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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

No. 10 &11

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VERIFICATION RESULTS-Good show by FNPO

Unions have been recognized on the basis of 2010 verification. NUPE - C, NUPE PM & Gr. D, NUR C, NUR D and Civil Wing (new union) have been recognized.

Administrative union and GDS union, have secured the required percentage, according to us. But there are differences in the official figures.

1. Staff strength has not been complied by Circles correctly, vacancies have been included, officiating local/adhoc persons declarations have been included.

2. The declarations of officials on deputation has been accepted.

3. In Gr. D category, the declarations of casual labourers, contingent staff etc. have been included.

Pursuant to objections, the figures of AOA & GDS are rechecked. Their recognition is pending.

RESULTS

During the last 5 years, vacancies due to retirement, death etc were not filled up.

Vacant posts were abolished. Therefore there is steep fall in staff strength, reflecting the total membership as well. Therefore increase in percentage of membership will be the correct yardstick.

The increase in percentage in membership of National unions over last verification is indicated below.

	2000-2001	2010	Increase
NUPE 'C'	19.8%	20.74%	1.66%
NUPE PM & MTS	20.5%	23.18%	2.68%
NUR 'C'	22.28%	27.12%	4.22%
NUR Gr. 'D'	22.9%	27.22%	4.32%
Civil Wing (new union)			38.6%

It is evident, we are progressing. Our membership is increasing more efforts are necessary for the next verification.

FNPO, greets, salutes and thanks all those involved in the exercise.

Please visit our website : www.fnpo.org for day-to-day news.

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DEFECTS IN VERIFICATION

There are many defects in the verification procedure. The figures on actual strength, actual declarations are straight away accepted by the Directorate. Unless the defects pointed out in para (2) are rectified the verification will be imperfect. We suggest a few proposals.

1. There should be cross check of the figures furnished by the circles/Divisions. A local officer should be deputed for the purpose.

2. The Divisional/Circle head should give a certificate for the correction of the figures, specifically stating that "vacant posts, Adhoc posts, (Seasonal) have been excluded from actual staff strengths. Deputations, casual labourers, Contingent staff etc. have not exercised option.

Responsibility should be fixed on the erring officers.

The Directorate should consider the suggestions. Let us hope the next verification will be fool proof.

NEWS IN NUT-SHELL

GOONDAISM IN WEST BENGAL CIRCLE

Between 24th September 2010 and 30th Sept. 2010, goondaism was let loose in West Bengal Circle by NFPE Union. It was brought to the notice of the Secretary Dept. of Posts by our Federation. The West Bengal Circle administration has not sent any note about the unsavoury incident to the Directorate.

CADRE RE-STRUCTURING COMMITTEE

The Department has accepted our proposal for inclusion of representation from Postmen and MTS in the Committee. Accordingly the Department issued order vide DG Posts No. 1/4/2010-SR dated 24-9-2010. (our General Secretary Sri T.N. Rahate was included in the committee on behalf of Postmen)

STUDY TOUR TO ROYAL MAIL (LONDON)

A delegation consists of 3 representatives from FNPO and five from NFPE and two from official side visited Royal Mail London in October 2010. Our three representatives are S/Sri D. Kishen Rao, T.N. Rahate and A.H. Siddiqui.

PRESENTATION ON TECHNOLOGY

Technological Development in Department of Posts presentation to the Circle Secretaries on 23-10-2010 was cancelled. It may be conducted in the third week of November 2010.

DEBIT CARD FROM POST OFFICE

Reserve Bank of India has given permission to the Department of Posts to launch its prepaid debit card in partnership with Mastercard. Details are posted in our website.



WINNERS OF TALKATORA STADIUM I

Courtesy : Deccan Coronical



DIVISIONAL SECRETARIES

Please remit quota to Federation @ 50 paise per member per month to

Sri BRIJ MOHAN

Secretary (Finance)

District Court Post Office, Delhi - 110 054.



**MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM) HELD
UNDER THE CHAIRPERSONSHIP OF SECRETARY (P) & CHAIRPERSON,
DEPARTMENTAL COUNCIL (JCM) ON 27TH AUGUST 2010.**

Departmental Council (JCM) in the Department of Posts had its meeting under the Chairpersonship of Secretary (P) and Chairperson, Departmental Council (JCM) on 27.08.2010 in Committee Room of Dak Bhavan. The following were present.

ITEM NO. 8. RESTORATION AND IMPROVEMENT OF 'IN CADRE PROMOTION' TO POSTMEN/ & MULTI SKILLED EMPLOYEES CADRE.

The whole structure of regular promotions for Postmen / Mail Guards and Group D in the same cadre stream like Sorting Postman, Head Postman, Head Mail Guard, Jamedar, Head Jamedar etc had disappeared consequent on introduction of TBOP and BCR promotion Scheme. Hundreds of promotional posts like Head Postman, Head Mail Guard, Jamedar etc were abolished. The unilateral shift in the status of TBOP/BCR from promotion to financial upgradation and the current change from TBOP/BCR system to MACP Scheme, the cadre of Postman, Mail Guards and Multi-Skilled Employees have no promotional avenue at all. Modified ACP is not a promotion but a financial upgradation where promotion to officials is not available on completion of 10,20 and 30 years of service. The financial upgradation schemes are only an addition to the regular promotion scheme and not a replacement. It can be seen that all other cadres in the Department of Posts excluding Postman, Mail Guards and Multi-Skilled Employees have their own in-cadre promotional system. It is therefore urged upon to re-introduce the regular promotional avenues to these cadres.

ITEM NO. 9. ENHANCEMENT OF DOUBLE DUTY AND HOLIDAY DUTY ALLOWANCE FOR POSTMEN.

The 6th Pay Commission has recommended vide Para 4.2.81 of its Report for doubling of all allowances specific to different Ministries/ Departments/Organisations but not covered in its Report. Accordingly the Double Duty Allowance and Holiday Duty Allowance which are specific to the Postal Department and applicable to Postman Cadre specifically requires to be doubled. The contention of the Official Side that these Allowances are linked with OTA and unless the rate of OTA is enhanced by the Government, these specific Allowances of Postmen also cannot be enhanced is incorrect. In fact even when the rate of OTA was not revised, these allowances of Postmen were enhanced in the year 2003 by

the Department vide Orders No.10-7/2001-PE-II Dated 28.01.2003. Double Duty and Holiday Duty Allowances are not given as the hourly basis OTA given to other Cadres. Postmen double duty allowance is given for performing the entire duties of another postman for the whole day. Holiday Duty if any is also not like the Holiday OTA available for other categories of staff. The above cited Postman specific Allowances should therefore be revised in the back ground of the recommendation of the 6th CPC.

Item Nos. 8 and 9 were part of the discussions held in a meeting taken by Secretary with the Staff Side on 12.07.2010 in the wake of the strike notice served by them. Necessary follow up action in regard to these items is being taken up by concerned Divisions of the Department. Therefore, it was agreed not to discuss these items again.

ITEM NO. 10. REPLACEMENT OF NIGHT HALT ALLOWANCE TO MAIL OVERSEERS WITH TA/DA.

Night Halt is a condition arising out of a specific situation of attending for Inspection of Post Offices out of Headquarters of the inspecting officers. Therefore there cannot be a different yardstick applied to an inspecting Officer and a Mail Overseer required to perform similar function of inspection of offices outside their headquarters. The Staff Side urges upon for the replacement of Night Halt Allowance to the Mail Overseer officials with TA/DA as like other inspecting Officers.

This will be examined.

ITEM NO.11. EXTRACTION OF DATA ENTRY WORK FROM POSTMAN AND MULTI-SKILLED EMPLOYEES.

