मीनिट्स में लिखित आश्वासन दिया। इस चर्चा में हमारे साथ NUPE P-IV के सर्कल सचिव श्री के.एस. लामजे, श्री सुनील झुंजारराव, रिजनल सेक्रेटरी मुंबई रिजन, श्री एस.जी. कालोखे, खजांजी महाराष्ट्र सर्कल, श्री एस.वाय. लाड एसिस्टेंट, सेक्रेटरी महाराष्ट्र सर्कल उपस्थित थे। चर्चा सफल बनाने पर CPMG महाराष्ट्र सर्कल कर्नल श्री के.सी. मिश्राजी को धन्यवाद देते हैं और आशा करते हैं कि दिया हुआ आश्वासन जल्द पूरा करेंगे।

- टी.एन. रहाटे, जनरल सेक्रेटरी

**Meeting on 7th Pay Commission is convened by DOPT,
Chairmanship of Secretary, DOP&T at 1500 hours
on 24th October, 2013 in Committee Room No. 190,
North Block, New Delhi.**

A Meeting on 7th Pay Commission is convened by DOPT

The central government employees will be happy to see some progress in the announcement made by central government on setting up of 7th Pay commission. The General Secretary, NFIR -National federation of Indian railway men, informed his leaders through his letter dated 20/10/2013, that a meeting with JCM Members has been convened under the Chairmanship of Secretary, DOP&T at 1500 hours on 24th October, 2013 in Committee Room No. 190, North Block, New Delhi.

According to the General Secretary, NFIR, the Core Issue to be discussed in the meeting will be 'Terms and reference of 7th Pay commission.' So it is believed that National Council JCM Members will share their views in the meeting regarding Terms and reference of 7th Pay Commission. Already lot of suggestions has been poured by netizens on 7th pay commission and the terms and reference of 7th pay commission.

What is Terms and Reference?

The term represents mainly two things

1. Purpose; 2. Structure

So the purpose and structure of 7th pay commission will be discussed and most probably defined in the meeting to be held on 24/10/2013 at North Block with Staff Side Members of National Council JCM.

Some suggestions on Terms and reference on 7th Pay commission are compiled and produced here for inviting the Readers opinion.

Structure of the 7th Pay Commission

- 1) As the practice followed before, 7th pay Commission should be headed by a Retired or serving Judge of the Supreme Court;
- 2) Members of the Commission should have a representation from each Pay Band
- 3) Commission should have one Member each from Defence , Railways and Postal
- 4) It should be assisted by a Consultative Body of Ex-Defence and Railway Personnel to project the special conditions prevailing there in - being the largest employers.

Purpose and Principals of Pay Determination

- 1) 1: 12 Ratio between Minimum and Maximum PAY to be reduced
- 2) Rationalizing Promotion Policy (No reservation in promotion)
- 3) Ensure effective functioning of Government Mechanism
- 4) Effective Grievance redressal System for Government servants
- 5) Removal of anomalies of Sixth CPC
- 6) Skill based Wage Structure (Suggestion of Economist)

So Readers may share their views here, if any, on 7th Pay commission and the terms and reference of 7th pay Commission

(Source: <http://www.7thcentralpaycommission.net>)

7th Pay Commission Date for implementation

Till this moment, the oral announcement only made by the Finance Minister to constitute 7th CPC for Central Government employees. There is no further action to constitute the committee for 7th CPC and we cannot say anything about the members of the committee and when it will be constituted.

There is no authentic information about the date to constitute the committee for preparing recommendations for 7th CPC. However, the committee will take maximum of 24 months to submit their recommendation report to Indian Government. The implementation of the 7th CPC is likely to be implemented from 1st January, 2016 to all Central government employees.

Not only the Central government employees, all government servants including their family members are keenly watching the news about 7th Central Pay Commission, because the same procedure / recommendations of Central Pay Commission are followed by state government to their employees.

Revision of pay has been implemented by the government once in ten years through the pay commissions and an employee can get a maximum of three pay hike in entire service. So, it is very excited to know the details of modifications in all the respect of pay.

In the view of above scenario, so many questions and doubts are raising among the Central government employees...

The questions and doubts are given below for your information...

