

NOTICE

It is hereby notified that 9th Federal Congress will be held at World University Service Centre, Chetpet, Chennai 600 031 from 8th August to 10th August 2012. The following shall be the Agenda of the Congress :

1. Adoption of Triennial Report and Audited Accounts for the period from 1-4-2009 to 31-7-2012.
2. International relations
3. National Scenerio
4. Common issues of Central Govt. employees.
5. Organisational Review
6. Financial Review
7. Postal issues (all sections)
8. Publication of Federal Sentinel
9. Policy and Programme
10. Budget estimates for next three years.
11. Amendment to the constitution
12. Election of office-bearers and appointment of Auditor
13. Venue of the next Federal Congress
14. Any other subject with the permission of the chair.

Thanking you,

Yours Sincerely,

(D. THEAGARAJAN)
Secretary General

Copy forwarded to :

1. The Secretary, Dept. of Posts, Dak Bhavan, New Delhi 110 001.
2. All Heads of Circles
3. All FWC Members
4. All General Secretaries of affiliated Unions/Associations

(D. THEAGARAJAN)
Secretary General

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**DRAFT TRIENNIAL REPORT OF FEDERATION OF NATIONAL POSTAL
ORGANISATIONS FOR THE PERIOD FROM 1st MAY 2009 TO 31ST JULY 2012
PLACED BEFORE THE 9TH FEDERAL CONGRESS AT CHENNAI
DURING 8TH AUG 2012 TO 10TH AUG 2012**

REPORT ON ACTIVITIES

Federal Working Committee of Federation of National Postal Organisations has pleasure in presenting the Triennial Report and activities for the period 1st April 2009 to 31st July 2012

IX Federal Congress of our Federation meets when the USO is under threat. Euro is melting down and this has affected the world economy. Many European countries are facing poverty. As a result, the Indian Economy was shaking ever before involving unbelievable price rising. The whole workers community in world and particularly in India was under threat. The Ministry of Communication, India formulated National Postal Policy-2012 with ultimate aim of making the Postal Department as a Public Sector Unit. After the VIII Federal Congress, we have undergone verification process. This shows our improvement of our Membership in the Postal sector. During this period, we have issued four strike notices under the banner of JCA, participated one day strike on 28th Feb 2012, Postoffices are being modernized under the Plan of Project Arrow and Mail Net work was redesigned (First class and Speed Post), Introduction of Postmaster Cadre by the Dept. are the major changes in the Postal operations, 18000 PAs/SAs were newly recruited, Conducting of LGO

Examination in the new Syllabus, Postman committee appointed to discuss the Postmen issues, cadre restructuring committee constituted, MMS restructuring committee constituted separately. Introduction of MACP creates division between direct recruited officials and the Promotees which is the main talk among all the Postal Officials. We are here to discuss our loss and gain in the past three years with an open mind in Our IX Federal Congress.

HOMAGE

Many National and International personalities and active leaders of the Union passed away during the period. Notable among them are :

Smt. Lakshmi Sahgal, Captain, Jhansi Rani Regiment of INA of Netaji Subhash Chandra Base Shri. Karuna karan, Former Congress Leader, Shri. Jothi Baasu, Former Chief Minister of West Bengal, Shri. Y.S Rajasekara Reddy, Ex. C.M. A.P., Shri. Ashok Pawar. Former Circle Secretary, Maharashtra, Shri. K.V. Narayanan, Ex-Secretary, NUR-C, Shri.G.P. Naidu, Ex-NFPTE Leader, Wife of Shri. Audhi narayana, Former Secy.Gen.NFPE and wife of Sri K.G. Bose, former NFPE Leader.

40 passengers died in the fire-accident took place in one of the coached in Delhi-Tamilnadu Express near Nellore, Andhra Pradesh on 30-7-2012.

Further We pay profound homage to all known and unknown persons who worked for the improve ment of the working class during this period of review.

VIII FEDERAL CONGRESS:

The VIII Federal Congress was held in Ahmedabad from 23.5.2009 to 25.5.2009 at Dharti Vikas mandal, Naran pura, Ahmedabad-380013. 141 delegates (P/III=52,P/IV=52, R/III=14 and R/IV=9, Ex-Officio=14) =141 and equal number of visitors attended. The Congress was presided over by Sri. Shakeel Ahmed Burney, President. A colourful open session was well organized by Sri. C.P. Nayi and his team. Sri. Barkat Bhai one of the industrialists of Ahmedabad inaugurated the open session. Sri. C.P.Nayi welcomed the gathering. The following addressed the session. S/Sri. D.Theagarajan, T.N.Rahate, D.Kishen Rao, A.H. Siddiqui, G.K.Padmanabhan, B.M.Ghosh, Gurudev Singh, Dharia Singh, Kulkarni and P.S.Babu. Many officers and well-wishers sent greetings to the Congress. On 24.5.2009 the House approved the agenda. The report for the period 01.10.2005 to 30.4.2009 was placed by the Secy-General at 11 a.m. After a long deliberation, the report was adopted at 2.45 p.m. After the lunch, the secretary (Fin) presented an audited report for the period 2005-2006, 2006-2007, 2007-2008 and 2008-2009. The accounts were passed by the House. The agenda was taken up. Delegates participated in the debate with interest. The Secretary-General then replied on all the points raised by the delegates. The second day proceedings were over by 8.30 p.m On

25.5.2009, some constitution amend ments were proposed and approved by the Congress. After this, a note on policy and programme was placed by the Secretary- General and it was unanimously approved. In the presence of observer deputed by the Dept. Sri.H.M.Malek, the election of office-bearers was conducted. The following office-bearers were elected unanimously:

	S/Shri.
President	: T.N.Rahate (Mah)
Working President	: Rajat S.Das (WB)
Vice Presidents	: 1. Shakeel Ahamed Burney(UP) 2. G.P.Muthukrishnan, (T/N) 3. Subhash Choudhry (Delhi) 4. K.Gunasekaran, (T/N)
Secretary General	: D.Theagarajan
Deputy Secy.Genl	: B.S.Kashid (Mah)
Asst.Secy.Genl.	: C.P.Nayi (Gujarat) B.Shivkumar (Kar) Sekhar Mukherjee (WB) G.Shankar Goud (Andhra) D.Rajendran (T/N)
Secretary (Finance)	: Brij Mohan (Delhi)
Asst.Secy.(Finance)	: Sham Singh (Delhi)

The General Secretaries of NAPE 'C' NUPE PM & Gr'D' NUR'C' and NUR-IV were elected as Departmental Council members. M/s. Lall & Co was appointed as Auditor.

INTERNATIONAL RELATIONSHIP/ SCENARIO:

According to the UNI Report, thousands of employees lost their jobs world-wide during this period. Much more expected Mr.Obama, President of

USA, has not brought any fruitful development/achievement in his country. Euro melt has affected the Mexico totally and Italy partially.

In the united States where the crisis originated, 2.8 million properties with a mortgage received a foreclosure notice in 2009 alone. By the end of 2008, the Unites States also became the World's largest debtor country, registering US \$ 13.6 trillion total debt. It was followed by the United Kingdom, US \$ 9.4 trillion; Germany, US \$ 5.3 trillion, France US \$ 5 trillion; and netherland US \$ 2.4 trillion.

In a historic reversal of roles (Boquet, 2011) the biggest creditors to the United States are now China (US \$ 891.6 billion), Japan (US \$ 883.6 billion), UK (US \$ 541.3 Billion), Oil-exporting countries (US \$ 218 Billion), Brazil (US \$ 180.8 Billion), Caribbean Banking Centres of Bahamas and Cayman Islands (US \$ 155.6 Billion), Hongkong (US \$ 138.2 Billion), Canada (US \$ 134.6 Billion), Taiwan (US \$ 131.9 Billion) and Russia (US \$ 106.2 Billion).

However the Congress does not want to analyse the economic condition of every country. Global economic crisis leads to a reduction in business activities and threatens, jobs and prosperity. The present problems may have begun in the finance of banking industry. But the downturn has spread to other sectors of the economy. The Postal and Logistics sector will not escape untouched.

UNI GLOBAL UNION RESPONSE TO THE G20 :-

Since the onset of the financial crisis, UNI Global Union has tirelessly

worked for global financial reform. UNI efforts are beginning to succeed. The conclusion of G-20 Summit in London set out a work plan for strengthening the financial supervision and regulation that reflects many of the demands of the global trade union movements and more particularly of finance global union. The G-20 Agenda has changed the form of promoting de-regulation and short-termism into one aiming at a sustainable risk-conscious financial system that serves society and the economy as a whole. In particular, we welcome the goal of the G-20 to establish a strong and consistent global frame work of financial supervision and regulation that sets high standards for financial markets and companies. In view of the G-20, a key purpose is to support sustainable growth and serve the needs of business and people. However still not sufficient account is taken of the role of employees in ensuring a properly functioning finance industry. UNI will keep pursuing the theme.UNI, together with its affiliates and the global trade ;union movement will now step up its activities to ensure that the G20 plans are followed up in a way which ensures trade union involvement. UNI Global Union General Secretary Philip Jennings and UNI Finance Global Union President Allan Band were part of the G-20 global union delegation. The global unions met with several heads of government, including G-20 host and UK Prime Minister Gordon Brown, at Downing Street, President Lula of Brazil, President Motlanthe of South Africa, and the Prime Minister Rudd of Australia. Working sessions also took place with the heads of the International Monetary Fund (IMF) and World Trade Organisation(WTO), Strauss-Kahn and Pascal Lamy.

We have seen a sea change in the political agenda away from neo-liberalism. We will continue our work to address the policy challenges and redirect the globalization. For UNI, the security of employment and the livelihood of employees are the paramount issue in the response to this economic and financial crisis.

Important Global Events in the Postal Sector during the period under review is enclosed as Annex-1

WALL STREET AGITATION

Newyork Stock Exchange is situated in Wall Street, Newyork. We are aware that American economy and trade are weakening day by day. This results in huge loss of jobs. The young job-seekers organised a demonstration in the Wall Street. Subsequently middle class people also the struggle. This has gradually spread to European countries also. The demands of the agitators are i. Multi-national companies are paying good salary for officers but they are not paying reasonable salary for their employees; ii. MNCs are not allowing to organise unions in the industry; iii. MNCs are not appointing regular employees but they accomplish their work through outsourcing. These are main demands of the wall street agitators. Above all, they strongly and forcibly plead that USA Govt. should tax heavily on rich people and the tax-revenue should be spent for the have-nots.

NATIONAL SCENARIO

The General Elections-2009 have resulted in vast changes-gains and losses to parties. The Congress gained by 56

seats over 2004 elections. BJP lost 18. CPM lost 28 and Left front as a whole last 35 seats.

201 seats for congress (from 145) is a tremendous improvement. Many reasons are adduced for the change.

1. People wanted a stable Government.
2. Third and Fourth fronts were rejected by the people,
3. The stand of Left front on nuclear deal and its withdrawal of support at the fag end of the term were not approved by the people.
4. Changing sides (from UPA to other fronts) were considered by the people as sheer opportunism and they rejected them.
5. Left parties could not succeed in facing the challenge posed by Trinamool Congress and Congress in West Bengal.
6. The NREGS, RTI Act, Forest Tribal Act, waiving of disinvestment, loan waiver for the farmers were some of the pro-people action under the UPA Government that helped the Govt.to get greater support from the public.

We are not very much concerned about the causes for the results. But we are only concerned over the future of the country in general and future of Central Govt employees in particular.

The Indian Government claims global economic crisis does not affect the Indian economy but the statement of the Govt. is not true. While presenting the 2012-13 budget, our Finance Minister

said that I have to be cruel to be kind. This was not a first budget for Shri. Pranab Mukherjee. It is the seventh budget and on all previous occasions, he would quote lines from Rabindranath Tagore and now he quotes from Shakespeare's Macbeth. This clearly shows how he has changed his mind from Indian to European. The Govt. of India is unable to control rise in prices such as Wheat, rice, vegetables, Dhall, LPG and Petrol. The corruption has become rampant in all fields. Where it will end? We cannot predict now.

FDI IN RETAIL MARKET :

Both the Prime Minister and President of India are strongly advocating allowing FDI in Retail Market in India saying that alone will control the price-rise of the essential commodities. Moreover, it will ten million jobs in India. But in reality, if the FDI is allowed in Retail Market, more than 20 million Indians will lose jobs and this will create a social unrest in the country. In the last three decades, retail business was not in vogue in America & Western Countries. The retail business was done by MNCs. In 1969, a small retail business firm was started in USA. Now that grew well and its income is Rs. 25 lakhs crores. viz., it is one fourth of our Country's total production. We do not know how our Govt. believes that wall mart is doing retail business. According to the researchers, entry of wall mart into our country will be a disaster one. Wherever Wall Mart appears, native retail business people will get vanished.

Fortunately in India four important Chief Ministers such as Sri Nitish Kumar of Bihar, Smt. Mamta Banerji of West Bengal, Smt. Jayalalitha of Tamilnadu and Sri Naveen Patnaik of Odisha have strongly opposed the entry of wall Martk in our country.