Recently the Department has started extracting data entry work from the Postmen staff and Multi-Skilled Employees. The work of data entry is Postal Assistant/Sorting Assistant specific who are placed under the Pay Band - 1 with Grade Pay 2400/- on par with the erstwhile 4000-6000 pay scales. The 6th CPC has recommended a uniform erstwhile 4000-6000 pay scales for the data entry operators in all departments and the same has been implemented by the Government also. In this situation, the extraction of the data entry work from other officials like Postman and Multi Skilled Employees who are placed in lower Grade Pay levels is unjustified. Either the work of data entry should be entrusted only to Postal Assistants / Sorting Assistants or else the Grade Pay of other Cadres from whom the

work of data entry is extracted should also be enhanced on par with the level recommended by the 6th CPC.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen. As regards multi skilled employees, the clarification regarding nature of duties issued by the DOP&T will be followed.

Action: SR Section

ITEM NO.12. INCREASING THE NUMBER OF CHANCES TO APPEAR LGO EXAMINATION AND REVISION OF LGO EXAM SYLLABUS.

The number of chances for sitting in the LGO Examination has been restricted from the earlier position of unlimited chances. It has been refixed as 6 chances subsequently. Inviting reference to the discussions held on 19.04.2007 on strike demands, the Staff Side urges for increasing the chances to at least 10 in order to motivate the officials who could not get through the LGO Examinations earlier as well as finalisation of revised syllabus in objective type as circulated earlier for the LGO Examination.

The official side was of the view that the existing six chances for appearing in LGO Examination were adequate. However, on the persistent demand of the Staff Side and keeping in view the change in syllabus, it was agreed to give two additional chances to the officials who have already exhausted 05 or 06 chances, without prejudice to the number of chances under the existing scheme.

Action: DDG (P)

ITEM NO. 13. IRREGULAR COMPUTATION OF WORKING HOURS FOR POSTMAN IN FIELD UNITS.

In many divisions, the speed post articles handled by Postmen staff are not taken into account for establishment calculations of work load of delivery staff in the name of payment of incentives. This is irregular. The total number of speed post articles also shall be taken into account in spite of the incentive paid to Postmen for maintaining performance levels of delivery of speed post articles. The staff side urges for suitable instructions to all circles in this regard.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen.

ITEM NO.14. REVIVAL OF CASH HANDLING ALLOWANCE TO POSTMEN.

The cash handling allowance which was earlier granted based on Arbitration Award had been withdrawn. The Staff Side urges for re-introduction of the said allowance.

The Staff Side was explained that handling of cash by postmen was one of the criterion for grant of higher scale of pay on the recommendations of 5th and 6th Central Pay Commissions and, therefore, it was agreed not to pursue the matter.

ITEM NO. 15. REMOVAL OF MINIMUM CYCLABLE DISTANCE FOR GRANT OF CYCLE MAINTENANCE ALLOWANCE TO POSTMEN / MSE.

At present a distance of above 16 K.Ms condition has been prescribed for grant of Cycle Maintenance Allowance to Postmen / MSE. This is unfair and unscientific. The Officials are using their own personal cycles for the use of departmental work. Therefore the condition of 16 K.Ms should be removed and all officials who use cycles should be paid said allowance.

This will be examined.

ITEM NO.16. ELIGIBILITY TO APPEAR LGO EXAMINATION.

As per the existing rules, either permanent or QPC is required to appear in the LGO Examination. After delinking of confirmation with permanent posts all officials are now treated as permanent on completion of 2 years of service and the system of QPC has been dispensed with. However in many divisions the officials who completed 2 years of regular service are not being allowed to sit for LGO Examination stating that they have not completed 3 years period which was meant only for QPC. The Staff Side urges for suitable instructions in this regard.

This will be considered while amending the Recruitment Rules of PA/SA.

ITEM NO.17. COUNTING OF SPECIAL ALLOWANCE FOR PAY FIXATION CASE OF PO & RMS ACCOUNTANTS.

The Special Allowance granted to JAO qualified official has been taken for pay fixation benefits on ACP promotion. Similar application may be extended to PO & RMS qualified Accountants also.

It was agreed to look into matter.

ITEM NO. 18. REQUEST FOR DISCONTINUANCE OF THE PRACTICE OF OBTAINING FIDELITY / SECURITY BOND FROM THE EMPLOYEES HANDLING CASH.

The 5th CPC in its report vide para 62-13 recommended to discontinue the practice of obtaining fidelity / security bond from employees. In the present stage of handling huge cash, obtaining fidelity bond for Rs. 3000/- to Rs. 5000/- does not serve any purpose. A lot of manpower is being wasted in Accounts branch in maintaining these records. Similar is the position of inspecting officials also. Only in

rare and exceptional cases, the guarantee money is received. The employees are unnecessarily crediting premium every year to obtain fidelity bond. It is requested to consider and discontinue the practice of security bonds which has no longer serving any purpose.

This will be examined.

ITEM NO. 19. NON-DRAWAL OF HRA TO THE OFFICIATING SPMS WORKING AT OFFICES HAVING ATTACHED QUARTERS.

Despite clear instructions issued by the department in its letter no. 24/3/76/PAP dt. 20.8.79 also appeared in FR, SR Part IV in chapter X that HRA may be granted for the maximum period of three months when the official is posted to officiate in a post, to which rent free accommodation is attached but not provided, the due HRA for three months has not been drawn and paid to the officiating SPMS in many places. Even though the senior BCR officials were ordered to look after the charge of PM/SPM until regular posting, HRA has not been paid to the officials who are officiating against such vacancies resulting loss in emoluments.

Similarly, even though the power of de-quarterization of a post attached Quarters is now delegated to Heads of Circle vide Directorate letter no. 10-4/2003 - Bldg. dt. 6.5.03, the Circle heads are not according proper sanction for dequarterisation/suspension of Quarters for the periods of such officiating periods exceeding 90 days.

The officiating officials should not suffer a financial loss due to the administrative problem of non-posting of a regular incumbent to the vacant post within the stipulated period. Prolonged officiating arrangement is an ultimate loss to an officiating official for no fault on his side.

It is therefore requested to issue clarity instructions to all Circle heads to settle the pending issues accordingly.

The view point of the Staff Side was that the powers already delegated to the Heads of Circles were not being exercised. The Chairperson directed to issue clarification in the matter.

ITEM NO. 20. PROTECTION OF PAY OF DEFUNCT SCALE OF PO & RMS ACCOUNTANTS WHO OPTED FOR GENERAL LINE UNDER DIRECTORATE LETTER NO. 2-22/88 - PE I DT. 01.12.92.

A kind attention is invited to the reference cited above in which directorate letter, the case of late Natha Singh, Accountant Punjab Circle was decided. The decision taken in the said case was purely a policy decision and the contents of the said letter might have been

applied to all other similar cases. Unfortunately, the said decision was not communicated to other circles which cause hardship to those defunct scale Accountants who switched over to general line.

It is most pertinent to mention that while deciding the cases of pay fixation of the officials working in SBCO/ Administrative offices under TBOP/BCR scheme vide Directorate letter no. 202/92 - PE I dt. 01.12.95, they were allowed direct fixation in the pay scale of TBOP/BCR. The Directorate letter dt. 28.05.02 is also based on the similar analogy but has not been applied in any other circle except to Punjab due to non-circulation of the contents.

It is therefore requested to cause necessary instructions to all Heads of Circles based on the letter dt. 28.05.02 of the Directorate to settle the problems if any prevailing similar to the case of Shri Natha Singh.

This will be examined.

ITEM NO. 21. ENHANCEMENT OF SAVINGS BANK INCENTIVE TO POSTAL ASSISTANTS WORKING IN SAVINGS BANK BRANCHES.

Consequent upon the implementation of Fifth CPC recommendations with regard to all allowances, the S. B. incentive was enhanced from Rs.60/- to Rs.150/- per month in respect of staff fully engaged in savings bank work with effect from 08.10.2004. Similarly, a proposal for enhancement of S. B. incentive after the implementation of Sixth CPC, has to be forwarded to Ministry of Finance for approval of the same. It is therefore requested to expedite the proposal for enhancement of S. B. incentive and also to consider the same to all those imparted training in Sanchay Post Software training while handling transactions in computer.