1. When will constitute the committee for 7th CPC?
2. Who are all will be as chairperson and members of the committee?
3. Minimum pay scale in 7th CPC (7000 in 6th CPC)
4. Multiplication factor in 7th CPC (In 6th CPC 1.86)
5. Is 'Grade Pay' structure will continue in 7th CPC also!
6. Percentage of Increment will be fixed as 10%!
7. ACP - MACP - what will be next?
8. 'Tuition Fee' then 'Children Education Allowance' and next?
9. Any major changes in LTC Rules
10. Voluntary Retirement Scheme will be announced?
11. Rectification of anomalies arising in implementation of 6th CPC
12. Any changes in 'Fixation of Pay'on promotion
13. Rates of HRA (now getting 30%, 20% and 10%)
14. Expectations more on the calculation of Dearness allowance with AICPIN
15. About interest free and bearing advances
16. Minimum Pension (Now Rs.3500)
17. Any 'Women employees welfare schemes' (like CCL)
18. Travelling allowance and Daily allowance rules and rates
19. Weightage for promotion
21. Rates of Transport allowance (Now Rs.400, 600, 800, 1600 and 3200 + DA)
22. Modification in Qualifying Service for pension
23. Additional Pension scheme

Readers are requested to send their comments and suggestions to 7CPC.

DRAFT TERMS OF REFERENCE 7th CPC
Finalized by the Staff Side at the meeting of 25.10.2013

- A. To examine the existing structure of pay, allowances and other benefits/facilities, retirement benefits like Pension, Gratuity, other terminal benefits etc. to the following categories of employees.
1. Central Government employees - industrial and non industrial;
 2. Personnel belonging to All India services;
 3. Personnel belonging to the Defence Forces;
 4. Personnel called as Grameen Dak Sewaks belonging to the Postal Department;
 5. Personnel of Union Territories;
 6. Officers and employees of the Indian Audit and Accounts Department;
 7. Officers and employees of the Supreme Court;
 8. Members of Regulatory bodies (excluding RBI) set up under Act of Parliament.
- B. To work out the comprehensive revised pay packet for the categories of Central Government employees mentioned in (A) above as on 1.1.2014.
- C. The Commission will determine the pay structure, benefits facilities, retirement benefits etc. taking into account the need to provide minimum wage with reference to the recommendation of the 15th Indian Labour Conference (1957) and the subsequent judicial pronouncement of the honorable Supreme Court there-on, as on 1.1.2014.
- D. To determine the Interim Relief needed to be sanctioned immediately to the Central Government employees and Pensioners mentioned in (A) above;
- E. To determine the percentage of Dearness allowance/Dearness Relief immediately to be merged with Pay and pension
- F. To settle the anomalies raised in various fora of JCM.
- G. To work out the improvements needed to the existing retirement benefits, like pension, death cum retirement gratuity, family pension and other terminal or recurring benefits maintaining parity amongst past, present and future pensioners and family pensioners including those who entered service on or after 1.1.2004.
- H. To recommend methods for providing cashless/hassle-free Medicare facilities to the employees and Pensioners including Postal pensioners.

DAK BHAVAN DELHI
**On 18.10.2013 GS met Secretary (P), Dept of Post and
discussed**

1. Postman & MTS recruitments issue it replied.
That instructions Issued to all CPMGs to start process till that daily wages
2. Are allowed required fund will provided for uniform funds will be given to MP Circle
within 8 days
3. Regarding abolition of post stay order positive approach notice.
Details will be given in December Postal Prakash

Dated 18.10.2013. General Secretary P4 & President FNPO met with Secretary (P),
also present were members (Planing), DDG(P), DDG (ESTED) , DDG (R&P), (CGM(MB).
Held cordial & fruitful discussion on issues of postmen MTS staff.
Discussed various issues details will published in November Postal Prakash sentinel.

- T N RAHATE
General Secretary, NUPE P4

**NFPE & FNPO DECIDED TO GO ON NATIONWIDE
INDEFINITE STRIKE IF THE DEMAND FOR
INCLUSION OF GRAMIN DAK SEVAKS UNDER THE
PURVIEW OF 7TH CENTRAL PAY COMMISSION
IS NOT ACCEPTED BY THE GOVERNMENT**

THE MAIN DEMANDS OF THE STRIKE WILL BE

- (1) Inclusion of Gramin Dak Sevaks under the purview of 7th CPC.
- (2) Merger of 50% DA with pay for all employees including GDS.
- (3) Regularisation of Casual, Part-time, Contingent Employees and Revision of their wages
with effect from 01.01.2006 (as per 6th CPC wage revision) & Grant of DA.

The above decision was taken in the Central JCA Meeting held on 19.10.2013 at
New Delhi under the Chairmanship of Shri. T. N. Rahate, President, FNPO.