COMMON ISSUES OF CENTRAL GOVT.EMPLOYEES:

Though the 6th CPC granted a moderate changes in the allowances, they have not granted need-based minimum wages as per the 15th ILC conventions. The highest salary fixed by the 6th CPC was Rs. 90000/- and the lowest was Rs. 5740/-. The gap between the highest and the lowest is widening by every pay commissions.

NATIONAL ANOMALY COMMITTEE

Consequent on the implementation of the recommendations of the 6th CPC, National Anomaly Committee was constituted by the Government.

1. Major national anomalies are stepping up of pay of the promotee senior with direct recruited junior on or after 1.1.2006. This was agreed to and Finance Ministry issued orders on 29.2.2010 and in turn our Dept. issued orders vide No. 1-9/2010-PCC dated 5.1.2011. However it is reported from many Circles that this was not implemented properly.
2. Uniform date of increment for all officials created another anomaly: Officials who were appointed between July and December are placed better due to advancement of their increment date than those who were

entered the Department between 2nd Jan and 30th June. This was agreed and arrears were paid.

Details of the National Anomaly Committee meeting and decision thereof furnished as Annex-2

INTRODUCTION OF MACP :

On the recommendations of the 6th CPC, the Govt. introduced MACP scheme from 1.9.2008. It replaced the ACP in the Central Govt. civilian employees. We are aware that senior leaders Sri.G.K.Padmanabhan and Sri. Adinarayana did not agree for the ACP scheme when it was offered to Central Govt. Employees at the time of 5th CPC. They took decision to continue the promotion under TBOP and BCR scheme. After seeing the MACP scheme, our Federation elicited opinion from all the Circle Secretaries. Almost all the Circle Secretaries welcomed the MACP scheme. The Federation pointed out some discrepancies in MACP scheme and it was circulated to all. After a long debate within our Federation, MACP scheme was accepted. Subsequently both Federations gave letter to the Department accepting the MACP scheme. Based on this, the promotion schemes under TBOP/BCR were withdrawn w.e.f. 31.8.2008. However our NUR 'C' CHQ has given a letter to the Dept. stating that MACP scheme and usual promotion should run concurrently in respect of MMS Drivers. To this, the Department did not agree. Then, Driver categories were left out initially. Afterwards, Department of Personnel issued orders stating that staff car drivers are entitled to MACP scheme along with usual promo

tion. After this, the Department extended this promotion to MMS drivers also. Our Department issued orders for grant of MACP vide O.M.No.4-7(MACPS)/2009/PCC dated 18.9.2009.

SALIENT FEATURES OF MACP

1. Three Financial upgradation will be granted to all Central Govt. employees with 10 years interval (Viz 10-20-30). This takes effect from 01.9.2008.
2. No change in the designation. The promotion means financial upgradation with the benefit of fixation of pay under FR.
3. Screening Committee should meet twice in a financial year viz. first week of January and first week of July for processing the cases for grant of promotion under MACP scheme.
4. No stepping up of pay.
5. No fixation of pay on regular promotion will be allowed if it is in the same grade pay as granted under MACP. If higher grade, pay, only difference of grade pay is admissible on regular promotion.
6. Financial upgradation would be on non-judicial basis subject to fitness. There is no bench mark application upto Rs.2800/- grade pay. Thereafter application of bench mark, "Good" will be required upto Rs.6600/-(G.P).
7. No reservation.
8. If regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation no financial

upgradation shall be allowed. He will not be eligible for further financial upgradation till he agrees to be considered for promotion again and the second and the next financial upgradation shall also be deferred to the extent period of debarment due to the refusal.

MACP ANOMALIES:

- a. As regards TBOP/BCR, financial upgradation was granted based on the completion of 16/26 years of service in a cadre whereas in MACP personal promotion such as competitive examination is also taken into account and MACP is denied to such officials. This should be changed.
- b. Bench mark should be removed upto PB-2.
- c. Stepping up of pay should be allowed.
- d. MACP scheme should be made effective from 1.1.2006 instead of 1.9.2008. These are the anomalies pointed by us to Sri.M.Raghaviah, Leader Staff Side (JCM). Copy of the letter addressed to staff side leader is enclosed as annexure.

Our letter addressed to Sri M. Raghaviah in this regard is reproduced below.

To
Sri M. Raghaviah
General Secretary
NFIR
3, Chemsford Board
New Delhi 400 055.

Sir,

Sub : MACP - Anomalies.

This is in continuation of our earlier discussion on the subject.

In the Postal Department, we had two promotion schemes viz., TBOP and BCR. An official who has completed 16 years of service in basic cadre will be promoted to next higher grade of pay under TBOP Scheme. This scheme was introduced in the year 1984.

In the year 1991, BCR Scheme was introduced and in that an official who has completed 10 years of service in TBOP Scheme will be promoted to next higher grade under BCR Scheme.

Both financial upgradation under TBOP and BCR schemes were granted to promotee officials as well as direct recruits without any disparity. Because it is a financial upgradation and not promotion. Further, in the recruitment rules of PA/SA Cadre, 50% of the posts were earmarked for departmental candidates and 50% for direct recruitment. Direct recruits are now chosen based on the results of the competitive examination conducted by the Department. Earlier i.e. before the year 2010, the direct recruits were selected based on the marks obtained in the school final examination among the applicants.

For the remaining 50% of posts which are reserved for the departmental candidates, the Department will conduct the limited departmental competitive examination and candidates will be selected based on marks which they scored. The departmental candidates are not selected based on their seniority. It is very clear that the departmental candidates were promoted based on the

results of the limited competitive Examination.

The standard of the examination for the promotees is equal to that of Direct recruits. The examination comprises of papers in English, Maths and Postal Manual. Whatever the promotion granted to direct recruits, the same yardstick is applied to departmental candidates in granting promotion. Because the nature of duties are the same both to Direct recruits and promotees. Our argument is that any promotion obtained by limited competitive examination should not be counted while granting promotion under MACP scheme.

Further a great disparity in the VI pay commission is caused to promotee candidates due to merger of scales.

The following table will explain the disparity.

S. No.	V Pay Commission Scale	Corresponding VI Pay Commission scale
1.	2750-70-3800-75-4400	4860-20200 with
2.	3050-75-3950-80-45900	Various grade pay
3.	3200-85-49000	Rs. 1800, Rs. 1900, Rs. 2000
4.	4000-100-6000	Rs. 2400 & Rs. 2800
5.	4500-125-7000	

In the earlier scheme of TBOP & BCR, the officials who were promoted from Group 'D' cadre to Group 'C' cadre, their pay will be fixed in the scale of pay of Rs. 4000-100-6000. After 16 years of service, an official will be placed in the scale of pay of Rs. 4500-125-7000. After completion of 26 years of service, the official will be placed in the scale of pay of Rs. 5000-150-8000. The higher scale

was granted both to direct recruits and promotee officials on the term of financial upgradation and not on promotion.

It is not out of place to mention here that MACP scheme clearly states that it is only a financial upgradation and not promotion. Therefore the financial upgradation granted under TBOP & BCR scheme to promotee officials should be continued in the MACP Scheme for the postal employees. Because they are promoted only through examination and not based on the seniority. Moreover, after introduction of MACP Scheme, the departmental candidates are not interested to write departmental examination for further promotion. For instance if a Postman/Mail Guard continued in the same cadre, after completion of 30 years, he will be placed in the grade pay of Rs. 4200/-. But if he is promoted as Group 'C' based on the examination, he will be placed only in the Grade pay of Rs. 2800/-.

Our ultimate request is that under any circumstances, promotion got by promotee candidates through limited competitive examination should not be counted while granting financial upgradation under MACP Scheme as far as Postal Department is concerned.

Further CAT, Jodhpur in its judgment dated 22-5-2012 has clearly pronounced that promotion to the Postal Assistant Cadre should not be counted as promotion and the official who was promoted from the limited competitive examination should get three promotions in the PA cadre after promotion into the cadre. Copy of the judgment is enclosed for favour of perusal.

In view of the above, my Federation requests the staff side Leader, MACP Anomaly committee to get justice from the Govt. through your valuable argument for the sake of promotee candidates of Postal Department.

Thanking you,
Yours Sincerely,
(D. Theagarajan), Secretary General

The Govt. of India constituted a committee to exclusively deal with anomalies arising out of MACP scheme. First meeting was held on 25.2.2010 and second meeting on 15.9.2010 and third meeting on 17-7-2012.

All the details available in Annex-3

RELAXATION APPOINTMENT:

The Govt. has taken a decision that compassionate appointment will be made to the extent of 5% of the vacancies per year. JCM standing committee discussed the issue several times with the Govt. But the Govt. replied that the decision taken was based on U.K. Nagpal's case by the Apex court. According to the staff side, the Supreme court in the above said judgment has not stipulated any quota of 5 % for compassionate appointment. It was not agreed by the Official side. However the Staff side objected repeatedly to uphold the judgement of the Supreme Court for the particular case. It was agreed that they will discuss the case separately with Joint Secretary (Establishment). Nearly a decade is over. Till now discussion was not held with Staff side. However the Railway Board is granting liberal relaxation appointments for their deceased employees. We do not know how the

Department of Railways can overlook the DO P&T orders and grant such liberal compassionate appointments. Federal Congress may discuss the issue in depth if required.

CGHS AND P& T DISPENSARIES :

When the CGH Scheme was introduced, it was doing well. Gradually standard of CGHS has become down. Of late, life saving drugs like Deriphyline, and other important drugs, antibiotics are not available with the CGHS. Patients are directed to purchase outside by spending their money. The amount was reimbursed as and when funds are allotted. therefore a good number of serving employees are not utilizing the CGHS scheme. Earlier CGHS authorities used to refer the cases of serious illness to the reputed private hospitals which are recognized by the CGHS. The entire hospital charges were reimbursed by the CGHS. But now-a-days this facility has also gone. This has resulted in many serving employees are put into a lot of hardships during their emergency medical requirements. Employees are not interested to continue in CGHS scheme. The Govt. also wants to wind up CGHS dispensaries. But CGHS employees insists on not to close down CGHS dispensaries. Being the trade union, our position is embarrassing one. The 6th CPC has recommended introduction of health insurance scheme for all Central Govt. employees and pensioners. The Govt. has not so far taken any decision in this regard.

POSTAL DISPENSARIES

In the Postal Dispensaries the authorities are misusing the fund. In

some circles, we have received complaints about Doctors. We have brought irregularities of Postal Dispensaries to the notice of Hon'ble Minister of State during the last Postal Welfare Board Meeting. He has assured that he will take care on the above subject. A good number of employees desire to have CGHS in the place of Dispensaries. The Federal Congress may discuss the issue if necessary.

ACTIVITIES OF THE DEPARTMENT

PROJECT ARROW

Project Arrow was introduced by then communication minister Sri.Jyotir Aditya Scindia in April 2008. The concept of Project Arrow is good. While implementing, so many irregularities take place. However we do not want to expose those irregularities in this report. Project arrow is not extended to RMS as on date.

CORE BANKING : The Department proposes to introduce anywhere/any time/any branch banking through core Banking solution. As a first step, the Department is going to issue prepaid card scheme very shortly. Anyhow let us hope it will be implemented shortly.

BUSINESS ACTIVITIES : The Department has set up Business Development Directorate in the year 1996. This Directorate was later on reorganized as Business Development and Marketing Directorate to become an independent Division in 2007-2008. Business Development and Marketing Directorate manage and market Speed Post, Logistic post, e Payment, e-post. Retail post and Bill Mail

Service. We have pointed out many lapses in the system to the Secretary Department of Posts for rectification.

AMENDMENT TO IPO ACT: The Somnath Chatterjee Committee suggested amendments to the IPO act. The courier lobby described the report of the committee as death-knell to the courier business. Later on many dilutions were made to the recommendations of the committee. However the amendments are not tabled in the parliament and finally Dept. has withdrawn. The Bill is going to be redrafted and it may be tabled in the parliament.

Details are published in Annexure-4

TECHNOLOGICAL DEVELOPMENT IN THE DEPT.OF POSTS:

The Department signed a contract with M/s Accenture Services Pvt.Ltd for modernizing functions of the post offices. In the meeting conducted on 23.11.2010. The Member (Technology) explained future functioning of Post offices in India.

BRIEF AND CURRENT STATUS ON PROPOSAL FOR SETTING UP POST BANK OF INDIA

In order to grow organically both as a financial services provider and as a source of revenue for the Posts, Postal financial services need to be provided by a commercially stable and regulated banking entity rather than directly by the Post office. Also Core Banking is being introduced in 26000 post offices with another 1,39,000 post offices being connected through rural ICT. Not only will a shift to a post bank provide a better return on this massive investment

but the presence of this new technology will help make the shift to a post bank relatively easy. The demand for rural banking is particularly high with only 39% of rural households covered by the institutional banking services. India Post is best situated to fulfill this need because of its large network and its brand creditability by setting up a Post Bank. Globally a number of Postal organizations have also transformed their financial services into a Post Bank, Kiwi Bank, La Banque Postale (France).

More Details are enclosed as Annexure 5.

NATIONAL POSTAL POLICY :

The government is planning to separate the functions of policy making, regulations and operations of the over 150 year-old Department of Post (DoP).