The Staff Side was informed that the proposal for enhancement SB incentive was already under process in consultation with the Ministry of Finance, Department of Economic Affairs.

ITEM NO. 22. PAYMENT OF HONORARIUM/ INCENTIVE FOR DRAWAL OF ARREARS ON IMPLEMENTATION OF SIXTH CPC AND GDS COMMITTEE.

After 5th CPC, the Directorate has fixed honorarium for the work vide its letter no. 42-1/98-PAP dt. 05.06.98. The PA Admn. Branch had already fixed and communicated the honorarium for the work preferred 6th CPC for Postal Accounts staff. It is therefore requested to cause similar type of orders early of the payment of honorarium for the work relating to fixation of pay work as per RP Rules 2008 and for drawal of arrears as a result thereof. Similarly, honorarium may please be fixed for the work related to fixation of TRCA to GDS

and drawal of arrears as a result of at the earliest.

An order to this effect has already been issued. The item is closed.

ITEM NO.23. STEPPING UP OF PAY OF SENIOR OFFICIALS ON PAR WITH JUNIORS IN CASE OF ANOMALY ARISING OUT OF FIXATION OF PAY ON PLACEMENT TO TBOP/BCR SCALES CLARIFICATION.

Please refer Directorate Letter No. 1-3/2007-PAP Dated 6.10.2009. It is rather dismayed to note that such a clarification at the time of coming out from the TBOP/BCR scheme will cause unnecessary doubts in the minds of Audit and DDOs.

Further, the TBOP/BCR schemes are the promotional schemes in lieu of regular promotions as per the JCM Departmental council agreement. Since there was no discussion or decision about the modification of the decision of the JCM agreement, this unwarranted clarification may lead to unwarranted queries and recoveries. Atleast the clarificatory orders would have been given effect from the date of issue of the order which is also silent in the contents.

It is therefore requested to rescind the orders or at least may be given effect from the date of issue in order to not to open the past cases decided earlier.

This will be looked into.

ITEM NO.24. REVISION OF CASH ALLOWANCE TO THE SPMS HANDLING CASH IN THE ABSENCE OF TREASURER.

The cash allowance drawn to the SPMS working in Triple/Four handed offices who are entrusted with the treasury work in the absence of treasurer has been stopped in many places after the implementation of Sixth CPC.

This is arbitrary, unjust and against the decisions arrived on the subject. Further the amount requires revision based on the increase after the Sixth CPC implementation.

The matter will be examined.

ITEM NO.25. ANOMALY IN FIXATION OF PAY IN RESPECT OF THE OFFICIALS PROMOTED ON 01.01.96 UNDER BCR SCHEME.

According to Biennial Cadre Review (BCR), the officials are to be placed in the higher pay scale w.e.f. 1st Jan or 1st July and had the option to get their pay fixed from date of promotion in the higher pay scale or from the date he earns his next increment in the lower pay scale.

According to Rule 5 of CCS (Revised Pay) rules, 1997 "Save as otherwise provided in

these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed.

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale."

According to Explanation 2 below Rule 5 of CCS (Revised Pay) Rules, 1977: -

"The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 1996, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay only to the revised scale."

Consequent to this explanation, officials who were placed in BCR on 1.1.1996 could not get their promotion in the pre-revised pay scale which resulted in drop in their emoluments. Had these officials been allowed to get their promotion in the pre-revised pay scale on 1.1.1996, they were at the advantage.

Considering the above views, the Directorate vide its letter no. 1-28/2004-PCC dt.23.08.06 addressed all circles seeking the information about the no. of officials affected by the Explanation No. 2 below Rule 5 of CCS (RP) Rules 1997 and its financial implication.

Thereafter there is no improvement or action in this regard. The issue remains unsettled so far due to which such officials affected due to the explanation stated in pre-paras remained looser in the fixation of pay after the Sixth Pay Commission recommendations.

It is therefore requested to kindly expedite action and accord orders at the earliest.

The matter will be looked into.

ITEM NO.26. REVIEW OF SHORT DUTY STAFF SCHEME INTRODUCED W.E.F 14.08.2008-REG.

A kind attention is invited to the Dte. letter No.37-40/2007-SPB-I Dated 6.5.2009, in which it was stated that it has been decided to review the scheme after completion of one year and our suggestion would be considered then. Now one year is over in August 09 itself. As there is heavy shortage in the Post offices, the limits in engagements of SDS to six hours and restrictions in the number of days for engagement is not practically helpful to mitigate the sufferings. The ceiling may be lifted and the divisional heads may be authorized to decide the quantum of engagement based on the requirements at the offices in their jurisdiction.

The item was not agreed to.

ITEM NO.27. REQUEST TO DROP THE CONFIRMATION EXAMINATION – REG.

The Directorate had earlier agreed to drop the confirmation examination since it became irrelevant and it was assured to introduce the 'certification' by the Postal Training Centers itself in lieu of the existing confirmation examination. After the Government had issued orders delinking the confirmation for promotion etc, the existence of confirmation examination has no relevance and it should be dropped. It is therefore requested to kindly cause appropriate action and accord orders early.

The demand of the Staff Side has been noted and the issue will be examined.

ITEM NO.28. ENHANCING THE LIMIT OF CASH TO BE REMITTED THROUGH LEATHER CASH BAGS (LCB) & SPECIAL MESSENGERS.

According to Directorate letter No. 22-6/84 CI dt. 31.05.2000, the maximum limit of cash that can be sent through cash bags is Rs.20000/- in mechanized route and Rs.15000/- on foot and by cycle. This requires revision due to manifold increase in the monetary transactions at post offices. There are several practical difficulties experienced in arranging special remittances every day in post offices. It is therefore requested to consider and enhance the present maximum limit to Rs.50000 in cash bags and also to enhance the limit for cash remittance through special messenger.

The Staff Side was informed that the issue needs to be examined in detail in consultation with the Circles.

Action: DDG (PO & CP)

ITEM NO.29. ARBITRARY AND FORCIBLE ALLOTMENT OF STAFF QUARTERS.

The officials posted as Sub Postmasters in Town Sub Offices are being forced to occupy the staff Quarters in the Postal colony despite they are having their own houses and other arrangements besides their unwillingness to occupy the staff quarters. The Quarters are not post attached one and the officials are losing the HRA due to non occupation of Quarters. The SPMs can be compelled only if they have been provided with the post attached Quarters as a service condition and they should not be compelled to occupy the quarters which were not occupied by any officials. It is therefore requested to cause instructions to the concerned to withdraw the arbitrary procedure prevailing in allotment of Quarters to the SPMs posted in town sub offices in the Postal Colony.

Leader of the Staff Side made a special mention of the cases in Rajasthan Circle. The Chairperson directed a report be called from that Circle.

Action: DDG (Building)

ITEM NO.30. NON-POSTING OF WOMEN EMPLOYEES WHERE BASIC AMENITIES ARE NOT AVAILABLE.

Percentage of women employees working in Post offices / RMS offices is more than 30%. It is a fact that quite a number of Post offices / RMS offices are not having all the basic amenities. The women staffs have their own problems and it is extremely difficult for them to work in such places which are lacking basic amenities. In order to ensure proper facilities to lady members of the staff, it is requested to issue strict instructions to the concerned to not to post women employees to such offices.

The leader of the Staff Side mentioned specific cases of posting of women employees where basic amenities are not available. Chairperson directed that instructions on the subject be reiterated to all Heads of Circles for strict compliance.