Sd/-
(M. Krishnan)
Secretary General
NFPE

Sd/-
(D. Theagarajan)
Secretary General
FNPO

**DEPARTMENT ISSUED CLARIFICATION REG-
MAINTENANCE OF SELECT PANEL WHILE FINANLIZING
THE SELECTION OF VARIOUS CATEGORIES OF
GRAMIN DAK SEVAKS.**

Copy of Directorate memo No. 19-14/2010-GDS dated 18 October, 2013
is reproduced herewith for information to all members.

**Subject:- MAINTENANCE OF SELECT PANEL WHILE FINANLIZING THE
SELECTION OF VARIOUS CATEGORIES OF GRAMIN DAK SEVAKS.**

I am directed to refer your office letters No. STA/22-12/BG-West/III dated 12.03.2013 & 26.06.2013 and this Directorate letter No. even dated 25.06.2010 on the subject cited above and to clarify the doubts as follows:-

Ser	Point of doubt	Clarification
1	If the approved candidates in the merit list declined to accept the offer of appointment and still there are number of eligible candidates in the merit list, whether the selection may be made by listing another select panel of 5 more candidates applied to the original notification or re-notification is to be issued in such cases?	No. In case all five approved candidates decline, the select panel gets exhausted and, therefore, in such cases selection process is to be initiated afresh.
2	A panel of 5 candidates was finalized during December 2012. First candidate did not turn up and the next meritorious candidates was selected and appointed on 16.01.2013. But he was terminated from service w.e.f. 01.04.2013 for his unsatisfactory work. Whether third candidate in the panel of selection made in the said case may be appointed or to go again for fresh appointment by fresh notification?	Apart from the contingencies mentioned in Para 6(i) to (iii), the select panel may be utilized in other contingencies as well provided the select panel is valid reckoning one year from the date of finalization of the select panel initially.

This issues with the approval of the competent authority.

Sd/-
(Surender Kumar)
Assistant Director General (GDS)

ENGAGEMENT OF A DEPENDENT OF DECEASED GDS ON COMPASSIONATE GROUNDS

No. 17-17/2010-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(GDS Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated : 20-10-2013

SUBJECT : SCHEME FOR ENGAGEMENT OF A DEPENDENT OF DECEASED GDS ON COMPASSIONATE GROUNDS - MERIT POINTS AND PROCEDURE FOR SELECTION - CLARIFICATION REGARDING

This has the reference to your office letter No. Staff/175-SEL/2013 dated 29-08-2013 on the subject cited above.

2. In this context, it may be clarified that the Scheme was initially introduced in case of GDS subject to the same conditions applicable to regular employees under No. 43-212/79/ Pen dated 04-08-1980. With the introduction of the merit points and procedure for selection under letter of even number dated 14-12-2010 as amended from time to time, all conditions applicable to compassionate appointment scheme relating to regular employees continue to apply in matters where the Scheme does not envisage a specific provision in the context of compassionate engagement of a dependent of the GDS (in case of death only).

3. However, the doubts raised are clarified as under, which are in conformity with the provisions applicable to regular employees -

S. No.	Point of Doubt	Clarification
1.	Whether in case of death of GDS staffs, some points/score system for “outstanding liabilities for Education/Marriage of dependent children” will be similarly applicable to unmarried sisters (whether minor or major) in case of unmarried deceased official?	Yes. Brother or sister in case of unmarried GDS are considered as dependent family members for the purpose of consideration of engagement on compassionate grounds.

2.	In a case where the son of the deceased official who is applying for the job have attained majority age, working as cultivator, married and is having children, will he, his wife and children be considered as dependent of the deceased official or only he will be considered (without considering his wife and children as dependent) for earning points/scores for compassionate appointment?	None. A married son is not considered dependent on a GDS.
3.	What is the definition of family for considering, compassionate appointment cases, whether grandchild/grandchildren of the deceased official (blood relation) will also be considered part of the family of dependent/liability for education and marriage (in case of granddaughter) for earning points/scores for compassionate appointment?	No. The Scheme was initially introduced in case of GDS subject to the same conditions applicable to regular employees under No. 43-212/79/Pen dated 4-8-1980. The term defined in case of regular employees holds good in case of GDS also. Grandchild/children are not considered dependent on a GDS. Dependent Family Member for the purpose means: (a) Spouse; or (b) Son (including adopted son); or (c) Daughter (including adopted daughter); or (d) Brother or sister in case of unmarried GDS.
4.	Whether brother also is a dependent of the deceased official and if so up to what age he will be considered dependent and will he be entitled for points/scores for all liabilities?	Unmarried brother is considered dependent in case of unmarried GDS irrespective of age provided he was wholly dependent on the GDS at the time of his/her death