Sources in Ministry of Communications and IT said Kapil Sibal has asked for setting up a body to oversee the unbundling (Split) of DoP's functions.

An independent body named Postal Development Board (PDB) will be responsible for the overall development and governance of the postal sector. The PDB will also draw a road-map for unbundling of postal department functions.

"The idea is to develop Indian postal sector as a full-fledged market, bring in more service providers to enhance employment and contribution to nation's GDP."

A recent review meeting of the entire sector, chaired by Sibal, found that in some European countries' the sector contributes between 0.6-0.9 per cent of their GDP.

However, the contribution of the estimated Rs 15,000-crore in Indian Postal sector is much lower. Private players have been demanding unbundling of the department's functions for a level-playing field and growth of the sector.

At present, DoP — which has around 5 lakh employees — is the sole body responsible for policy making, regulations and providing postal service.

The over 100-year old Indian Post Office Act, which governs the sector, bars any individual or entity from delivering letter for commercial purpose.

The business of private courier companies is built around delivering documents, parcels and others items which do not fall under the category of 'letter'.

Sri Sibal has asked DoP to create a framework to support small and medium postal operators and new models to encourage entrepreneurship in the sector.

The minister has also instructed DoP to constitute a Postal Advisory Board (PAB) which should have representation from government, industry players, academics and other stakeholders.

The role of PAB will be to provide inputs to PDB on policy matters. PDB will be set up under Secretary (Posts) and will include Secretaries of Department of Economic Affairs, Department of Electronics and Information Technology, Department of Commerce and two members from Postal Services Board.

SALIENT FEATURES OF DRAFT NATIONAL POSTAL POLICY, 2012

- 1. Setting up a 'Postal Development Board' for overall development and governance of Postal Sector. Besides this, the Board will draw roadmap for unbundling of functions (operations, regulation and policy making) in postal sector over a period of time, in order to develop an organized, competitive, effective, well governed and commercial postal market in India.**
- 2. Constitute Postal Advisory Council comprising policy makers, postal operators and other stakeholders. The council will be an advisory body for effective implementation of the policy.**
- 3. Create, Institutional Framework for continuous data collection from all postal operators. Collected data will be used to develop postal indicators and quality measurement systems.**
- 4. Develop minimum & fair standards and quality measurement systems for all postal operators. Govt. to support small and medium postal operators to provide quality services and encourage entrepreneurship in the sector.**
- 5. Create 'Postal ICT and R&D Fund' to ensure adequate flow of investment into postal R&D to enhance and standardize utilization of ICT in the sector.**
- 6. Promote Public Private Partnership for Development in the sector.**
- 7. Government to Develop National Postal Infrastructure (transportation system, addressing database and standards, automated mail sorting, database management systems etc.) which will be sharable among all postal operators.**
- 8. Develop Vocational training Framework for the postal sector through institutional linkages between postal and other sectors and between postal sector and educational institutions.**
- 9. Adopting a pragmatic and equitable approach for managing the USO.**
- 10. Transform post offices into public delivery channel for services like e-commerce, e-governance and financial inclusion. Post Offices to be identified as Primary Public Access Points (PPAP) for these services.**
- 11. Strengthen India Post by redesigning business structures with sufficient autonomy, digitizing and connecting all post offices and establishing Post Bank of India.**
- 12. Implement strategies to reduce the carbon footprint of the postal sector including harnessing renewable energy sources like solar, biomass and wind.**
- 13. Attract investment to facilitate expansion of National Postal Infrastructure in rural and undeserved areas.**
- 14. Organize studies and campaigns for increasing public awareness on the developmental role of the sector.**
- 15. Launch of Special Purpose Vehicle (SPVs) and Joint Ventures (JVs) to promote collaboration between the government and the private sector in commercial ventures.**

16. Amend the Indian Post Office Act 1898 to meet the objectives of National Postal Policy 2012.

The draft National Postal Policy enclosed as Annexure 6.

IMPORTANT EVENTS/STRIKES THE PERIOD UNDER REVIEW:

Many Important events took place in our Industry during the period under review. We are unable to narrate all the events in this report. However we wish to bring out the very important events in brief:

STUDY TOUR :

The Dept. deputed 8 Office bearers of Unions and 2 Officers to participate in a Study Tour. Our Federation nominated S/Shri. T.N.Rahate, D.Kishan Rao and A.H.Siddiqui. The Team had visited Royal Mail Office, England (U.K.). From NFPE, Secetary General and Four General Secretaries participated. The Official side was represented by S/Shri. A.K.Sharma, Former DDG (Estt) and Subash Chander Ex. Director (SR).

RRR CANDIDATES

At last justice was done, though belated. The Supreme Court pronounced judgment on 30-7-2009 directing the Department to absorb as many as 204 RRR candidates immediately. Service rendered by RRR candidates will count for all purpose except arrears. This is a magnificent victory. Efforts of RRR candidates of Tamilnadu Circle and sincere support extended to them by our FNPO will be cherished for ever.

In regard to absorption of IA candidates, the Department of Posts has issued orders to absorb them. But Tamil nadu Circle has sought unnecessary clarification from the Directorate. Therefore the matter has been referred to Law Ministry. Finally, all the IA candidates were absorbed.

However about 120 RRR Candidates who have not approached the court are not yet considered for absorption by the Department. Now they filed the case in the Apex Court.

Apex Court judgment furnished as Annexure 7.

Massive Demonstrations : The Postal JCA called massive demonstration at all the level right from the branches demanding 1. Early implementation of GDS committee recommendations with the suggestions of Staff-side duly incorporated.

2. End discriminations in bonus quantum ceiling between regular and GDS as per the Bonus Act amendments.
3. Remove the arbitrary cap of 60 days in PLB for Postal employees.
4. Fill up ADR vacancies on 2005-06 & 2006-07 in all wings and of all cadres including MTS.
5. Expedite cadre review of all cadres in Department of Posts.
6. Stop abolition of Postmen posts and beats and stop harassment of delivery staff and instructions in violation of P&T Manuals in Project Arrow Offices.
7. Cancel the order for compulsory pay disbursement through bank cheques and direct credit system.

8. Re-fix the eligibility for OTA proportionately to the 6th CPC wage level and clear all pending OTA bills.
9. Re-fix the wages of all casual labourers and part time contingent RRR employees on the basis of the 6th CPC wages.
10. Grant Child Care Leave to all eligible women employees.

Historic demonstration before Dak Bhawan, New Delhi on 03.07.2009.

A massive demonstration was organized by Delhi colleagues on 03.07.2009 under the Presidentship of Sri.T.N.Rahate in front of the Dak Bhawan New Delhi. More than 1000 demonstrators were participated.

SAVE RMS :

The Postal JCA met on 28.10.2009 and discussed attack on RMS and decided to go on Strike from 15.12.2009.

There was a tremendous response from the RMS wing. General Secretary, NUR-C and IV toured along with AIRMS Union General Secretaries. The present Secretary called discussions on the demands. More than 10 hours discussion went on 27.11.2009 and 28.11.2009. On 30.11.2009 agreement was reached with Chairperson Postal Board. The Department agreed not to close any RMS office and further also agreed not to merge SROs with HRO. Moreso, the Department agreed one of the Staff side representative will be included in the consultancy team (Mckinsy).

The Charter of demands enclosed as Annexure 8.

MARCH TO PARLIAMENT :

ON 3-3-2010 Hundreds of Postal Employees gathered and demonstrated near Parliament House under the banner of Postal JCA, demanding the following :

1. Down Gradation of GDS SOs into GDS BOs unilateral introduction of cash handling work norms for BPMs, Denial of Prorata Wages, Disparity in PLB to GDS, Non-revival of GDS committee etc.
2. Non revision of Wages to full time & part time contingent employees & GDS substitutes
3. Violation of Status Quo agreement on RMS & MMS and transferring HSG/I posts to ASRMs in RMS
4. Unilateral implementation of Post masters cadre without considering cadre review proposals.
5. General attitude in ignoring the staff side before taking any important decision affecting the interest of Postal staff.

The demonstration was presided over by Sri T.N. Rahate, President FNPO. The following addressed the gathering:- S/Sri K.Raghavendran, K.V. Sridharan, D. Kishen Rao, Suresh, A.H. Siddique, Giri Raj Singh and SGFNPO. After the demonstration, a brief note was submitted to Hon'ble MOC & IT on unilateralism and violations of agreement by Department of posts as well as on the issue of GDS and Casual Labours. Postal JCA decided to meet again after re-verification process is over and organize serious programme including higher form of action if there is no progress on the issues.

INDEFINITE STRIKE FROM 13.7.2010

The Postal JCA met on 14.5.2010 and unanimously decided to go on strike.

The 18 Charter of Demands and Minutes of the meeting enclosed as Annexure 9 :

Indefinite Strike – 13.07.2010 : The Postal JCA decided to go on Strike from 13.07.10 based on the 18 charter of Demands and Minutes of the meeting enclosed as *Annexure 10*.

MEETING WITH MCKINSEY & CO

Mckinsey & Co arranged a meeting on 15-7-2010. The meeting was chaired by the Secretary, Posts. From the official side, following attended. Member (O), CGM (Mail Business), GM (PLI) and other officers. From the staff side, General Secretaries of RMS Unions General Secretaries of P III Unions, President FNPO and Circle Secretary, U.P. Circle Sri R.K. Tripathi.

In the meeting, FNPO strongly opposed the nomination of Mckinsey & Co. The Department made a power point presentation about the future plan of the Department mail network processing. The Department wanted to discuss the some issues in the meeting. Due to our strong opposition, it was not discussed.

FNPO pointed out irregularities found in the terms of reference and conveyed our views to the Department FNPO is proud that only our Federation alone pointed out the lapses found in the terms of reference.

The terms of reference and our view enclosed as Annexure 11.

INTRODUCTION OF FREIGHTER AIR CRAFT :

The Department introduced two new Freighter Air-Crafts. It operated from 27-7-2009. After seeing the mail arrangement, our CHQ sent a telegram to the Secretary, Posts to drop the proposal on the reason that earlier transmission cost per day was Rs. 60 lakhs while the present transmission cost is Rs. 1 crore. That is, the Department is paying Rs. 40 lakhs per day more. But mails were delayed compared to earlier. The Postal Services Board did not agree with us. They argued that the system was going well. We submitted enough records to prove our argument. After a long debate, the Department at last relented and cancelled the Freighter Air Services.

Details of Freighter Air Service and debates thereon are furnished at Annexure 12.

SPEED POST NET WORK REDESIGNED

Re-structuring of Existing operational Net-work and processing arrangements for Speed post operation

The Department issued orders on the subject on 25-10-2010. On seeing the order, we sent a protest letter to the Department which is enclosed as *Annexure 13*.

MAIL NETWORK OPTIMIZATION PROJECT

This detail is available at Annexure 14

INDEFINITE STRIKE FROM 17.1.2012:

Central JCA decided to go on indefinite strike on 17.1.12 and served Strike Notice on 15.12.2011 based on 25 Charter of Demands.

Demands and minutes of the meeting enclosed as Annexure 15:

STRIKE MEETING

The Chairperson Postal Board conducted a meeting on 10-1-2012.

STRIKE CALLED OFF

The proposed indefinite strike is called up by the postal JCA.

MINUTES OF THE MEETING TAKEN BY SECRETARY (POSTS) WITH POSTAL JOINT COUNCIL OF ACTION (PJCA) ON 10-1-2012 ON THE CHARTER OF DEMANDS ENCLOSED AS *Annexure 16:*

Out station allowance: Our long pending issue of O.S.A has been settled.

The Organizational restructuring Meeting on 09.07.2012

Staff side was represented by R.N Parashar and Shri D. Theagarajan. The following was presented by the FNPO.

1) Future Of Post Offices - (Power Point Presentation)

Response of FNPO to the Terms of refernces of the Meeting :-

TOR - (1)Revisiting the norms for creation of new Postal Division and Regions as well as upgradadtion of class II Division into Class I Division

Response of FNPO : Status Quo should be manitained

TOR - (2) Study the fesaibility of organizational restructuring of field formations (Circle and below) keeping in

veiw the emerging needs for India Post in the New Socio Economic environment.

Response of FNPO : Under any circumstances the FNPO will not accept the organizational restructuring (Indirect corporate model like telecom)

TOR -(3) Reveiw of norms for upgradadion of Post Offices:-

Response of FNPO : FNPO agreed the proposal of department but before finalizing the norms staff side should be consulted.

TOR - (4) To study the fesiabilty of strengthening/creation of Postal Assistants/Sorting Assistants Posts in veiw of the increased need of System Administrators

Response of FNPO :- FNPO agreed veiws of the department . The officials may be selected keeping in veiw of the emerging need of Post Offices/Sorting Offices by suitably ammending the recruitment rules.

ADDITIONAL SUGGESTIONS

GIVEN BY FNPO:

1. Regional Offices should be merged with Circle Offices
2. Under any circumstances Postal Operations should not be divided as three groups such as mail business/ banking/Insurance

COMMON ISSUES :

HSG/I RECRUITMENT RULES:

As on date UPSC has not cleared HSG/I recruitment rules. UPSC raised the questions such as vast variation in the number of posts i.e. UPSC questioned us

as to how the number of posts increased now from 250 to around 1700 (as on 1976 Recruitment Rules we have only around 250 Posts). This has resulted in HSG/I Recruitment Rule has not been finalized as on date, though the Department sincerely made attempts to finalise the recruitment rules.