ITEM NO.31. UPWARD REVISION OF CONVEYANCE ALLOWANCE TO PRI (P)

Consequent upon the increase in oil prices, there is every justification to revise upwardly the quantum of conveyance allowance. It will also be proper to segregate some of the works of PRI (P) relating to marketing activities, verification of papers beyond 8 kms etc. and to bring them under TA / DA rules so that they will be compensated properly.

Staff Side was apprised that the rates of Conveyance Allowance were revised by the Nodal Ministry vide O.M. No.19030/2/2008/E.IV dated 23.09.2008. These rates were applicable to PRI (P) also. It was decided to reiterate these instructions to all Heads of Circles. In regard to journey beyond 16 Km, it was clarified that it was governed by normal TA Rules, to be reiterated.

ITEM NO.32. NON-SUPPLY OF STATEMENT OF BALANCE TO THE OFFICIALS BROUGHT UNDER NEW PENSION SCHEME 2004.

Since the year of implementation (2004), no statement of balance as on 31st March from the years 2005 to 2009 has been furnished to the employees who are brought under the new pension scheme. The officials do not know their balance and the contribution made by the Govt. in the absence of non supply of these statements. This should have been compiled and circulated by the DA (P)s every year. It is requested to cause necessary instructions to compile and circulate the balance sheet as on 31.03.2009 immediately.

The Staff Side was informed that statement in regard to New Pension Scheme is to be issued by CRA and further it is that authority which can explain about the investment of funds towards various schemes etc. Further, JS & FA informed the Staff Side that in so far as

deductions made by the DDOs as also the contribution made by the Government in respect of employees covered under the New Pension Scheme is concerned, this will be reported to all the concerned officials.

Action: DDG (PAF)

ITEM NO. 33. CONVEYANCE OF CASH WITH POLICE ESCORT- PROBLEMS THERE ON.

We have suggested considering the following to resolve the problems pertaining to cash conveyance.

1. The present cash limit should be enhanced up to one lakh per individual
2. Cash collection van should be arranged in all bigger towns and the officials should not be asked to take unwarranted risks in cash remittances.
3. Insuring the cash remittance amount shall be explored.
4. The officials shall not be penalized or brought under contributory factors for the case if any theft or loss taken place beyond the capacity of the officials who are engaged for such cash remittances.

The ADG (PO) vide his letter no 24-9/2007- P.O dt. 15.02.08 has informed that in order to further process the matter, all the Heads of Circles were requested to furnish their views and suggestions given by this union. Considering the present day requirements, provision of Armed Guard to HPO & major S. Os can also be considered to prevent major burglaries and thefts during day & night hours. It is requested to expedite action and cause appropriate orders at the earliest.

The Chairperson directed that DDG (PO) will examine the matter and submit a Note as a follow up of which suitable instructions will be issued to all Heads of Circles.

ITEM NO.34. DISCONTINUANCE OF MEDICAL FACILITIES AVAILED FROM ISPAT GENERAL HOSPITAL (IGH) ROURKELA IN ORISSA CIRCLE.

The Rourkela steel plant authorities had suddenly stopped the treatment facilities in IGH to the Postal staff and family members in Dec' 07. After the intervention of the Circle administration, the indoor facilities have been extended to our staff despite the requests for both indoor & outdoor treatments. It is also stated that the indoor facilities have been facilitated after they have accepted adhoc advance of one lakh rupees from the department.

The SSPOs, Sundargarh division has not yet carried out the decision arrived with Rourkela steel plant authorities for extension of both the medical facilities to the staff by issuing authorization cards. The staffs are being compelled to deposit money to avail medical facilities from the hospital at the time at

urgency and due to no tangible action have so far been taken, there is a total resentment amidst staff who have no other medical facilities in that place. It is therefore requested to intervene immediately and ensure appropriate immediate action to issue identify/ authorization cards to each postal employees on due consultation with IGH authorities for availing both indoor & outdoor treatment by the staff.

Chief Postmaster General, Orissa Circle, will be told to issue identity cards.

ITEM NO.35. FIXING WORK NORMS TO RPLI WORK AT BOS/SOS - REQUEST IMMEDIATE ORDERS.

The Chief General Manager, PLI Directorate has informed on 14.03.08 in the workshop meeting held with union representatives that she had submitted a proposal to Directorate Establishment section for fixing norms for RPLI work and counting the RPLI transactions towards income/cost of the Extra Departmental Branch Post Offices and Sub Post Offices. The proposal, as learnt, is pending at the Directorate. Since this is an area where the time factor has been requested for over a decade and also recommended by various earlier committees, it is requested to expedite action and cause orders duly fixing the time factor for RPLI work.

The Staff Side was informed that the issue is already under consideration.

ITEM NO.36. FIXING OF UNIFORM RATE OF INCENTIVE FOR COMPUTERIZED WORK IN POS.

The Chief PMG, West Bengal Circle has fixed Rs. 0.50 per S.B data entry work for creation of Accounts and Rs. 0.15 for the subsequent posting of deposit/withdrawal for the computerized work. This order did not contain the quantum of incentive to the supervisors. Different Circles are fixing different amount as incentive. The Staff Side urges for issue of centralized orders by the Directorate for uniform application in all places.

The Chairperson desired the Staff Side to refer specific cases for examination.

ITEM NO.37. OFFICIATING ARRANGEMENT IN GROUP B POSTS EARMARKED FOR GENERAL LINE.

According to the existing orders, six percent Group B Posts are earmarked for General line and some of the Posts have not been filled up for a long time. The unfilled up Posts earmarked for General line, are being officiated by the IPO line officials and due chances to senior general line officials have not been offered in such cases. It is therefore requested to cause instructions to offer such officiating chances to General line officials only for the vacancies earmarked under 6% quota in PSS Group B

The Staff Side was explained that as per existing instructions even for ad hoc appointments the provision contained in the Recruitment Rules were to be satisfied. The Staff Side referred to some instructions stated to have been issued in 1978 in regard to which it was clarified that at that point of time appointment of GL officials against 6% Post Masters Group B Posts was on the basis of promotion and not through Departmental examination.

No action.

ITEM NO.38. INTRODUCTION OF NEW SYSTEM OF BAG NUMBERING.

After the introduction of the new system of bag numbering, it is becoming compulsory to post one hand for mail work since it has created more additional work. The following are few examples.

- i. The Mail Postal Assistant has to check in respect of each section / office and each class of bag with the entries of the previous day.
- ii. If the bags are not in regular and after some days, the Postal Assistant has to check the earlier date and verify the correctness of the consecutive serials of bag numbers.
- iii. When more than one bag is closed, the other bags have to be given subsequent numbers. So reference of the registers for each and every closing of bags becomes inevitable.
- iv. To tie one label to the bag and place another in loose inside the bag will render duplicate the existing work and writing two sets of labels become additional work on the Postal Assistants.
- v. While opening the bags, if all these checks prescribed are to be adhered, without assistance, it is impossible and it will cause delay in sorting and sending out for delivery.
- vi. It is not possible in respect of the bags opened for the offices received from other circles. It will be more difficult to deal the normal mails more than the insurance articles.
- vii. Due to dislocation of trains or other means, if some bags lie in transit and the bags closed thereafter received, it will become very difficult to dispose the mails.
- viii. It will increase only the paper works and may cause practical difficulties in numbering, maintaining, verifying the bags and may warrant unnecessary correspondences.

The earlier system of closing of bags is a time tested one. The provisions contained in the volumes and the procedures stated therein to monitor the mail arrangements are practical ones. Under the existing shortage, the new

procedure has increased the workload to the existing staff.

Under the existing shortage of staff in Post Offices and mail branches and RMS Offices are being managed only with the cooperation of Group D & GDS staff, it is not possible to maintain the new system. The age old practice of due mail and sorting list be reintroduced once again in order to mitigate the hardships.

The entire mail system is under review as a part of Mail Network Optimization Project. It would be more appropriate to consider items having a bearing on mail arrangement after the Project report becomes available.