		and he must support other dependent members of the family and thus entitles to points/scores for all liabilities.
5.	In case of an unmarried daughter/son residing with the family and who have discontinued study at the time of death of the deceased official, whether education will be taken as liability and if so, up to what age?	No. Points will be allowed in those cases only where the dependent family member was undergoing education at the time of death of the GDS.
6.	Whether divorced daughter returning to the family with children will be entitled for points/scores for unmarried liability for her subsequent marriage?	Yes.
7.	Whether in case of death of departmental staff, the status of an only married daughter with husband staying with the family (with no other family member) of the deceased departmental official will be entitled to compassionate appointment in case of death of her father (a case of Meghalaya)?	So far as the matter is confined to compassionate engagement of dependent of the GDS is concerned, married daughter can be considered for compassionate engagement provided she was wholly dependent on the GDS at the time of his/her death in harness and she must support other dependent members of the family.

Contents of this letter may please be disseminated to all concerned. This issues with the approval of competent Authority.

Sd/-

(Surendra Kumar)

Assistant Director General (GDS)

Copy to -

1. All Chief Postmasters General/Postmasters General -
for information and necessary action

Reply
Government of India
Ministry of Communications & IT
Department of Posts
GDS Section

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated : 03-10-2013

File No. 1-20/2008-PCC (pt)

All
Chief Postmasters General,
Postmasters General
Director, all Postal Training Centre
Directors of Postal Accounts

SUB : 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

The issue of allowing Grade pay of Rs. 1800 to those erstwhile group D non-matriculate employees who retire/died beyond 29-08-2008 without being imparted prescribed training for one reason or the other is currently under examination in consultation with Ministry of Finance, Department of Expenditure.

2. Initially, the Ministry of Finance, Department of Expenditure vide UO NO. 7-6/7/2009-IC dated 12-03-2009 had permitted grant of grade pay of Rs. 1800/- to the erstwhile Group D non-matriculate employees subject to imparting computer training. Training Division of this Department had accordingly issued guidelines on training on computer operations to non-matriculate erstwhile Group D employees vide No. 1-55/2009-Trg dated 06-04-2009. The issue related to non-matriculate physically disabled erstwhile Group D employees was subsequently taken up and Ministry of Finance, Department of Expenditure vide UO No. 16/10/2010-Legal dated 12-08-2010 took the view that if such erstwhile Group D could perform his duties inspite of the disability, the Department may design and administer training. Orders were accordingly issued by this Department empowering Heads of Circles to devise local training programme and allow grade pay of Rs. 1800 from 01-01-2006 on imparting the required training vide No. 1-20/2008-PCC dated 23-09-2010.

3. Ministry of Finance, Department of Expenditure has sought the details of training programme organized by various Postal Circles to consider the proposal further.

4. You are requested to forward the aforesaid details immediately for further examination of the issue in consultation with Nodal Department. Details of such officials with reason for not imparting training & resultant non-allowing of GP Rs. 1800/- effecting from 01-01-2006 may also be sent in the annexure.

Sd/-
(Surender Kumar)
Assistant Director General (GDS/PCC.)

Cadre Restructuring of Group 'C' Employees Modification of Constituted Committee

25-04/2012-PE-I
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg
New Delhi-110001

Dated : 04 September, 2013

OFFICE ORDER

Sub:- Cadre Restructuring of Group 'C' employees - Modification of Constituted Committee.

This is in partial modification of SR Section's Office Order No. 01/04/2010-SR dated 5th August, 2011, on the above mentioned subject.

2. In the light of transfer and deputation of Chairman and member, the composition of the Committee on Cadre Restructuring of Group 'C' employees has been revised, which is now as under:-

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

3. The other terms and conditions regarding functioning of the Committee will remain unchanged.

To,

1. Shri V.P. Singh, DDG (P)
2. Shri Alok Saxena, Secretary (PSB)
3. Shri Anil Kumar, DDG (Estt.)
4. Shri Surendra Kumar, ADG (PCC)
5. M. Krishnan, General Secretary, AIPEU, Group 'C'

Sd/-

(Baldev Kumar)
Assistant Director General (PE-I)

No. 23-04/2012-PE I (PT)
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division)

Dak Bhawan, Sansad Marg
New Delhi-110001
Dated : 08th November, 2013

Sub:- Holding of meeting on Cadre Restructuring of Group 'C' Employees

A kind reference is invited to this Directorate Letter No. 25-04/2012-PE I dated 28th October, 2013 on the subject cited above.