APM (ACCOUNTS)/ACCOUNTANTS:

The Dept. has agreed to implement the LSG Accountant Rules 1976, and re-locate the LSG/HSG-II posts proportionately to the accounts cadre. Instructions were issued on 09.3.11. However there is still problem in proportionate distribution of APM (Accountants) posts among the LSG/HSG-II/HSG/I. This is being protracted on one pretext or other.

The issue of taking special allowance into accounts for the pay fixation benefits to the PO & RMS Accountants : The Karnataka High Court upheld the orders of the CAT and order to take the special allowance for pay fixation benefits. The Dept. has sought opinions from the Head of Circle for filing of SLP against the decision in the Supreme Court. Based on the Ministry of Finance's Advice, the Department directed the Chief PMG Karnataka to file the case against the High Court decision (SLP). Further based on the revised LSG rules for APM (Accounts) 2011, the Seniority in the entry cadre, i.e. PA/SA has been taken for grant of promotion to LSG instead of date of passing the examination This issue discussed in length during the strike time but no solution is found so far.

CADRE RE-STRUCTURING :

The Member (P) Postal Services Board convened a meeting on 16.8.2008, One of the item for discussion from the staff side in the above meeting was Cadre Re-Structuring. At that time, FNPO demanded that a committee should be constituted for Cadre Re-Structuring. Further FNPO wanted paper on Cadre Restructuring from the Department. It was not agreed by the Department. After this, the FNPO circulated a paper among the FWC members based on the suggestions received from the various sources and finally FNPO submitted a paper on Cadre Restructuring to the Department. For this there was no response from the Department. Thereafter Dept. has constituted a Committee with 3 staff side members. FNPO demanded four members instead of 3. It was also not agreed by the Department. But Dept. has agreed to give one Observer from the FNPO side. It was agreed by the Federation and FNPO nominated, Sri.D.Kishen Rao as member and Sri.T.N.Rahate as Observer. From NFPE side, staff side Leader Sri. K.V.Sridhar and Giriraj Singh were represented. The Committee was headed by Sri. A.K.Sharma. Sri.A.K. Sharma conducted three meetings, re-structuring was discussed at length and he has submitted a proposal to the Member (P). But it was not discussed with the staff side thereafter. Again staff side demanded the Dept. to know about the recommendations of Sri.A.K.Sharma committee. This was not disclosed. After a prolonged discussion in the strike negotiation meetings, the Dept agreed to appoint new committee for Cadre

Restructuring. This time Depart did not call for the nominations from the Federations, On the their own they nominated, Sri.D.Theagarajan and Sri.D. Kishen Rao from FNPO and Sri. K.V.Sridhar and Giriraj Singh from NFPE. FNPO Once again opposed the proposal and demanded representatives from P/4 union should be included in the Committee. After a long discussion Dept agreed to include 2 representatives of P/4 Union. Sri.T.N.Rahate and Sri. IShwar Dabas were included in the Committee. The Committee met thrice. In the last meeting held on 29.5.2012, the following broad understanding was reached

1. POSTAL ASSISTANT

- (i) The proposal of the Staff side to upgrade 11395 single handed post offices and 6719 Double handed post offices to the status of LSG will be considered.
- (ii) The present Post Masters in 3732 triple handed post offices and also the present LSG POs to the extent of 6989 will be upgraded to the status of HSG II.
- (iii) The present HSG II and HSG I posts to the extent of 3352 Posts will be amalgamated.
- (iv) A separate identification to the extent of 30% of HSG I posts as non-functional Group 'B' posts with grade pay of Rs. 4800/- will be formed.
- (v) 1/3rd of the total LSG, HSG II, HSG I will be carved out as Postmaster Grade-I, Grade-II, and Grade-III respectively.

(vi) The posts of System Administrators will be made as LSG.

(vii) PO & RMS Accountant will be made as a separate channel of promotion by identifying the Posts of LSG, HSG-II and HSG I posts.

The RMS, Circle office and SBCO staff will be considered as per the ratio finalized in respect of the Postal Assistant cadre.

The Official Side accepted the above proposal and assured to consider the above and come out with the final decision shortly. As requested by them a common proposal of the Staff side has been submitted on 29.5.2012.

CADRE REVIEW FOR POSTMEN/MTS :

The official side argued that the MTS cadre is a common category to all Central Govt establishment therefore there is no feasibility for Cadre Restructuring in MTS cadre. The staff side did not agree with this. No final decision has not been taken so far. With regard to Postmen the Dept.agreed to give promotion to the Postmen percentage-wise in the MACP. FNPO sought information under RTI from all the Circlesto find out the number of Postmen in MACP/I, II & III. FC may discuss the issue. Our earlier suggestions enclosed as *Annexure 17*.

SHORTAGE OF STAFF

Shortage of staff is a menace to our Department. According to the book of information of India post the staff strength of regular employees as on 31-3-2000 were 2,91,637. In 2008, it were

2,11,018 (i.e.) 18619 posts were left unfilled.

In the case of GDS, as on 31-3-2000, there were 3,09,649 GDS. But in the year 2008, it were 2,76,155 i.e. 33494 posts were remaining unfilled. In short, during the period 19% of posts were not filled up. But the Govt. ordered the reduction of only 10% posts.

However, the issue was taken up by staff side vigorously. It yielded results. The Government had dropped the ADR plan scheme and screening Committee w.e.f. 1-4-2009 vide DOPT Om No. F.No. 218/201-P.I.C. dt. 9-4-2009. In turn the Dept. has cleared the vacancies of the year 2008 to the extent of 2255, after subjecting the vacancies under Screening Committee. 2684 and 2447 posts were approved for recruitment for the years of 2006 and 2007. In fine, all the pending 1/3rd vacancies for the three years from 2006 to 2008 were cleared. The Government dropped the Screening Committee on the advice of the VI CPC recommendation. But the Govt. refused to accept creation of posts recommended by VI CPC. This has resulted in big blow on the Department like India Post. However, after the strike negotiation, on the instruction from the DG Posts, the DDG (P) conducted a meeting on 13-7-2010 calling all the DPS (Headquarters) to access exact number of vacancies of PA/SA cadre. Due to this, roughly 18000 PA/SA posts were filled up. This has given adequate solace to our manpower problem.

FILLING UP THE RESIDUAL VACANCIES

The issue of non-filling of residual vacancies was discussed by the staff side

with the various forums. This yielded results and in that more than 12500 PA/SA posts were ordered to be filled up during the period under review.

OUTSOURCING

Though both the Postal Federations oppose the outsourcing, the Postal operations in BPCs and Speed post hubs are now outsourced to the extent of 90%. This is really a sorry state of affairs. Federal Congress may discuss the issue very seriously.

OUT-SOURCING RECRUITMENT PROCESS

The Department of Posts has decided to entrust its recruitment work to the private firm by way of out-sourcing. Orders to this effect have been issued by the Directorate to all Heads of Circles vide DG Posts No. A-34012/12/2011-DE dated 5-4-2011.

The gist of the recruitment process :

1. Advertisement will be published in the important National Newspapers,.
2. Application forms will be at the cost of Rs. 50/-
3. Application forms will be printed by one particular firm.
4. Examination will be conducted turn-key basis through approved Agency.
5. Certificates will be scrutinised and checked after selection.
6. DPS (Head Quarters) will be the nodal Recruitment officer.

We do not know as to why the Department is giving this Recruitment work by way of outsourcing instead of

giving the same to the staff selection commission.

CLOSURE OF POST OFFICES

Though the Directorate's orders are very clear for not to close post offices, some Heads of Circles are not adhering to the Directorate's principles. The present Secretary, Posts is very firm and she has issued instructions to all Heads of Circles not to close any post office. If at all closure of post office is necessary, that post office should be simultaneously relocated and not to be closed. The Circle Secretaries should be vigilant on this issue.

BONUS

During the period under review, 60 days bonus were granted. As per the existing formula as PLB, we are entitled upto 65 days bonus. But the Ministry of Finance has taken arbitrary decision and cap was fixed as 60 days. FNPO has taken up the issue with the Ministry of Finance but no fruitful results have emanated. Further the Ministry of Finance has directed our Department for creation of new bonus formula. But no new formula has yet been finalized.

PFRDA BILL

Our Federation recorded a strong protest against the PFRDA Bill. We organized 'March to Raj Bhavan' on 24-8-2011. In some places it was organized in different dates. A memorandum against the PFRDA bill was submitted to the Prime Minister through the Governor.

Copy of the Memorandum sent to Prime Minister through Governor is enclosed as Annexure (FS Sep. 2011)

LONG PENDING ISSUES

PROBLEMS OF CASUAL LABOURERS :

A committee was constituted under the Chairmanship of the then Chief PMG Assam Circle. Committee discussed the following issues:

1. Regularisation of Casual Labourers in the Department or alternative method to absorb the Casual Labourers;
2. Issue relating to their pay consequent on the implementation of 6th CPC; The Committee submitted the report and it is under consideration of Postal Board.

CONTRIBUTORY NEGLIGENCE:

Even though several orders and judgments are in existence, in several circles, the provisions of contributory negligence is being misused and officials are punished under the purview of unbecoming of a government servant. After the discussions on strike charters, the department has released an order which is insufficient and also not a speaking one. The menace of misusing the provisions still continues. Even on imaginary grounds and flimsy reasons, the innocents have been proceeding under this factor. Federal Congress may discuss this issue.

COUNTING OF PAST SERVICE OF RTPS :

The Department has rejected our repeated plea. The Federal Congress may discuss the issue and give permission to file the case on this subject.

NON REVISION OF OTA :

The Last OTA rate was revised after implementation of the 4th CPC. Nearly 3

decades have lapsed and the issue was discussed during the strike negotiations. The present Secretary was in favour to revise the OTA rates. The matter was taken up with Group of Secretaries, but the Finance Ministry is not in favour of revising the OTA rates.

SECTIONAL ISSUES

POSTMEN ISSUES

Under the banner of JCA, the staff side demanded a separate committee to discuss the Postmen's issue which were pending years together. The demand to constitute a committee was accepted. The committee was constituted under the chairmanship of Smt. Kalpana Tiwari for the first time.

One meeting was held and the minutes were issued. Subsequently another committee was formed to discuss postmen issues under the chairmanship of CGM (PLI). Two meetings were held. Most of the Postmen issues were settled.

President FNPO played a vital role on Postmen issues in the committee. Except norms for Postmen, all the issues stand settled. Orders issued on Postmen problems in the last one year:

1. Filling up of Posts of Mail overseers, Cash overseers and Head Postman – reg.
(37-4/2012 SPB-I dated 19.04.2012)
2. Grant of Travelling & Daily allowance to Mail overseers in place of night halt allowance – reg.
(No. 1-02/2012-PAP dated 17.01.2012)

3. Grant of Cycle maintenance allowance to postman – regarding
(No. 1-02/2012-POAP dated 17.01.2012)
4. Grant of uniform and kit maintenance allowances – reg.
(No. 14013/03/2010-UP dated 10.02.2012)
5. Payment of Incentive to RPLI Sales Force
(No. 35-18/78 (PLI) dated 06.10.2011)(PLI Directorate letter No. 35-18/78 (PLI) dt. 06.10.2010)
6. Manner of delivery of Speed Post Articles containing passports
(No.57-01/2010-BD&MD dated - 11.04.2012)
7. Change in designation of Sorting Post men
(No.25-20/2008 PE-1 dated 17.4.2012)
8. Associate Union representatives in the process of purchase of Uniforms
(No.23-5/2007-UPE (Pt) dated 03.01.2012)(DG(P) No. 23-5/2007-UPE(Pt.) dated : 05.01.2012)
9. Formation of a Committee to discuss issues relating to Postmen-Change in its composition
(No.1/2/2010-SR dated 09.01.2012)(DG(P) No.1/2/2010-SR Dated : 09.01.2012)
(DG(P) No.17-103/2007-GDS dated : 06.01.2012)(D.O.No.8/15/2011-SR Dated 25.12.2012)
10. Induction training to PA LGO candidates by conducting in house training
(No 1-19/2010-Trg dated 28.9.2011)

11. Huge pendency of Speed post incentive bills – clearance

(No.57-01/2005-BDD&MD dated 12.03.2012)

12. Incentive to Mail Overseers for procuring RPLI business.

(No. PLI 30-1/2010-LI dated 21.02.2012)

More details available in Annexure 18.

POSTMASTER CADRE:

Consequent on the induction of technology in Postal Operations, the Dept felt that there is immediate requirement of professional Manager to manage the Postoffices. Hence the cadre of Postmaster was created by carving out the posts from the existing LSG/HSG-II/HSG-I. After creation of the Postmaster cadre, the department laid down the following conditions: 1. The Official who joins the Postmaster Cadre is not permitted to decline his promotion; 2. The Official who joins the above cadre is not eligible to appear for the IPO Examination. Both issues were discussed in the strike negotiations meeting by the staff side.