ITEM NO.39. NON GRANT OF SPECIAL ALLOWANCE TO UNQUALIFIED ACCOUNTANTS.

When TBOP / BCR Postal Assistants are ordered to officiate as Accountants in HPOs, in the absence of qualified hands, the due special allowance has not been drawn and paid since the DDOs are considering TBOP as LSG. This is incorrect. Necessary clarifications may please be issued for drawal of the allowance with retrospective effect. Further the Accountants who are granted with MACP shall also be paid the allowance if they are drafted to perform Accountant duties.

The Staff Side was informed that the issue is already under consideration.

ITEM NO.40. INCENTIVE SCHEME FOR THE POST OFFICES RETAILING MUTUAL FUNDS AND BONDS ALONG WITH FUNDS FOR MARKETING & PUBLICITY AND SUGGESTED STRATEGIES.

In accordance with the Directorate letter No. 95-23/2000-SBC (P) (FS Division) dt. 28.11.03, the incentive for retailing Mutual Funds and Bonds granted to the Postal Assistant & Supervisor has been restricted to the individual employees to the extent of not exceeding 1/3 of his Basic pay plus DA in a year. Similarly in respect of individual employees, who mobilized more threshold will not be granted any incentive up to 1.5 lakh per year.

It is pertinent to note that the officials who possess AMFI certificate for dealing mutual funds and bonds are entitled for the commission to the extent of 25%. The above said two conditions are curtailing their due incentives which are one of the factors that demotivate the employees from procuring more business. It is noteworthy to mention that there is no such condition in existence in respect of PLI Development officers. They are entitled for full commission. As such restricting the due incentive by imposing such conditions may be dispensed with.

The Staff Side was informed that the Mutual Fund has almost gone out from the Post Offices in the wake of which problem of ceiling will not arise. Instructions will be issued to clear the pending bills.

ITEM NO.41. ENSURING THE STANDARD OF RESIDENTIAL ACCOMMODATION TO THE SPMS PROVIDED WITH ATTACHED QUARTERS.

Many post attached quarters provided to the SPMs are either sub standard or lack many basic amenities. The schedule of accommodation as prescribed by the Department has not been observed while fixing PO building particularly for the post attached quarters.

In rural areas, the total rent payable to the landlord for the whole building housing the post office and Quarters does not exceed even to Rs.800/- per month. It is not uncommon to see that a token amount of Rs.50/- likewise is being charged for the post office and in all such cases, the Postmasters are compelled to stay in the accommodation which is unfit for inhabitation and also far below to the standards. There are many post attached quarters lacking the basic amenities of lavatories.

If the Department could not provide adequate accommodation for the Quarters as prescribed in the SOA, and arrange basic amenities, it should provide option to the SPMs to secure his own accommodation and in such cases the due HRA may be paid to him. The policy of providing post attached accommodation requires reconsideration after the services of Telegraph has totally with drawn from Post offices.

The Chairperson informed the Staff Side that these were the local issues to be taken up with the respective Heads of Circles.

ITEM NO.42. ENHANCEMENT OF FINANCIAL POWERS OF HSG I, HSG II & LSG POST MASTERS.

According to Directorate letter No. 18-7/92 CI dt. 2.07.93, the Financial Powers given to HSG & LSG Postmaster on each occasion has been revised to Rs.60/- & Rs.40/- respectively. The amount has been fixed seventeen years before prior to installation of computers and mostly the amount was prescribed to meet any urgent requirements for the office. The escalation of prices has made the existing financial limit meaningless. After the computerization, due to

the shooting of many problems, the urgent needs could not be purchased with these financial powers and the Postmasters are facing problems in attending any computer related problems and also during the power shut down periods. Even minor electrical repairs could not be carried out with the present financial limit. It is therefore requested to consider revision of financial powers to the Postmasters working in the operative office's considering the present day requirements.

The issue is under examination.

ITEM NO.43. BUDGETARY ALLOTMENT FOR COMPUTER ADVANCE.

After the total computerization of the P.O. and its functioning, the officials who desire to purchase computers for their own should be encouraged which will motivate them further in the computer operations. There is a resentment prevailing amidst the officials due to poor allotment of funds under this head. It is therefore requested to allot more funds under this head and enable the officials to avail the advance for purchase of personal computers.

The Staff Side was explained about limited budget allotment for computer advance as a result of which it was not possible to grant the advance to all the officials who desire to purchase computers. After deliberations, it was decided to set apart some percentage of budgetary allotment for Postmasters/Postal Assistants so as to enable them to purchase computers.

ITEM NO.44. FIXING NORMS/ TIME FACTORS TO POSTAL STORES DEPOT; CIRCLE STAMP DEPOT & CREATION OF ESTABLISHMENT.

Since creation of Postal Stores Depot and Circle Stamp Depots, no norms have been fixed so far to justify the workload and staff strength. Merely the staffs from neighboring divisions are being drafted and the posts are maintained without any justified augmentation. Resultantly, the parent divisions are suffering with shortage of hand due to the prolonged deputations to PSD & CSD. It is therefore requested to fix work norms to the PSD & C.S.D and augment adequate posts at the earliest.

The Chairperson directed to review the whole issue in regard to staffing in Postal Stores Depot and Stamps Depots.

Remaining items will be published in the next issue.

Agenda Items of the 46th Ordinary Meeting of the National Council (JCM)

SUBJECT: UPGRADATION OF JAM NAGAR AS B-2 TOWN WITH EFFECT FROM 20.07.2006.

The staff side stated that the Gujarat State Govt. had issued notification on 20.7.2006 including entire area of the Navagam-Ghed Municipality within the limits of Jamnagar. As a result of this the population of Jamnagar City had exceeded 5 lakhs. The city of Jamnagar was therefore, upgraded as B-2Town for grant of HRAICCA with effect from 1.1.2007 & not with effect from 20.7.2006, the date on which the above notification had been issued. In the case of Asansol, Tiruchirappalli & Salem the date of effect from which these towns were upgraded was the date on which the notification for enlarging the said Municipalities were issued. The staff side, therefore, urged that in the case of Jamnagar, its upgradation may be granted with effect from 20.7.2006, for the purpose of grant of HRAICCA at higher rates. The official side stated that Jamnagar was upgraded w.e.f. 1.1.2007 after the receipt of the intimation from the State Government. The staff side further stated that there is no laid down policy that this has to be done from the date of Notification. The staff side contended that there is nothing wrong in granting the date of effect from the date of notification as has been done in the past. The staff side further contended that what will happen if the intimation from the State Government is received after two or three years and why should the employees suffer financial loss due to delays on part of the State Governments. The Chairman stated that there was merit in the arguments put forward by the staff side and directed the Department of Expenditure to re-examine the matter.

The staff side stated that whereas the Govt. of Karnataka by a Notification dated 16.1.2007 had constituted BBMP, raising its population to exceed 50 lakhs, the Govt. of India have granted A-1 status to enlarged Bangalore City for purposes of HRA with effect from 1.10.2007. The staff side, therefore, demanded that Upgradation of Bangalore City as A-1 town may also be given effect from 16.1.2007. The official side agreed to re-examine the matter.

SUBJECT: ANOMALY IN THE FIXATION OF REVISED PENSION

The staff side stated that as per the RPS Rules, 1997, those special pay/Allowances which were not continued after the implementation of revised pay scale have been treated as part of pay and included in emoluments for fixation of revised pay. The result is that those employees drawing the pre-revised special Pay/ Allowances have got the benefit thereof in their revised pay/pension etc. However employees who had retired prior to 1.1.96 have been denied this benefit as such special Pay/Allowances have not been included in their emoluments for fixation of their revised pension. Employees drawing these pre-revised special Pay/ Allowances who retired after 1.1.1996 have been granted higher pension than the later which is clearly an anomaly. The staff side, therefore, proposed that pre-revised special Pay/ Allowances (which have been merged with revised pay) may be included in the emoluments of employees who retired prior to 1.1.1996 for fixation of their

pension as on 1.1.1996 / date of retirement. The official side stated that after 1.1.1986, the system of reckoning special pay and allowances for the purpose of fixation of pension was discontinued. However, as per the recommendations of the 5th CPC, certain special pay and allowances were merged in the pay of the employees. Therefore, these were automatically taken into account as emoluments for the purpose of fixation of pension. Therefore, there was no change in the basic principle that special pay or allowance shall not be reckoned for fixation of pension. Therefore, it is not possible to agree to the demand of the Staff Side.