2. It is hereby informed that meeting scheduled for 12-11-2013 at 1200 hours in KR Murthy Room, Dak Bhawan stands postponed for unavoidable reasons and it will now be held on 27-11-2013 at 1200 hours in KR Murthy Room, Dak Bhawan, 2nd Floor, New Delhi-110001. Kindly make it convenient to attend the meeting as per the revised schedule.

Sd/-

(Surender Kumar)

ADG (GDS/PCC) & Member Secretary

Distribution :

1. Shri VP Singh, DDG (P) & Chairman
2. Shri Alok Saxena, DDG (PMU)
3. Ms. Trishaljit Sethi, DDG (E)
4. Shri M. Krishnan, General Secretary, All India Postal Employees Union, Class III, Dada Ghosh Bhawan, 2151/1, New Patel Nagar, New Delhi-110008
5. Shri Giri Raj Singh, General Secretary, All India RMS & MMS Employees Union, Gp 'C', D-2, Telegraph Place, Baired Road (Bangla Sahib Marg), New Delhi-110001
6. Shri Ishwar Singh Dabas, General Secretary, All India Postal Employees Union, Postmen & Group D/MTS, 173/-D, Type-III, P&T Quarters, Kali Bari Marg, New Delhi-110001
7. Shri D. Theagarajan, General Secretary, National Union of RMS & MSS, Gp C, CH-17-1-18, Atul Grove Road, New Delhi-110001
8. Shri T.N. Rahate, General Secretary, National Union of Postal Employees, Postmen & Group D/MTS, CHQ, Dalvi Sadan, Khurshid Square, P&T Colony, Civil Lines, Delhi-110054
9. Shri D. Kishan Rao, General Secretary, National Union of Postal Employees, Gr. C, 17-2-17, Atul Grove Road, New Delhi-110001

Copy to:

ADG (GA), Department of Posts, Dak Bhawan, New Delhi; with the request to book Shri K.R. Murthy Room, for the above meeting.

Proposal for cadre restructuring

Ref. No.: NU/P-IV/Draft/Cadre Re-structuring/13/2013

Date : 24-10-2013

To,

Shri V.P. Singhji,
DDG (P) and Chairman,
Cadre Re-structuring Committee,
Dak Bhawan, Sansad Marg,
New Delhi-110001

**Subject : Proposal for cadre restructuring -
Case of Postmen, Group 'D'/MTS Staff**

Respected Sir,

First of all we would like to wish you **Heartiest Congratulations for being the Chairman of Cadre Re-structuring Committee**. Secretary (P)/DG has appointed you as Chairman of Cadre Re-structuring Committee and **we assure you our full support and cooperation**. We expect that you will give kind consideration to the Postmen and MTS in **cadre restructuring**. And also we believe that you will give sympathetic consideration to the **proposal for cadre restructuring submitted by us**.

Kind reference is invited to my communication of even number dated 11-6-2012 on the subject noted above. It may also be stated that in the meeting convened in the earlier period, it was sensed that so far topic of restructuring the **Postmen and MTS cadre** in concern the view of the Administration was not encouraging. It is therefore emphatically stressed that undoubtedly the field workers namely **MTS, Postmen** etc. are the **root foundation of the Postal Department**. Consequently, it is imperative that this root foundation need to be made strong and satisfied in all aspect. Even the earlier British Government was quite sensitive and acknowledging regarding this core fact. As it is expectedly hoped that the importance and the necessity of the root foundation is foresightedly, would be acknowledged a liberal scope for proposed **restructuring of postmen and MTS cadre** would be duly given.

In my earlier communication dated 11-6-2012 it was pointed out that **17 additional item** of work are assigned to the postman staff and **10-14 additional** items of works to MTS staff respectively after acceptance of **recommendations of the VIth CPC**. These new items of works are closely related to the **technical operation**. These **technical operation need upper level** intelligence and skill when there is question of involvement of intelligence and skill naturally compensation of the intelligence and skill is warranted. The nomenclature **therefore of MTS and Postman Staff** need to be calibrated by **vertical promotion commensurative** with financial upgradation. The basic need for keeping the staff in the said cadre satisfied and motivated the solutio is granting adequate scope for vertical promotion coupled with **financial upgradation**.