SYSTEM ADMINISTRATOR

The issue relating to separate scale of pay for system Administrator has not yet been accepted by the official side clearly. During the strike meetings and in cadre Restructuring meetings many suggestions were taken up for discussion but not finalized.

MARKETING EXECUTIVES

Creation of separate establishment of Marketing Executives in the Dept. of

Posts and the demand for LSG scale of pay for this post are still under discussion in Cadre Re-structuring committee.

RMS :

During the period under review, the functioning of RMS was totally changed after introduction of Re-designing of First class mail offices and re-designing of Speed Post net work. The Federal Congress may discuss the RMS issues if necessary.

MMS :

MMS was totally neglected for the past one decade. After the 17.1.2012 strike negotiations, Dept. appointed cadre restructuring committee under the PMG Hyderabad (BD), three meetings were over. Let us hope best from the committee.

MNOP

The Department wants to re-design our mail network operation in respect of I class, II class and speed post. In this connection, they have appointed McKinsey & Co. by paying Rs. 12.66 crores. Our Federation sought all the information under RTI Act and we challenged the terms of reference under the banner of JCA. A strike call was given. As a result, the Department has appointed a committee under the chairperson M/s. Manjula Parasher, present Secretary Dept. of Posts. Both the Federations' Secretary-Generals represented the staff side in the committee meeting.

The committee met five times. Finally the committee reached an agreement that there would be no reduction of staff strength and no transfer of staff.

The terms of reference, of the committee and MNOP Committee minutes are enclosed as Annexures.

GDS ISSUES :

Our Federation played a vital role to settle the GDS issues during the period under the banner of Postal JCA. In the month of June, FNPO and NUGDS jointly conducted massive demonstration in front of the Circle Office. Memorandums were submitted to the Heads of Circle addressed to the DG New Delhi. After the programme, the Secretary General FNPO and General Secretary NUGDS met the Private Secretary of MOC and submitted the Memorandum of the following issues :

1. Protection of TRCA to GDS.
2. Fixing the norms for cash handling by BPMS as Rs. 5000 for one point of work.
3. Fixing the Bonus ceiling pay limit as Rs. 3500/- for GDS employees.
4. Grant of compassionate appointment liberally dispensing with the merit points.
5. Grant of medical facilities to GDS employees.
6. Declaring GDS employees as Civil servants and make them eligible for all service benefits on par with the Central Govt. employees.
7. Re-introducing GDS Service & conduct Rules removing GDS Engagement Rules.

ISSUES OF CIRCLE OFFICE/ REGIONAL OFFICE :

Our Administrative Union has recently been recognized by the Depart

ment. The main issue of the Circle/ Regional Office is the acute shortage of staff. The issue was discussed during the strike negotiation meeting. Recruitments were taken place in the last annual recruitment plan. Another major issue is – Decentralisation of PLI/RPLI. This issue was also discussed in depth during the strike meeting. Federal Congress may discuss both the issues.

CIVIL WING :

Our Civil wing Union was recognized in the last verification. The main issue was – shortage of staff. The issue was discussed during the strike meeting by our Dy.Genl.Secy, Sri. Anthony.

MINUTES OF THE MEETING HELD BETWEEN THE REPRESENTATIVES OF JOINT COMMITTEE OF ACTION AND THE CHIEF ENGINEER (CIVIL) IN THE CHAMBER OF THE CHIEF ENGINEER (CIVIL) DEPARTMENT OF POSTS, DAK BHAWAN, NEW DELHI ON 1ST JULY 2011 is enclosed as *Annexure 19*.

SBCO :

The main issue in the SBCO is - shortage of staff. The Directorate recently sanctioned good number of officials during the annual recruitment plan. Due to the formalities in recruitment mode many officials have not joined yet physically in the dept. Further under contributory negligence the innocent SBCO officials were punished. There is no separate record room for the SBCO to preserve the records.

DAP ISSUES (ACCOUNTS)

More than 150 JAO Promotees who were wait listed in PA/SA Cadre were absorbed after a long struggle.

Our DAP Kerala Circle Secretary has taken up the issue with then opposition leader and the present Chief Minister, Sri Oomen Chandy. In turn, Sri Oomen Chandy took the issue with MOS and MOC. Finally all the wait-listed JAOs were absorbed. Our Sincere thanks to Sri Oomen Chandy, Chief Minister of Kerala.

The cadre restructuring of the Postal Accounts is the prime talk in the strike negotiations. It was agreed by the Dept. But the final order has not yet been issued so far.

RELATIONSHIP :

WITH ADMINISTRATION:

Mr. I.M.G. Khan and Ms.Radhika Doraisamy have held charge of Secretary Department of Posts. At present Ms. Manjula Parasher is holding charge as Secretary, Dept. of Posts. The relationship continued to be very cordial.

WITH UNI

As and when invitations are received, FNPO deputed participants for National & International seminars. During the period under review from P/IV, S/Sri. T.N.Rahate, Ashok Pawar, Gulam Rabbani, Smt.Soma Ghosh were deputed to National Seminars. From NUR-C, S/ Shri. Christudas, Rabindrapatnaik, Smt. Valliammai were deputed. The Secretary General has attended 3rd World Congress of UNI in Nagasaki from 09.11.2010 to 12.11.2010. Sri. Joe-De-Bruyn, a leader of Australian Commerce Union has been elected as New President. Sri. Philip Jennings has been re-elected as General Secretary.

Shri. T.N.Rahate has been nominated to attend Asia Pacific Regional Conference but he did not attend the same due to Strike Preparation/ Meetings. The UNI APRO conducted a seminar in Jakarta on 28th & 29th July 2009. Secretary General FNPO participated in the above seminar.

WITH ASIA PACIFIC REGION :

Our beloved Regional Secretary, Bro. Christopher Ng. helped us whenever necessary. During verification process, he has granted 22 Seminars. This has helped us to improve our membership. Our sincere thanks to Bro.Christopher. We also thank Bro. Eiichi Ito, Director, UNI Global Union, Asia Pacific Region Tokyo who sent all the International Postal events every month regularly to our Federation.

WITH INTUC:

The Unions of FNPO are affiliated to INTUC. No union pays affiliation fee except NUR-C. FNPO receives invitations for Working Committee Meetings, Invariably we don't attend.

WITH NFPE :

For common issues, we coordinate with NFPE. In JCA we function together. In Some Circles, the coordination is not satisfactory.

WITHIN FNPO :

All the affiliated FNPO Unions functioned in a team's spirit with concrete coordination. This helps us to improve the image of FNPO.

WITH CONFEDERATION:

The Central Govt Employees Confederation in which FNPO is an affiliate is

not functioning effectively since the affiliates have no time to concentrate.

MEETING WITH DEPARTMENT

DEPARTMENTAL COUNCIL :

Departmental council meeting was held on 27.8.2010 after a long gap of 4 years. Second meeting was held on 10-2-2012.

Staff side has notified 135 items. Only 70 items were discussed in the first meeting . The remaining important items which were not discussed in the strike negotiation were discussed the Strike Meeting.

Minutes of the meeting is enclosed as Annx-20.

DEPARTMENTAL ANOMALY COMMITTEE:

The Departmental Anomaly committee was constituted. The FNPO was represented by Sri.D.Theagarajan and Sri.D.Kishan Rao. We have notified the subjects through Staff side leader. Departmental Anomaly committee meeting was held on 05.02.2010.

The Minutes of the meeting is furnished as Annx-21.

STANDING COMMITTEE MEETING : (2-2-2012)

After a long gap, Standing committee was constituted under the chairmanship of Member (P). One meeting was conducted during the period under review to discuss the pending items in the Departmental Council.

MNOP MEETINGS : Details of MNOP meetings are furnished elsewhere.

ROUND TABLE CONFERENCE :

Hon'ble MOC conducted a Round Table conference on Postal Policy on 01.02.2012. Our Federation was represented by Shri.T.N.Rahate, President FNPO.

SPORTS BOARD MEETING

During the period under review three Meetings were conducted. All the meetings were represented by the Secretary-General. Latest Minutes are enclosed as Annexure.

The Minutes of the meeting is furnished as Annx-22.

WELFARE BOARD MEETING

During the period under review, two meetings were conducted. The two meetings were attended by the Secretary -General. Latest Minutes are enclosed as Annexure.

The Minutes of the meeting is furnished as Annx-23.

PERIODICAL MEETINGS :

The last periodical meeting was conducted during 2006. Thereafter no periodical meeting was conducted. Last month Department called for the subjects from the Unions/Federation for the periodical meeting.

AUDIT OBSERVATIONS OF C & AG DURING THE PERIOD UNDER REVIEW:

Summary of audit observations on the working of Department of Post provided by C & AG is as follows:

Audit report No.CA-14 of 2008-2009. Civil (Compliance Audit Observations)

Ministry of Communications and information Technology.

DEPARTMENT OF POSTS:

Irregularities in issue, discharge and accounting of Post office savings certificates. Department of Posts allowed ineligible investment in Post Office Savings Certificates that led to irregular payment of interest of Rs.21.32 Crore. This also resulted in unauthorized payment of Commission of Rs.98.09 lakh to the agents Short recovery of commission from the Department of Telecommunications and Railways. Postal Accounts Offices failed to recover commission at revised rates for the disbursement of pension, resulting in short recovery of commission of Rs.8.62 crore from Railways and Dept. of Telecommunications. Failure to realize dues and penal interests thereon. Postal dues and penal interest totaling Rs.110.70 lakhs remained unrecovered under the "Book Now Pay Later Scheme".

Audit Report No.9 of 2010-2011 (Union Government (Civil) (Compliance Audit Observations).

Ministry of Communications and information Technology.

Department of Posts Irregular Payment of Commission basis. In contravention of the codal provisions, five Head Post Offices in Bihar Circle made irregular payment of commission of Rs,81.32 Lakh for obtaining bank drafts from nationalized banks.

EXCESS PAYMENT OF HAULAGE CHARGES:

Failure to verify the claim of haulage charges made by Railways results in excess payment of Rs.2.10 Crores.

ORGANISATIONAL REVIEW

MEMBERSHIP VERIFICATION:

Based on the judgement of Madras High Court, the Dept. conducted Membership verification. Last date for submission of declaration from Members to DDO was fixed as 15.5.2009. The Dept. issued orders of verification on 17.4.2009. The re-verification was necessitated due to filing of case by BPEF on the reason that verification should be conducted by the Head of the Division and not by the DDOs because DDOs are belonging to particular unions and as such there may be possibilities of malpractice. The Rajasthan High Court stayed finalization of membership verification process based on the writ petition filed by BPEF at Jodhpur. The BPEF sought more time for submitting declarations – at least 8 weeks. This was accepted by the Department also and the Department granted more time. Another writ petition was filed by the BPEF at Patna High Court saying that recognition already granted to NFPE and FNPO should be withdrawn. But no orders were passed by the court on their petition. The Department ordered fresh verification and issued order thereof on 18.2.2010 fixing last date as 26.4.2010. After issue of this order, one more writ petition was filed in Madras High Court demanding cancelling trade union

facilities of AIPEU-C, NAPE-C and IRM & ASRM Associations. In the same petition, the BPEF challenged the provisional recognition granted to NFPE and FNPO. Based on the judgment of the Madras High Court in this regard, the Department has issued orders cancelling the foreign service of GS, AIPEU-C and GS NAPE-C. Against this order, both NFPE and FNPO P/III General Secretaries approached the court for retaining of foreign service and conduct of re-verification of membership. This was accepted by the court and in turn the Dept. restored the facilities. The membership verification was over and results of the verification were announced by the Dte. on 22.9.2010 under 13/1/2010-SR. The following FNPO affiliated unions were recognized :-

1. NAPE-C secured 20.74 by increasing 1.66% compared to last verification;
2. NUPE PM & MTS secured 20.5% by increasing 2.68% compared to last verification;
3. NUR-C secured 27.12% by increasing 4.22% compared to last verification;
4. NUR-IV secured 27.22 % by increasing 4.32 % compared to last verification;
5. Civil Wing (Non Gazetted) secured recognition. This is new Union of our Federation.
6. AIPAOA (FNPO) was recognized recently.
7. GDS Union have secured requisite percentage for recognition. But there are differences in the official figures. We have challenged this with documents.

8. AIPAOA (Accounts) – We have not

secured requisite percentage for recognition. However our membership is sizably increased when compared to earlier verification.

9. SBCO – The General Secretary of this Union switched over his loyalty to another Federation after the re-verification process announced. Therefore we are unable to secure more membership.

DEFECTS IN THE VERIFICATION :

There are many defects in the verification process. They are :

1. Staff strength has not been compiled by Circles correctly. Vacancies have been wrongly included. Officials who are on adhoc appointment and on officiating basis were allowed to give declarations.
2. In the Group-D verification, declarations from Casual Labourers and contingent staff were included.
3. In administrative office officials who are on deputation were allowed to give declarations for the administrative union.

Unless the defects pointed out above are rectified the verification will be imperfect.

Therefore Our Federation suggests a few proposals to the Department.