SUBJECT: ELIGIBILITY OF FAMILY PENSION TO WIDOW I DIVORCE

DAUGHTER I UN-MARRIED DAUGHTER WHO ARE NOW ELIGIBLE FOR PAYMENT OF FAMILY PENSION FOR INCLUSION OF NAMES IN PPOs ISSUED MUCH EARLIER.

The staff side stated that in terms of Railway Service (Pension) Rules, 1993 and extant instructions, widow/divorce/unmarried daughters over 25 years of age are now made eligible for payment of family pension subject to fulfillment of certain conditions. However the Railway Administration is not including their names in the PPOs resulting in hardship to them. The official side stated that suitable clarification has been provided to the Ministry of Railways by the Department of Pension and Pensioners' Welfare and accordingly, Ministry of Railways has also issued suitable instructions in the matter in the month of March. The Staff Side also raised another related issue regarding insistence of the concerned authorities in the Ministry of Defence to produce an income certificate from the competent authority in matters relating to payment of family pension to eligible widowed/ divorced/ unmarried daughters. However, the competent authority is not defined anywhere and therefore, most of the cases are pending. The Chairman directed the Official Side representative of the Ministry of Defence to look into the matter and resolve the issue. The Staff Side also cited certain other difficulties being faced in granting family pension to those eligible. The Chairman directed Secretary, Department of Pension & Pensioners' Welfare to hold discussion with the Staff Side and issue clarifications wherever required.

SUBJECT: GRANT OF FAMILY PENSION IN CASE OF MISSING PENSIONERS AFTER TWO MONTHS

The staff side stated that some pensioners breathed their last while away on tour/pilgrimage and were cremated as unidentified men. In such a situation it would not be possible for the widowed wife of the pensioner to obtain her husband's Death Certificate/ Life Certificate. As a missing pensioner, the wife shall have to complete necessary formalities/report to Police and wait at least for one year before she can be granted family pension. The provision for starting family pension in the above case after Police formalities and only after one year is very harsh. This long period during which no family pension is payable will make it very difficult for the wife to

survive. The staff side, therefore, proposed that family pension may be paid to the wife of such pensioner on the basis of the life certificate of the wife 2 months after reporting the matter to the police. The official side stated that the time period of 2 months proposed by the staff side is too short and agreed that the existing period of one year will be revised to six months for payment of family pension.

SUBJECT: GRANT OF HALF DAY CASUAL LEAVE FACILITY FOR INDUSTRIAL EMPLOYEES

The staff side stated that the Govt. of India has removed the disparity in the matter of Earned Leave between Industrial and Non-industrial employees. However, the disparity in the matter of Casual Leave still remains. The Industrial Employees of the Ministry of Defence are also eligible for 8 days Casual Leave in a year. However Industrial Employees are not permitted to avail half day Casual Leave. Staff side, therefore, demanded that the Industrial employees should also be permitted to avail half days Casual Leave at par with other Central Govt. employees. The official side stated that the matter has been examined and the Ministry of Defence has issued the orders for granting half days casual leave to the industrial employees. However, the staff side stated that while issuing the order granting the facility of half day casual leave, the existing dispensation of allowing the industrial workers two hours leave on medical grounds twice in a month has been arbitrarily withdrawn by the Ministry of Defence which is not at all justified and demanded that this facility should be restored. The Chairman agreed with this and stated that suitable instructions would be issued soon.

SUBJECT: RELAXATION OF UPPER AGE LIMIT FOR DEPARTMENTAL CANDIDATES FOR APPOINTMENT TO GROUP C POSTS

The staff stated that according to the existing instructions, the upper age limit for departmental candidates for direct recruitment to Gr. C posts has been prescribed at 40 years for General candidates, 45 years for candidates belonging to SC/ST and 43 years for those hailing from OBC subject to the condition that the direct recruitment in Gr. C posts is in the same line or allied cadre etc. The staff side requested to allow age concession to the departmental candidate to the extent of the period of service rendered by them under Govt. of India which will go a long way in mitigating the grievances of the departmental candidates who have acquired or who may acquire higher qualifications. The official side stated that in pursuance of an earlier decision of the National Council (JCM), the upper age limit for departmental candidates for direct recruitment to Group 'C' posts had been enhanced from 35 years to 40 years in respect of general candidates, 45 years for SC/ST candidates and 43 years for OBC candidates. Therefore, the age concession to the departmental candidates has already been provided to the extent possible. If the present demand of the Staff Side is agreed to, it will mean that even at the age of 53 or 54 years, the departmental candidate would be eligible to apply, which will result in administrative difficulties and hence may not be practical. The Staff Side while appreciating the argument put forward by the Official Side, stated that as the age limit for superannuation had been increased from 58 years to 60 years, a further concession of two years should be given to the

departmental candidates. The Chairman agreed to examine the suggestion of the Staff Side.

SUBJECT : RATE OF STITCHING CHARGE OF LIVERIES REQUIRES TO BE INCREASED

The Staff side stated that the rate of stitching charge of liveries has been raised many folds due to the inflation from the date of its fixation. It has become almost impossible for various offices & employees to get the liveries stitched at the rates sanctioned. The staff side therefore proposed that rates of stitching charges may be doubled.

The official side stated that the rates of stitching charges of liveries were last revised in the year 2006. The official side further contended that as per the past history, the rates of stitching charges have been revised after an interval of five years. Therefore, the next revision is due in the year 2011. The staff side agreed with the contention of the official side but suggested as that the process of revision of stitching charges is likely to take some time, the same may be initiated in the current year (2010) and the revised rates may be made effective from 1st April 2011. The official side agreed with the suggestion of the staff side.

SUBJECT: CASUAL LABOURERS (GRANT OF TEMPORARY STATUS & REGULARIZATION) SCHEME - NON IMPLEMENTATION OF

The staff side stated that there are Temporary Status Casual Labourers (TSCLs) in almost all the Ministries/ Departments of the Government of India. Though they were granted Temporary Status in the year 1993, and the scheme formulated for them also envisages their eventual regularization, the very fact that they continue to be Temporary Status Casual Labourers after lapse of about 15 years clearly indicates that no steps have been taken to get them regularized. The staff side, therefore, proposed that specific measures may be advised and implemented to get them regularized within a reasonable period of time. The staff side further stated that after rendering 3 years of service as SCL in the year 1996, they were treated on par with temporary Group 'D' employees for the purpose of contribution to the General Provident Fund Account. However, after introduction of the New Pension Scheme with effect from 1.1.2004, this benefit has been withdrawn and the amount of GPF already contributed to their account has been refunded. Since 50% of the service rendered by them up to 1.1.2004 (i.e. about 5½ years service) is to be treated as pensionable service, these employees cannot be treated as having been appointed on or after 1.1.2004 and, therefore, the benefit of G.P.F. may be restored to them.

The staff side further stated that CGHS facilities or CS (MA) Rules are admissible to all regular employees. This has not been extended to TSCLs. When these employees have been treated on par with temporary Group 'D' employees they may also be granted the benefit of CGHS/ CS (MA) Rules. The staff side, therefore, proposed that if necessary the scheme may kindly be modified in order to extend these facilities to them.