Cadre Restructuring is needed in Postman and MTS cadre because in this cadre there is no supervisory cadre and all the work has to be done by Postman and MTS cadre. They have to do various works like operate computers, mail sorting, cent percent

delivery of mails, to sort missent letters, verify postman remark letter, make daily arrangements of Postman/MTS, maintain CL/EL leave records, maintain discipline and line formation of public, feed data/letter in the computer and take printouts of the list (Mail PA and Despatch PA works), to despatch the mail bags and receive the mail bags, to give full information to Division/RO and handle other responsibilities. So more Supervisory posts are required and for this non-functioning post there is no justification for functioning post. So a non-functional grade is demanded and training is demanded.

In this connection, it was suggested dated 11-6-2012 some non-functional grade may be created out of total strength in the respective cadre of the MTS and Postmen Staff. The following table will indicate how the non functional cadre will be benefitted by the vertical financial upgradation.

1.

From the total post of Postman & Mail Guards Entry Grade for 50% of Postman should be GP-2000/-. And other 50% Postman should be **given training course**. After completion of training course 50% of trained Postman should be treated as and give **Non-functional Grade (Postman) GP-Rs. 2400/-**.

(For Postman Cadre) (Proposal)

S.N.	Nomenclature of the Grade	Percentage	GP	Remark
	Non Functional Grade (Postman)	50%	2400	Entry into Non Functional Grade (Postman) After qualifying technically
1.	Non Functional Grade, NFG 1	20%	2800	Sorting Postman/Speed Postman
2.	Non Functional Grade, NFG II	20%	4200	Head Postman, Despatch of Mail Bags, Receiving of Mail Bags, (Mail PA and Despatch PA work) (Three Postman)
3.	Non Functional Grade, NFG III	10%	4600	Overseers, Cash Overseers, Mail Overseers

All the Non Functional Grade Postman cadres divided into three grades and fix responsibility.

2.

From the total MTS Entry Grade for **50% of MTS should be GP-Rs. 1800/-** and other 50% MTS should be **given training course**. After completion of Training Course 50% of trained MTS should be treated as **Non Functional Grade (MTS) GP-Rs. 2000/-**.

(For Group 'D' MTS Cadre) (Proposal)				
S.N.	Nomenclature of the Grade	Percentage	GP Remark	
	Non Functional Grade, (MTS) NFG	50%	2000	After qualifying technically Entry into Non Functional Grade - MTS
1.	Non Functional Grade, NFG I	20%	2400	Jamadar
2.	Non Functional Grade, NFG II	20%	2800	Sr. Jamadar/Daftary
3.	Non Functional Grade, NFG III	10%	4200	Head Jamadar/Head Daftary

All the Non Functional Grade MTS cadre divided into three grade and fix responsibility.

During the last decade there was arbitrary reduction in the **supervising** and field staff employees in the tune of 20% and 6% respectively. This was the condition for getting the financial upgradation. However, in practice the reduction was done in excess of the targeted percentage. Some post in the MTS and Postman cadre were abolished outrightly as they were kept unfilled for a year. Some Post were kept in skeleton form. It is a known fact that there was a ban on recruitment from the year 1985 and the vacant post which remained unfilled for a year and more were automatically abolished. Consequently, practically the reduction in the staff amounted to more than the undertaking given by the employees. The post which were kept in skeleton form have never been revived. This situation summarily resulted in the total shortage of staff to the extend beyond the target. The total effect of the above noted action affected in the heavy dislocation of the field work.

Just to bring the matter on the proper track motivated beneficial vertical promotion to the field staff is therefore need of the hour. The **importance of cadre restructuring** in the **MTS and Postman Staff** is to be sensitively and sympathetically need to be realised. The **Ex-Honourable President of India** and **Hon'ble Prime Minister of India** have openly praised the role played by field staff and their connectivity with the **urban and rural masses** of India. Therefore no negligence could be given to the field staff.

As per recommendations of the VIth CPC major Staff has put in the PB-1 Rs 5200 to 20,000. The intervening calibration of financial upgradation is spread over long period. Albeit, there will be change on getting **MACP I, II, III** but there are few unfortunate employees who are on the verge of retirement and who have already exhausted MACP I and II will be precluded from getting MACP III and for these employees there is **no other alternative** to compensate their long service.

In the context of submission made above it is **proposed that the proposal of cadre restructuring** may kindly be given priority in finalisation of the matter.

Thanking you,

Yours Sincerely
Sd/-

(T.N. RAHATE)

General Secretary and President FNPO