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

2. Division/Circle Heads should give a certificate for the correction of the figures specially stating that vacant posts, adhoc posts have been excluded from the actual staff strength.

FEDERAL WORKING COMMITTEE :

Two Federal working committees were conducted during the period under review. (1) On 8.8.2011 at Chennai and (2) on 02.07.2012 and 03.07.2012 at New Delhi.

Minutes of the meeting enclosed as Annexure 24.

RECOGNITION TO THE FEDERATION :

Government granted recognition to the Federation vide letter No.6/2/2002/SR-Vol-II dated 01.03.2012 – Our Federation was recognized without any condition. But NFPE Federation recognized with condition.

FEDERAL SENTINAL :

In the last three years we are unable to publish Federal Sentinal regularly. We published only 17 issues instead of 36. I deeply regret for the same.

NEED FOR CASUAL LABOURER UNION IN FNPO

Though our Federation strongly opposes out-sourcing and Casual Labour system in the Dept., this menace cannot be stopped. Moreso, even in the developed Countries, out-sourcing is on the increase and employment of regular employees is decreased. Keeping this

change world-wide, we have to organise an union for this group of employees. FNPO has already constituted a committee with five members-one from A.P., one from - Karnataka, one from Kerala, one from Maharashtra and one from Delhi. But as on date we have not formed formal organisation for this employees. The FC may discuss this issue and recommend solution.

THE NEED FOR ORGANIZING THE WOMEN EMPLOYEES

During the period under review, 62% to 65% women employees were recruited. Federal Congress should discuss on the issue very seriously and strategies should be found to earmark certain percentage of posts from Branch level to Federation level for women employees.

THE NECESSITY TO ORGANIZE YOUNG EMPLOYEES

Federal Congress should evolve strategies to reserve certain percentage of posts from Branch level to Circle level in respect of young employees in order to develop our organization in the days to come.

CIRCLE CO-ORDINATING COMMITTEE

Federal Congress strongly recommends for revival of FNPO Circle Co-ordinating Committee in every circle. At present we have a co-ordinating committee in Circles for name-sake. Federal Congress strongly urges all Circle Secretaries to form and ensure effective functioning of Co-ordinating Committees in the days to come.

COMMUNICATION FROM FNPO TO VARIOUS OFFICES / FORUMS

As many as 375 letters emanated from FNPO to various forums/offices describing the problems of our affiliated unions. Most of them were found solution. We are unable to publish all the above letters in order to avoid unnecessary printing cost.

SG FNPO Spent 450 days for the Federation / CHQ NUR 'C' work during the period under review. Details of SG FNPO schedules are available in FNPO website.

K.R. BIRTH CENTENARY:

As decided by the Federal Working committee held in Chennai on 8.8.2011 KR Birth Centenary was celebrated in a grand manner circle-wise. The details of the celebration is as under :

On Sep 2011 : AP Circle, Oct-2011 = Delhi, Nov-2011 – W.B/Bihar, Dec-2011 = Odisha, Jan2011 – Karnataka, Feb-2011 Maharashtra, March 2011 –Chhattisgarh, April-2011 – W/B, May -2011 – Kerala, June -2011 Assam and July 2011- Gujarat
The following Circles celebrated KR Birth Centenary in a grand manner without merging with any other programmes: Delhi, Odisha, Karnataka, West Bengal and Chhattisgarh. Other Circles celebrated the birth centenary with their Circle Conference. We thank all the FNPO affiliated Circle Secretaries for their sincere co-operation in this regard.

As part of the Birth Centenary celebration, a colourful book on KR has been published with the collaboration of UNI Global Union, Asia and Pacific Region. We thank Bro. Christopher Ng.

Regional Secy., Asia & Pacific Region UNI Global Union and Sri V.V. Rathneswara Rao, former GS NUGDS.

FINANCIAL REVIEW :

The Audited accounts for the period under review are appended separately in the report. It is seen that we have not received proper quota from the affiliated unions properly and regularly. We have not received even 40% of the quota.

For the austerity measures, the Secy.Genl FNPO has stopped Part time clerk, Part time typist and full time attender for the last 8 years in the Federation Office. As on date the SG FNPO spent more than Rs. 70000/- by taking loan. The Federal Congress should take decision to appoint one clerk by paying Rs.3000/- per month either in Federation office or in staying place of Secretary General. As of now, our financial position does not permit to offer Foreign Service to the Secy.General.

THANKS

OUR THANKS TO SHRI. G.K.P

Our Headquarters Secretary, Sri. G.K.Padmanabhan guided our Federation promptly during the period under review. His valuable suggestions improved our image on many issues. Last few months, he was unable to attend our Federation work as before due to his health condition. This has affected the normal functioning of the Federation in day-to-day affairs. Let us pray to the Almighty to give enough strength and sound health to render his inestimable service to our Federation in the days to come – Long Live GKP.

OUR WEB-SITE:

Our Federation has maintaining the Website for the past four years. Our average viewers is roughly 520 to 600 daily. We update the website almost daily in the last one year.

Our sincere thanks to Sri.S. Narayanan, who designed the website four years back. We also thank Sri. Ravi chandran, who is helping to prepare a power point presentation as and when needed. We also thank Sri. V. Manikavelu and Sri. Satishchander.

We conclude this report with hearty vote of thanks,

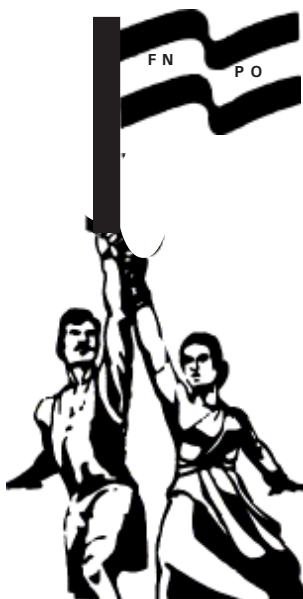
1. To our members for their unstinted support
2. To Our General Secretaries/Circle Secretaries/Divisional Secretaries/Branch Secretaries for their selfless dedicated work particularly during the re-verification process.

3. To The Officers in the Directorate,
4. To Heads of the Circles, Regions, Divisions for their cordial Co-operation with our Union Office bearers;
5. To Bro.Christopher Ng, Secretary, Asian Pacific Region, UNI.
6. To Bro. Eichi Ito, Director UNI;
7. To UNI for their deep concern in the development of FNPO support and assistance.
8. To all those who guided and assisted in the functioning of the Federation.
9. Our special thanks to Sri.G.K.Padma nabhan, Secretary, Central Head quarters.

By Order
Federal Working Committee
D. THEAGARAJAN
Secretary General

New Delhi
31-7-2012

FNPO Zindabad
INTUC Zindabad
UNI Zindabad



LALL & Co.,
Chartered Accountants
31, Sirifort, New Delhi



Ref. No. A/25

The Secretary General,
Federation of National Postal Organization,
New Delhi.

Sub : Audit Report for the year Ending 31-3-2010.

Dear Sir,

In continuation of our Report on the Balance Sheet as at 31st March 2010 our observations are as under:-

- 1. Quota Subscription Rs. 124043/- :** That there is no check on the exact amount of the Quota due from each Branch Union. This some branches, Unions have not remitted whereas some have not remitted correctly. It was also explained that the Quota is accounted on receipt basis if Quota amount is received after the closing i.e. 31st March the same will be accounted in the next year only. And the same was confirmed by the Secretary General.
- 2. Cash and Post Office Balances Rs. 65855/-:** We noticed that no separate cash and bank balances have been taken over. The balances are taken in the end of the month which includes both cash and post office balances and same was confirmed by the Secretary General.
- 3. Suspense Rs. 1461/- (Dr.) :** We noticed that this balance is coming from the previous year and we again suggest that the same should be adjusted after verification and the same has been confirmed by the Secretary General.
- 4. Loan A/c. :-** We noticed that during the year loan of Rs. 4200/- was received the full amount of Rs. 4200/- was refunded during the year and the same has been confirmed by the Secretary General.
- 5. Capital Fund Rs. 78550.6/-:** We noticed that a sum of Rs. 1501/- being the Excess Expenditure of over income was transferred to Capital Fund Account and the same was confirmed by the Secretary General.

Place : Delhi

Date : 31-3-11

V-46, Opp. Central Bank of India, Chandni Chowk, Delhi 110 006.

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

Income and Expenditure Account for the year Ending 31-3-2010

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
To Books & Periodicals	537.00	By Quota	124043.00
Misc. Exp.	20286.00	Donation	82451.00
Conveyance	5140.00	Interest	942.00
Honararium Secy. HQ	18000.00	UNI Affiliation Fee	10000.00
Honararium (S/F)	7100.00	Journal	110.00
Honararium (ASF)	2900.00	Excess of Expenditure over Income	1501.00
Photo stat	6686.00		
Postage	19042.00		
Auditor's Remuneration	4000.00		
Printing & Stationery	2571.00		
Sumputaries	1200.00		
Office Establishment	1200.00		
JCA	1880.00		
Telephone	13622.00		
Water & Electricity	18253.00		
UNI	32500.00		
DATA	3344.00		
Licence Fee	7890.00		
Telegram	151.00		
Federal Congress	29006.00		
Journal	7740.00		
FWC	15999.00		
Total	219047.00	Total	219047.00

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 31-3-11



M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-3-2010

LIABILITIES	AMOUNT	ASSETS	AMOUNT
CAPITAL FUND :		OFFICE EQUIPMENT FUND:	
As per last year	80051.65	As per last year	10153.01
Less : Expenditure		FURNITURE ACCOUNT :	
Over Income	1501.00	As per last year	421.64
	78550.65	SECURITY DEPOSIT :	
LOAN ACCOUNT :		As per last year	660.00
Loan Received	4200.00	CASH AND P.O. BALANCES:	
Loan Paid	4200.00	Cash in hand	9215.00
	0.00	Cash at Post Office	56640.00
		SUSPENCE ACCOUNT :	
		As per last year	1461.00
TOTAL	78550.65	TOTAL	78550.65

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 31-3-11

LALL & CO.,
Chartered Accountants



M.No. 088032

LALL & Co.,
Chartered Accountants
31, Sirifort, New Delhi



Ref. No. A/25

The Secretary General,
Federation of National Postal Organization,
New Delhi.

Sub : Audit Report for the year Ending 31-3-2011.

Dear Sir,

In continuation of our Report on the Balance Sheet as at 31st March 2011 our observations are as under:-

- 1. Quota Subscription Rs. 163721/- :** That there is no check on the exact amount of the Quota due from each Branch Union. This some branches, Unions have not remitted whereas some have not remitted correctly. It was also explained that the Quota is accounted on receipt basis if Quota amount is received after the closing i.e. 31st March the same will be accounted in the next year only. And the same was confirmed by the Secretary General.
- 2. Cash and Post Office Balances Rs. 45510/-:** We noticed that no separate cash and bank balances have been taken over. The balances are taken in the end of the month which includes both cash and post office balances and same was confirmed by the Secretary General.
- 3. Suspense Rs. 1461/- (Dr.) :** We noticed that this balance is coming from the previous year and we again suggest that the same should be adjusted after verification and the same has been confirmed by the Secretary General.
- 4. Loan A/c. :-** We noticed that during the year loan of Rs. 5000/- was received the full amount of Rs. 5000/- was refunded during the year and the same has been confirmed by the Secretary General.

Place : Delhi
Date : 10-4-12

V-46, Opp. Central Bank of India, Chandni Chowk, Delhi 110 006.

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

Income and Expenditure Account for the year Ending 31-3-2011

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
To Books & Periodicals	60.00	By Quota	163721.00
Misc. Exp.	9201.00	Donation	1300.00
Conveyance	3315.00	Interest	928.00
Honararium Secy. HQ	10500.00	TA/DA	3000.00
Honararium (S/F)	7200.00	Journal	365.00
Honararium (ASF)	3000.00	Excess of Expenditure over Income	20345.00
Photo stat	4541.00		
Postage	9260.00		
Auditor's Remuneration	4000.00		
Printing & Stationery	5380.00		
Sumputaries	500.00		
Office Establishment	2800.00		
JCA	1570.00		
Telephone Exp.	14121.00		
Water & Electricity	20974.00		
UNI	30645.00		
TA/DA	34373.00		
Telegram	320.00		
Journal	27899.00		
Total	189659.00	Total	189659.00

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 10-4-12



M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-3-2011

LIABILITIES	AMOUNT	ASSETS	AMOUNT
CAPITAL FUND :		OFFICE EQUIPMENT FUND:	
As per last year	78550.65	As per last year	10153.01
Less : Expenditure		FURNITURE ACCOUNT :	
Over Income	20345.00	As per last year	421.64
	58205.65	SECURITY DEPOSIT :	
LOAN ACCOUNT :		As per last year	660.00
Loan Received	5000.00	CASH AND P.O. BALANCES:	
Loan Paid	5000.00	Cash in hand	2124.00
	0.00	Cash at Post Office	43386.00
		SUSPENCE ACCOUNT :	
		As per last year	1461.00
TOTAL	58205.65	TOTAL	58205.65

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 10-4-12

LALL & CO.,
Chartered Accountants



M.No. 088032

LALL & Co.,
Chartered Accountants
31, Sirifort, New Delhi



Ref. No. A/25

The Secretary General,
Federation of National Postal Organization,
New Delhi.