The official side stated that the Department of Personnel & Training had requested all the Ministries and Departments to send the proposal for regularization of all the casual labourers covered

under the "Casual Labourers (Grant of Temporary Status & Regularization) Scheme." Accordingly proposals were received and DoPT, in consultation with the Department of Expenditure, has already cleared the regularisation of 231 casual labourers. It was further stated that proposals received from certain other Ministries/Departments are under process. Therefore, there is no delay in regularisation of casual labourers (temporary status). Regarding the demand of the Staff Side relating to restoration of the benefit of General Provident Fund, the Official Side informed that there were a series of court cases in the matter and presently the matter is pending in the Supreme Court. Therefore, the matter is sub-judice. The Official Side also informed that subsequent to the introduction of the New Pension Scheme, instructions were issued in April 2004 to the effect that no credit of the previous service shall be available to the casual labourers if they are regularized after 1.1.2004. The Staff Side stated that there were many casual labourers who were granted the temporary status prior to 1.1.2004 but their services were not regularized as on that date. Therefore, at least this category of employees must be provided the benefit of the counting of past service and the facility of GPF may be restored to them. At this point of time, the Chairman intervened and stated that if the Staff Side had any legal point on this aspect, then the same may be forwarded to the Department of Personnel & Training for examination.

SUBJECT: RESTRICTED HOLIDAYS FOR THE EMPLOYEES WORKING IN THE INDUSTRIAL ESTABLISHMENTS

The staff side stated that as per the Govt. of India instructions on the subject of holidays to be observed in Govt. offices, the employees are entitled to avail any two holidays as restricted holidays in addition to the 14 compulsory holidays and three holidays decided by the Central Govt. Employees coordination committee in the State capitals. However, the Employees working in the industrial Establishments are eligible for 16 holidays in a year including 3 National Holidays. The employees of Industrial Establishments are thus deprived of one holiday. Apart from this, the various Ministries are not allowing two days restricted holidays for the employees working in the Industrial Establishments especially under the Ministry of Defence. This is a clear discrimination, since the Govt. of India instructions on this Subject do not prohibit restricted holidays for the employees of the Industrial Establishments. In view of the above, the staff side demanded that the employees working in Industrial Establishment may also be given 17 holidays and restricted holidays.

The Official Side stated that there is a fundamental difference between the way the holidays are decided for Central Government administrative offices and the industrial establishments. While no substitute holiday is provided to the employees of the Central Government administrative offices in case a regular holiday occurs on another holiday or weekend, this is not the case in respect of the employees working in the industrial establishments. Therefore, the effective number of holidays in a year are more in case of the industrial establishments than that of the Central Government administrative offices. Therefore, the demand of the Staff Side for granting 17 holidays to

the employees of the industrial establishments cannot be agreed to.

At this point of time, the Staff Side stated that while they agree with the decision of the official Side not to increase the number of gazetted holidays from 16 to 17, demanded that at least the benefit of two restricted holidays in a year may be granted to them. On this issue, the Official Side informed that a decision was taken in 1961 that only those offices which were having more than 23 holidays prior to 1960 shall be eligible for 2 days restricted holidays in a year. Since industrial establishments in the Ministry of Defence had less than 23 holidays prior to 1960, they are not eligible two days restricted holidays. The Staff Side stated that in the list of holidays issued by the Department of Personnel & Training every year, it is nowhere stated that employees of the industrial establishments are not eligible for restricted holidays and therefore demanded that there is a need to review the existing practice. The Official Side agreed to reconsider the matter relating to grant of two days restricted holidays to employees of industrial establishments.

SUBJECT: APPLICABILITY OF CCS (RSA) RULES 1993 TO THE WORKERS EMPLOYED IN DEFENCE ESTABLISHMENTS

The staff side stated that the CCS (RSA) Rules 1993 are meant for recognition of service association of Central Govt. Employees. These rules are not applicable to workers employed in Defence installations of the Ministry of Defence for whom separate Rules of Recognition exist. Majority of the Defence installations are Industrial Establishments and are registered under the Factories Act and the Industrial Dispute Act is applicable to these Establishments. As per the provisions of the Factories Act and Industrial Dispute Act the category of Clerks, Store Keepers, Draughtsman, Driver, Durwan, Fireman, Peon, Canteen Employees and Supervisory Staff are "Workers" for all the purpose. In spite of this clear position, the Associations formed by the above mentioned category of employee's who are "workers" are being recognised by the Ministry of Defence under the CCS (RSA) Rules 1993. This is not correct and is against the recognition rules for the Trade Unions in the Min. of Defence. In view of the staff side requested that suitable action may be taken to rectify this anomalous situation.

The Official Side stated that it was observed that there were two schools of thought even within the Staff Side in this matter and therefore, National Council may not be the appropriate forum to discuss this issue. The Official Side further stated that in case the Staff Side can send a unanimous proposal in the matter, the same can be examined by the Official Side. There after, the representatives of the Staff Side presented two conflicting views, one relating to scrapping of all the existing associations in respect of employees covered under the definition of "worker" in the Ministry of Defence and the other relating to maintenance of the status quo. After hearing the arguments given by the two different factions of the Staff Side, the Chairman stated that it was quite evident that there was no consensus or unanimity in the Staff Side in the matter. In the end, the Chairman decided that the matter will have to be examined by the Ministry of Defence, in consultation with the Ministry of Law and Department of Personnel & Training.

Department of Personnel & Training

INTERNATIONAL SCENE

1. POSTAL SERVICE SEES \$1.6 BILLION AUGUST LOSS

Washington, D.C. - The U.S. Postal Service is closing in on its biggest money-losing year in history, reporting a net loss of \$1.57 billion for August and a loss of \$7.7 billion for the first 11 months of its fiscal year, ending Sept. 30.

Last month's net loss more than doubled the \$721 million the Postal Service lost in the year earlier period. First-Class mail volume slumped 6.4% to 5.99 billion pieces, and first-class revenue dropped 7% to \$2.60 billion, as customers turn increasingly to digital forms of communications.

Periodical mailings also contributed to the Postal Service's loss, with volume off by 7.4% year over year, to 571 million pieces, and revenue down 5.5% to \$149 million.

Commercial direct mail remains the Postal Service's one bright spot, continuing a months-long period. Standard-mail volume increased a robust 11% in August versus the same month in 2009, to 6.95 billion pieces, with revenue up 9.8% during the month to \$146 billion.

While overall mail volume rose slightly during the month thanks to strong commercial mailings, and revenue was about flat compared with last year's period, the Postal Service still struggles with overhead, with staff compensation and benefits rising 17% during the month of \$5.57 billion.

3. GOVT. FULLY COGNIZANT OF MODERNIZING POSTAL NETWORKS: PRESIDENT

Islamabad, Oct. 9 (APP) : President Asif Ali Zardari emphasizing the importance of postal system in connecting the people worldwide has stated the government is fully cognizant of modernizing Pakistan's postal networks to meet its social and economic development objectives including the Millennium Development Goals. "Connectivity among peoples of different geographical locations, cultural backgrounds and level of development is a key to fostering understanding among them and thereby contribute to peace to development". "Over the decades the postman has been silently working to connect people across distances and cultures. Even today, in the age of electronic communications, the post has been making laudable contributions towards this end", the President said in his message on the occasion of World Post Day, observed every year on October 9.

4. POSTAL SERVICE FOCUSES ON ENERGY CONSERVATION

U.S. Postal Service

Postmaster General Outlines Gains and Ways to Conserve

Washington, Oct. 7 / PRNewswire-USNewswire/ As it continues to make progress to achieve aggressive energy reduction goals, the Postal Service today marked National Energy Awareness Month, with postal officials highlighting savings and encouraging employees, suppliers and mail industry partners to conserve even more energy.