Sub : Audit Report for the year Ending 31-3-2012.

Dear Sir,

In continuation of our Report on the Balance Sheet as at 31st March 2012 our observations are as under:-

- 1. Quota Subscription Rs. 153019/- :** That there is no check on the exact amount of the Quota due from each Branch Union. This some branches, Unions have not remitted whereas some have not remitted correctly. It was also explained that the Quota is accounted on receipt basis if Quota amount is received after the closing i.e. 31st March the same will be accounted in the next year only. And the same was confirmed by the Secretary General.
- 2. Cash and Post Office Balances Rs. 1541/-:** We noticed that no separate cash and bank balances have been taken over. The balances are taken in the end of the month which includes both cash and post office balances and same was confirmed by the Secretary General.
- 3. Suspense Rs. 1461/- (Dr.) :** We noticed that this balance is coming from the previous year and we again suggest that the same should be adjusted after verification and the same has been confirmed by the Secretary General.
- 4. Loan A/c. :-** We noticed that during the year loan of Rs. 58500/- was received the full amount of Rs. 7000/- was refunded during the year and the same has been confirmed by the Secretary General.

Place : Delhi

Date : 2-7-2012

V-46, Opp. Central Bank of India, Chandni Chowk, Delhi 110 006.

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

Income and Expenditure Account for the year Ending 31-3-2012

PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
To Books & Periodicals	240.00	By Quota	153019.00
Misc. Exp.	8217.00	Donation	1400.00
Conveyance	3910.00	Interest	754.00
FWC	3400.00	Court Case (Legal)	3000.00
Typing Exp.	1900.00	Journal	290.00
Honararium (S/F)	7200.00	Excess of Expenditure over Income	95469.00
Honararium (ASF)	3000.00		
Photo stat	4219.00		
Postage	6698.00		
Auditor's Remuneration	4000.00		
Printing	798.00		
Stationery	3159.00		
Licence Fees	11938.00		
Sumptaries	1846.00		
RTI Conversion (Legal)	26480.00		
Office Establishment	10275.00		
JCA	1880.00		
JCA Convention	23158.00		
Telephone Exp.	8647.00		
Website Exp.	4412.00		
Water & Electricity	40292.00		
UNI	43546.00		
TA	20578.00		
Telegram & Fax	82.00		
Journal	14057.00		
Total	253932.00	Total	253932.00

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 2-7-12



M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANISATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-3-2012

LIABILITIES	AMOUNT	ASSETS	AMOUNT
CAPITAL FUND :		OFFICE EQUIPMENT FUND:	
As per last year	58205.65	As per last year	10153.01
Less : Expenditure		FURNITURE ACCOUNT :	
Over Income	95469.00	As per last year	421.64
	-37263.35	SECURITY DEPOSIT :	
LOAN ACCOUNT :		As per last year	660.00
Loan Received	58500.00	CASH AND P.O. BALANCES:	
Loan Paid	7000.00	Cash in hand	124.00
	51500.00	Cash at Post Office	1417.00
		SUSPENCE ACCOUNT :	
		As per last year	1461.00
TOTAL	14236.65	TOTAL	14236.65

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D. THEAGARAJAN

Secretary General

Brij Mohan

BRIJ MOHAN

Treasurer

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 2-7-12

LALL & CO.,
Chartered Accountants



M.No. 088032

IMPORTANT GLOBAL EVENTS IN THE POSTAL SECTOR

1. Austrian postal union calls for strike action Wednesday, October 26th, 2011

Austria's postal union has called for strike action, unhappy at the treatment of workers during the modernisation of Austrian Post's network.

The Federal Executive of the Union of Post and Telecommunications Staff (GPF) voted unanimously yesterday to push for a strike to protest what it described as "unfair treatment" of workers.

The decision is now awaiting approval of the Austrian Trade Union Federation.

The GPF said "unreasonable measures" had been taken across Austrian Post in recent weeks, leading to "intolerable consequences" for its members, and that management had refused to alter their plans.

A "massive" post office closure programme around the country has seen workers moved against their will, the union claimed, "solely for financial reasons". In particular, the union has been claiming that older workers are being persuaded to take a small payment to leave, and that those who refuse face dismissal.

It is warning that a forthcoming restructuring of the Austrian Post delivery network could bring similar problems.

The union said: "Such an approach is unacceptable, and the Central Committee for the Post has in recent months made numerous attempts at dialogue with management to remedy these abuses."

STRIKE

Yesterday's vote gave the green light for preparations for a possible strike, which it has been suggested could take place as early as next Tuesday.

The union said the industrial action aimed to prevent the forced early retirement of Post employees and stop the dismissal of "hundreds" of staff as letter and parcel delivery and freight transport is outsourced to the private sector.

The union also demanded an end to the outsourcing of work and both an increase in staff numbers and protection from wage cuts.

Austrian Post has not yet responded to a request for comment, but its chief executive Georg Polzl told Austrian media that the union claims were "absurd", rejecting claims that performance reviews were being used to bully workers into leaving voluntarily.

He insisted that talks are being held with employees who either cannot continue to work, or who prefer to leave.

Polzl also rejected union claims that job losses would number in the hundreds, suggesting it would more likely be 20 to 30.

Collected by Chairul Anwar, Bandung, Indonesia.

E-mail address :chairulanwar49@operamail.com, chairulanwar49@gmail.com.

1. How to save the US Postal Service: A retired USPS worker speaks out

Published: Sunday, October 30, 2011, 10:30 AM

BY LARRY KAPENSTEIN

I am a retired city carrier from the U.S. Postal Service for almost three years now. I'm sure a good deal of people have been reading with interest about the Postal Service losing a lot of money the last several years.

When I worked at the Postal Service for three decades, I had suggestions on ways to save money, but they almost always fell on deaf ears. I was always a union man and still pay union dues to this day even though I'm retired. I wanted to say that up front because some of the things I'm about to say will offend union members, but I think it's more important that they be said now for the sake of all jobs.

First, it must be understood that there are two distinct types of letter carriers: city carriers and rural carriers. Most of the public does not know anything about the differences, but they are important distinctions for the running of the Postal Service.

I have four suggestions on ways to make our mail system more efficient:

1. Eliminate the uniform allowance that each city carrier gets each year. It amounts to more than \$400

a carrier. Multiply \$400 times the number of city carriers in the U.S., and it could save plenty of money. You do the math. Most of the time the carriers use up their remaining amount of the allowance just not to let it go to waste. They buy items they don't really need. Each carrier could be issued a badge or some other type of identification. Rural carriers do not wear uniforms, only city carriers.

2. Eliminate Delivery Point Sequence. This is something that the Postal Service invested in more than 20 years ago that most carriers despise. It makes delivering the mail much more difficult, but the Postal Service doesn't want to eliminate it because of the huge investment in machinery many years ago.

City carriers sort letter mail and their flats (large envelopes, magazines, catalogs, etc.) in the morning into sequence for delivery in one bundle. They then usually will have at least one circular (door-to-door delivery) as a second bundle to carry. Then on the way out of the door, they pick up their third bundle, their DPS mail that has been sorted by a machine.

This means that when they get to each house or business, they have to finger through three bundles of mail, one in your hand, one in your fingers and one on your forearm all while carrying a bag on your shoulder in all kinds of weather. They then gather those three together and make the delivery. Rural carriers, on the other hand, do not have to do this. They are permitted to sort all of their mail together in the morning into one bundle for easy delivery when they get to each address.

3. Eliminate daily overtime. I know this is a sacred cow, but the amount of money lost in overtime each year is tremendous. Rural carriers don't earn overtime the way city carriers do. Their routes are set each year to a certain amount of time. They do not earn an hourly wage such as city carriers. They come in each morning, sort all of their mail in one bundle, then deliver it. When they get done, they're done and go home, no overtime. Meanwhile, city carriers are hourly employees.

When they go more than eight hours, they get time and a half. When they go more than 10 hours, they get double time. Some city carriers add up to 60 percent additional salary or more every year due to overtime. Year after year when I worked there, we

would get a notice that they were going to reduce overtime. It would last a month or two and then everything would go back to the way it was.

4. Eliminate Saturday delivery. I know this would eliminate jobs, but this could be done through attrition or incentives toward retirement. Most of the public would be in favor of this. I know the union is against this because I suggested it many years ago, but we're talking about the survival of the U.S. Postal Service here.

Competition is fierce, and the Postal Service has obviously lost business in several areas, but that doesn't mean that it can't continue to exist with simple suggestions being implemented.

LARRY KAPENSTEIN is a retired USPS worker. He writes from Middletown.

1. Sri Lanka's Postal Dept - matching world standards - Post Master General

Dec 19, 2011.

Priyanka KURUGALA

Postal Department awards

* The 2011 world mail award in pursuit of excellence

* The public postal operator of Sri Lanka has attained quality management level c - valid until June 23, 2013

* e - pay automation system and selected country's best e - content applications in the category e - government institutions

* Certificate of appreciation in the competition on best government open source productivity tools and applications in the category of open source software application development - ICTA

* Certificate of appreciation in the competition on best government open source productivity tools and applications in the category of open source software application development - ICTA

* Best government open source productivity tools and applications category open source software - 2011.

* Certificate of merit awarded to Sri Lanka Post for documentary category in Suhada Sandeshakaru 2011

The Sri Lanka Postal Department made much progress during past four years. Now the Department is ready to extend its services to match

international levels. Certain corrupt activities which had been occurring in the Postal Department have been eliminated following the introduction of the new system. Therefore, the Postal Department will embark on a very successful rapid journey to achieve its targets. The Sri Lanka Postal Department was able to win eight international awards for its services. These victories are a testimony to the country's rapid progress.

The Daily News spoke to Post Master General M. K. B. Dissanayake on the new developments and programmes introduced by the Department to modernize the postal sector.

Post Master General
M. K. B. Dissanayake

Q: What will be the changes in the Department, after introducing new technology to the sector?

A: The most important aspect is developing the attitudes of workers to adapt to the new system. During past years the country has benefited from new technology to achieve many development targets in various sectors. However, the Postal Department has been unable to apply this new technology for a long time to provide an efficient service. Therefore many accusations have been leveled at the Department about the delay in delivery of letters, money orders, shortcomings in other areas and negligence of customers.

Providing many solutions to these problems and offering a quality service to the public under the new management, the Postal Department has introduced an e-money order system. Through these new methods the Postal Department has taken giant steps to ensure a speedy and quality service.

Q: What are the other areas you have concentrated on to develop the Postal Department to go global?

A: There are 647 main post offices and around 3,500 sub post offices throughout the country with seven estate post offices. We have introduced this money order system to all our main branches throughout the country. We have introduced the e-money order system. According to our statistics the Department has over 20,000 employees and 176 vehicles.

A number of programmes have been designed under the guidance of the new authority to make the Department more efficient and increase profits.

Q: What are the new innovations of the Department?

A: As the first and fundamental step we have commenced a programme to uplift the education levels of workers. During this current year we got an opportunity to get seven scholarships from foreign universities.

Earlier, there were only a limited number of masters degree holders in the Department. Therefore, we are encouraging workers to enhance and develop their education standards. On the other hand we have commenced relevant programmes to improve their attitudes in a positive way. We have organized Sharamadana campaigns to utilize their labour for the Department. Through these methods we are planning to give a new look to the Postal Department.

Q: What are the other areas you have planned to develop under your supervision?

A: There are 25 services provided by the Postal Department over a long period of time. Now the department is developing these services into an advanced state utilizing and introducing modern technology. Normal post, EMS- Express Mail System, Electronic Money Order, Register post, Currency exchange system, Telemail, Postal ID, Exam Fee Payment, communication centre, our express, banking services, parcel post, insured post, Free Services for blind, Insurance Services, Philatelic(stamp and services related to stamp), pre-paid, social services, international post, electricity bills payment, international coupon sales, Credit card payments and Speed Post Sri Lanka are these services. The postal department is well on the way to modernization.

Q: Sri Lanka Postal Department was able to win several international awards during the recent past. What are these victories?

A: Actually, Sri Lanka Post has a history which dates back to more than two centuries.

Even though the Department could not win any international awards in the past, the department since of late has won eight awards. This has encouraged us to take many steps.

The 2011 World Mail Award in pursuit of excellence Retail Award-Highly commended, best government open sources productivity tools and applications-

Category Open Source Software and Certificate of merit awarded to Sri Lanka post for documentary category in Suhada Sandeshakaru at the SIGN and salutation 2011 are some of them.

Q: What are the other programmes you have introduced to improve the Postal Department ?

A: To make our duties transparent, we have introduced a systematic administration and operation method for purchasing.

Apart from that the Department has gained international recognition for many of its services. A few years ago, Sri Lanka was not allowed to participate in International Postal Conferences.

The reason was the low quality services of the department. However, now the country is receiving many opportunities to participate in international postal conferences.

Sri Lanka now stands at 73rd position in EMS services (Express Message Services) among 193 other countries in the world. Sri Lanka was previously placed at 183 position.