"We're proud of our energy record", said Postmaster General John E. Potter. "Between 2003 and 2009, we reduced facility energy consumption by almost 24 percent. However, we have to do ever more. We want to exceed our reduction target of 30 percent or better by 2015".

The Postmaster General encouraged the agency's nearly 6,00,000 employees to observe simple tips - little things that can add up and make a difference:

Properly maintain vehicles, including tire inflation.

Avoid excessive vehicle idling, aggressive driving, rapid acceleration and braking, which all waste gas.

Turn lights off when leaving a room.

Observe proper building temperature - 78 degrees in the summer, 65 degrees in the winter.

With its upgraded heating, cooling and lighting systems, its green roof improvements in New York and other green facility initiatives, the Postal Service continues to reduce energy consumption. Detailed audits to identify energy and water conservation opportunities are ongoing at more than 2,000 of the largest facilities, representing approximately 170 million square feet (about 60 percent of total square footage) and 75 percent of the agency's total energy consumption. The Postal Service's national energy management plan includes reduction goals for both facility energy and fleet fuel use.

"Postal Service facility energy use has been reduced by 10.8 trillion Btus since 2005, we have saved \$400 million in energy costs since 2007, and we're working to reduce vehicle petroleum use by 20 percent in 2015 from a 2005 baseline", said Sam Pulcrano, vice president, Sustainability.

Due to population growth, the Postal Service delivers to more addresses each year, while it continues to make mail delivery more efficient.

"The Postal Service tested the first electric mail delivery vehicle in 1899" added Pulcrano. "And we're currently testing two-ton electric vehicles in New York, and three-wheeled electric vehicles in Arizona, California and Florida, which cost only two cents per mile to operate."

LETTERS FROM THE FEDERATION (JUNE 1ST TO SEPTEMBER 31ST, 2010)

JUNE 2010

1. Extension of tenure for officials working in PLI Branch.
2. Extension of tenure cases for PLI Staff.
3. Postmen Examination, 2010 - Discrepancy in wording in Paper 'B'.
4. Malpractice and maladministration on the part of PMG, Aurangabad, Maharashtra Circle.
5. Setting up of question paper outside the syllabus
6. Meeting with Federation / Union on Mail Net Work optimization Project.
7. Collection of membership authorisation forms by unauthorised Association.
8. Interpretation of the orders of the Government in implementing MACP Scheme.
9. Nodal office and Linked office from Speed Post Delivery.
10. Misusing National Bill Mail Service.

JULY 2010

1. Terms of Reference on Mckinsey & Co. - FNPO views.
2. Suggestion to the strategic plan of the Dept. of Posts.
3. Cadre Re-structuring - I
4. Cadre Re-structuring - II
5. Nomination from Staff Side for the committee - Restructuring of Cadre.
6. Non-inclusion of members in NUPM 'D' and NUGDS during re-verification.
7. Revengeful action of the part of Col. Om Prakash, Postmaster-General, Aurangabad Region, Maharashtra Circle.
8. Non-inclusion of membership in Junagadh Division Gujarat Circle.
9. Attempt to cow down the voice of service unions by Orissa Circle administartion.

AUGUST 2010

1. Promotion of LGOs to PA Cadre - Examination - 2009 - Review of Answer Books.
2. Appointment of Mail Guards and Postmen in suspicious manner in Jharkhand Circle
3. Vengeful action on the part of the SRM RMS 'RN' Dn. Ranchi

4. Request for offer of employment to the dependent of the deceased officials
5. Formation of Assam Circle Postal Staff Welfare Board for the term 1-4-2010 to 31-3-2012.
6. Nomination of Members on the staff side of the Regional Council.
7. Non-grant of appointment under sports quota in Tamilnadu Circle.
8. Non-payment of 60% arrears to GDS in some circles.
9. Non-inclusion of NUGDS membership in Faridabad Division, Haryana Circle.
10. Request for grant of recognition to NUGDS.
11. Reverification of membership for recognition of NUGDS.
12. Vengeful action on the part of Superintendent of Post office, Beed.
13. Re-verification of membership for recognition - 2010 - Case of Administrative offices Association (AIPAOA (FNPO)-I
14. Re-verification of membership for recognition - 2010 -II
15. Re-verification of membership for recognition of service unions-III.
16. Re-verification of membership for recognition - 2010 - case of administrative offices Association (AIPAOA-FNPO) IV.

SEPTEMBER 2010

1. Harassment and victimization on the part of the PMG, Bareilly Region U.P. on NAPE 'C' members.
2. Setting up of question paper outside the syllabus.
3. Non-inclusion of Postmen representative in the CadreRe-structuring committee.
4. Review of failed IRM Candidates belonging SC community.
5. Special Meeting for Postmen Union.
6. Non-inclusion of members in J & K Circle.
7. Absorption of RRR Candidates who have not moved the court of Law.
8. Absorption of RRR Candidates who have filed interlocutory applications in the Apex Court.
9. Non-participation in the strike by FNPO on 7th Sept. 2010.

From the Desk of Secretary General

MEETING WITH CHIEF PMG MAHARASHTRA CIRCLE

The SG FNPO met Sri Faizur Rehman, Chief PMG Maharashtra Circle on 21-10-2010 and discussed various issues relating to P3. During discussion P3 office-bearers were with S.G.

JOINT CIRCLE CONFERENCE

On 21-10-2010, the SG FNPO attended and addressed the joint Circle Conference of R III and R IV in Mumbai. The Conference was held in Rasthrya Mill Mazadoor Sangh auditorium.

MEETING WITH OFFICERS

- i) On 28-10-2010 the SG FNPO met the Secretary, Posts and submitted detailed note on the recognition of NUGDS and AIPAOA (FNPO).
- ii) The SG FNPO met Sri P.K. Gopinath, Member (P) on 28-10-2010 and discussed the following issues.
 - a) irregular transfer under Rule 37 in U.P. Circle
 - b) Cases relating to casual labourers and contingent staff.
- iii) The SG FNPO met Srimathi Manjula Parasher Member (O) and submitted a protest letter on the national Speed Post Hubs.
- iv) The SG FNPO met DDG (Est) and discussed anomalies in MACP Scheme.
- v) The SG FNPO met DDG (P) and discussed absorption of IA applicant.

MEETING WITH PRIVATE SECRETARY TO HON'BLE MOS

The SG FNPO met Private Secretary of Hon'ble MOs, Gurudas Kamat and discussed issues relating to GDS union and AIPAOA (FNPO).

P4 CIRCLE CONFERENCE, DELHI

The SG FNPO attended P4 Delhi Circle Conference at Delhi on 22-10-2010. The following attended and

addressed the Conference. Sri O.P. Khanna, GS Admin. Union, Sri Devendra kumar, CS R III, Kaushik, CS P3 Balbir Singh Circle President R III and others. Sri Ashok Sharma chaired the meeting. Sri Subhas presented the biennial Report to the House. The list of new office-bearers will be published in the next issue.

DEPARTMENTAL COUNCIL

The Secretary, Posts agreed to discuss the remaining items. Next meeting may be held in January 2011.

COMMITTEE ON POSTMEN RELATED ISSUE

The Secretary, Posts agreed to include the Secretary Generals in the committee. The Committee may hold its sitting in the month of December 2010.

PART TIME AND CONTINGENT STAFF WAGES

Still some circles have not sent details to Directorate. The Secretary agreed to send DO letter to those Circles which do not sent reply.

Yours fraternally,
(D. THEAGARAJAN)

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K.R. REMEMBERED

SG FNPO visited the residence of late K.R. and placed garland on 5-10-2010.

K.R. family offered poor feedings. In the evening Tamilnadu Circle co-ordinating committee arranged a big gathering at the circle office. In that meeting, all Circle Secretaries of FNPO affiliates participated and praised the services and sacrifices of our beloved leader K.R. The SG FNPO and the Secretary (Headquarters) addressed the gathering and recalled the sacrifices made by K.R.

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