1. Corruption: Singapore postal officer demanded bribes Business Crime

PHANG Soo Chyi is now a taxi driver in Singapore. But he used to be a manager with Singapore Post's courier business Sameday Islandwide Operations where he was supervised subcontractors with the power to penalise or reward companies for failing to meet, or exceeding, the required service standards.

PHANG's functions included the assessment and payment of bonuses for excellent service.

Several companies were told that their bonuses were in jeopardy unless they made loans to Phang which he did not repay. One of the companies reported his actions to the Corrupt Practices Investigation Bureau.

The "loans" added up to a little over SGD11,000 and, incredibly, all but SGD1,000 has been recovered by the Bureau.

PHANG pleaded guilty to four charges with a further four taken into consideration (that is they are regarded as cleared up in the police records but no conviction is recorded) and fined SGD20,000.

Although PHANG worked for a subsidiary of the state-owned Singapore Post, it was argued that he

was operating in the private sector and therefore a jail sentence was not appropriate.

1. France Express launches urgent delivery service via TGVs

France Express is launching Top One – a new service combining urgent delivery with the speed of the TGV train.

Along with efficient transportation, the new service will also aid the company's objective to reduce CO2 emissions.

With deliveries to and from France, London and Brussels, Top One transports parcels up to 30 kg, placed in the holds of high-speed TGV trains by a dedicated organisation.

Senders can drop off their parcels at train stations 30 minutes before the train leaves, while consignees can pick them up 30 minutes after the TGV arrives.

A France Express courier can also collect and deliver Top One parcels from and to customer's homes.

The extensive coverage of 150 TGV stations in France, some of them are located in city centres, together with the dense network of France Express, with 112 depots, reduce the cost of "final kilometre" deliveries, making Top One express deliveries more competitive than road-transport shipment services, the company said.

The main environmental levers used by France Express are reducing fossil fuel consumption and greenhouse gas emissions, particularly CO2, as well as controlling pollution and taking vehicles off the road network.

With the new service, the company is responding directly to the environmental objectives of the transport sector, it said.

France Express - a part of Geodis - delivers 13.8m shipments per year and its clients include leaders in the healthcare, cosmetic, telephony, automotive and textile industries.

Source: France Express/Post&Parcel

India Post's recent initiatives, which include slotting itself in cyberspace through the ePost Office, are pointers to the manner in which the world's largest postal network can be better leveraged to strengthen the financial and communication

infrastructure. The Internet and other affordable alternatives have hit the basic function of post offices: delivering letters and other mails. In India, as an answer to a question raised in the Lok Sabha reveals, the volume of mail traffic fell from 6,677.18 million pieces in 2006-07 to 6,391.15 million in 2007-08, and rose marginally to 6,540.90 million in 2008-09. That the figure for 1997-98 was 15,749.30 million points to the severity of the fall. Internationally too, there are clear signs of the Internet eating into postal systems. Developed economies, in particular, saw postal businesses slump further with the onset of the recession. Statistics provided by the Universal Postal Union (UPU) show that between 2008 and 2009 domestic mail volumes were down 12 per cent globally (translating to about 13 billion pieces). Although there are signs of recovery now, particularly in the parcel and express segments, fundamental challenges posed by the emergence of alternatives to the post remain.

India's expansion of telephone services — the number of telephone subscribers increased from 76.54 million in 2004 to 764.77 million in November 2010 — and the growth of broadband are important developments that could further eat into the letter-post. Against this backdrop, the ePost Office, through which customers can carry out some basic services such as Money Order transactions, marks the beginning of what could be a new chapter for India Post. Its agreement with the Unique Identification Authority of India (UIDAI) to work more closely in socio-economic areas with the provider of unique identity ID cards will be watched with interest round the world. An excellent way of strengthening India Post's finances would be to build on its biggest strength — as the world's largest postal network whose reach extends to all households in the country — and take a range of services closer to Indian residents: financial services and insurance products, for a start. Optimism over economic growth offers India Post an opportunity to correct its deficit-ridden balance sheets and also play a larger role in development by strengthening business-to-business and business-to-consumer segments. Making this change — while maintaining its key public service role as a provider of affordable services for a country of a billion-plus people — is the strategic challenge facing India Post.

Keywords: Internet, post offices, India Post, letter-post, ePost office

1. What Will the U.S. Postal Service Look Like in 10 Years?

By Lauren Katims

They know your name, stop by your house daily and soon they could be predicting the weather and reporting on the quality of your cell phone service. The United States Postal Service (USPS), the nation's second-biggest civilian employer, is struggling to adhere its stamp in a digital world.

The USPS ended fiscal 2010 with an \$8.5 billion loss, thanks to exploding use of e-mail, social media and other forms of electronic messaging and decreasing mail volumes. For the first time in the service's 200-year history, first-class mail — 55 percent of its revenue — is down. On top of that, the USPS owes \$5.5 billion to the government for retiree health benefits. At a recent hearing, Postmaster Pat Donohue said that if the government doesn't relieve the service of its financial obligation, it will face insolvency by September.

To boost revenue, officials are considering placing sensors on mail trucks to capture data, such as weather predictions, cell phone coverage and street conditions, but experts agree that it will take much more to keep mail in service for the long run.

MAIL OF THE FUTURE

"I don't think there is anybody who believes that the postal service in 2020 will look anything like it does today," said John Callan, managing director of Ursa Major Associates, a business strategy consulting firm and recognized thought leader and strategy consultant in the postal industry.

Reinventing the USPS was the topic of June's PostalVision 2020 conference in Washington, D.C., the most tech-heavy postal conference held to date, said Callan, who organized the gathering. "We're coming at this from a very futuristic level," he said.

Google executives, social media experts and other technology minds — like Jeff Jarvis, author of *What Would Google Do?*; Jeremy Grant, senior executive adviser from the National Institute of Standards and Technology, and Google Vice President Vint Cerf — spoke about technology's role in ultimately building the equivalent of the physical postal network in digital form.

"It's not about Google coming to the Postal Service's rescue," Callan said. "It's that Google type of thinking."

One idea was an application that utilizes an e-mailbox to send and receive secure and official communication within federal agencies. This might be paired with physical postal kiosks that are connected to government department call centers.

TRANSFERRING TRUST TO THE WEB

At the crux of this strategy is the idea that the USPS offers a level of trust and conformity that officials are confident can be transferred to the digital world and will differentiate a uniform electronic USPS platform from any other e-mail service. In April, the Office of Inspector General released a report that outlined the Internet's shortcomings, including its susceptibility to viruses and privacy issues, some Americans' lack of access and a shortage of affordable digital currency exchanges.

These are gaps the USPS hopes to fill.

The USPS is the only delivery service that reaches every address in the nation — 150 million residences, businesses and post office boxes — and it could theoretically take its entire national database and link each physical address to a private e-mail address.

"We all have e-mail accounts ... and use them for different purposes," said Jennifer Tomlinson, director of growth and strategy at Canada-based Innovapost and a speaker at PostalVision 2020. "I have six or seven myself, and having one that I know is the trusted, secure one would be very beneficial."

Tomlinson helped transform Canada's postal service and consults regularly with European posts. She said in the last 18 months, almost every post in Europe started offering a digital postal service that forms the basis for other electronic services.

A small town in Finland is experimenting with a dual mail service platform, delivering physical mail only three days a week, and electronic mail six days, she said.

The USPS handles 45 percent of all mail sent worldwide, so incorporating a dual platform isn't as simple. And such a move could be hampered by congressional limits on the types of services the USPS can offer.

However, Tomlinson said that creating an e-government platform with the USPS and partnering with the private sector to help take it to the market

wouldn't necessarily require a policy change. Private companies have already launched cloud-based products to support this model and are talking with the USPS about implementing their services.

ADVANCING TECHNOLOGY

As a more immediate revenue boost, the USPS is experimenting with a hybrid of physical and digital tactics. The USPS is testing Real Mail Notification, in which customers receive daily e-mails or text messages about what mail was placed in their physical mailbox. The service has gotten rave reviews from credit card companies, which could track when a customer receives a bill or new offer.

Customers would have the choice to opt-in, and only certain information would be shared. "We encourage companies to be very privacy-minded," said USPS Chief Marketing Officer Paul Vogel.

In January, Vogel signed a five-year contract with eBay to provide online tools and marketing programs to help small businesses grow through the use of direct mail, while providing discounted shipping prices for new customers.

Even with technology advancing at a rapid pace (the USPS is looking at digital watermarking to replace quick response codes) one thing is certain: People still like receiving mail, said Vogel. "You don't see many e-mails hanging up on the refrigerator." But people don't like sending mail, and that's where the "electronic sweetener" comes in, he said. "It's about making a [traditional] mail piece relevant today."

You may use or reference this story with attribution and a link to <http://www.govtech.com/budget-finance/What-Will-US-Postal-Service-Look-Like-10-Years.html>

1. RUSSIAN POST AWAITS POSTAL REFORM

Steve Lawson

Russian Post, once the only mail provider in Russia, is now subject to the same pressures as European operators with the Russian government rolling out competition across a range of industries, but these changes could spell disaster for some citizens, particularly those in the north.

Russian Post became a part of the Ministry of Communications in 1993, then a unitary enterprise in 2002 as part of the restructuring of the federal postal communication agencies.

However laying the groundwork for a completely competitive postal sector brings a whole new set of problems, and all too familiar to postal regulators across much of Europe. How exactly do you encourage competition whilst maintaining the universal service? After all, new operators want to make a profit and target the big cities accordingly whilst the incumbent operator is obliged to deliver to loss-making areas and facing rapid shrinkage in the process.

The Russian postal service said earlier this year that whilst it welcomed the development of a competitive postal sector, existing plans by the Federal Antimonopoly Service did not go far enough or take into account the responsibilities placed on Russian Post to deliver a universal service. Moreover, it said that any changes "must consider the needs of people, organisations, and ensure equal access to postal services throughout the country."

The comments followed accusations by the head of FAS who suggested that Russian Post lacked a reform program and was resistant to change. Russian Post dismissed this, pointing out that it had actually been part of a working group to prepare a concept paper on reforming the postal sector but that it could not continue to deliver services to remote areas if its most profitable business was being taken away. A moot point.

Russian Post warned that existing FAS initiatives to reform the postal sector would leave a significant portion of Russia's population without access to postal services, increase social tensions and threaten social stability. It said the proposals supported the interests of private business but at the expense of ordinary citizens Alexander Kiselev, General Director of Russian Post said:

"We operate not just for profit, we also serve an important social mission. In the most remote corners of our country, we deliver mail, press, products, accept payments and transfers, not because it is profitable, but because it is necessary for people. Competitors are only interested in the more profitable areas such as the big cities. They are not interested, for example, in the Far North which is unprofitable.

"Russian Post balances the two, the profitable and unprofitable, and we cannot have a truly

competitive market whilst we are required to provide a service to all. We are ready for a competitive market but for that to happen, the government will need withdraw from the company this social burden" he said.

Russian Post currently offers services at rates established by the state at below cost. At the same time losses on regulated activities are only partially compensated from the federal budget - just 7% in the case of public postal services in the Far North, leaving Russian Post to make up the difference with revenues derived from profitable commercial services.

Russian Post provides access to postal services to more than 37 million Russians, often in remote areas. It has more than 3.5 thousand post offices in the Far North, and in areas that lack any other services and to more than 3,000 Russian settlements with difficult transport links.

It said the 2009 Plan included provisions to improve the efficiency of the postal network and to achieve high international standards of quality postal services throughout the country and whilst the document was supported at governmental level, the allocation of budget co-financing of its implementation had not yet been resolved.

Russian Post said it was already trying to modernize the infrastructure at its own expense including a network of automated sorting centres, post offices, modern IT systems and vehicle fleet updates. But it warned that continuing to improve quality would not be sustainable if profitable areas were lost to competitors.

This all sounds somewhat familiar but Russia does possess some of the most remote areas, often with little more than rough tracks (if that). Then there are the Russian winters. Balancing competition and providing unity could be a tall order to say the least.

1. Brazil's postal service takes on first of 9,200 new staff

The first of 9,190 new postal workers being taken on in Brazil signed their contracts on Friday.

Brazil's national postal service, ECT, ran into a major staff shortage in the last year, after its day-to-day recruitment programme ground to a halt suffering various administrative problems and delays from a change in the Post's leadership.

With the continuing natural attrition of workers, ECT has seen its service levels suffer, but launched a major recruitment campaign back in March.

On Friday, the Post held a celebration as the first 15 employees of the new recruitment campaign signed their contracts – 10 clerks and five top-level staff – in the city of Vitória, Espírito Santo.

This week, contracts will be signed by new employees in other regions of Brazil, with 3,116 staff approved for work in Brasilia, Para, Rio Grande do Norte and Santa Catarina.

So far, 34% of expected job vacancies on the recruitment programme have been filled.

ECT said next month it will be carrying out physical evaluations of candidates seeking positions as carriers and mail processing equipment operators.

Plans are to have 9,190 new staff in place by the end of October, ECT said.

ECT made the equivalent of \$318.65m USD profit in the first half of 2011, a 48% increase year-on-year, on the back of increased service efficiency under new president Wagner Pinheiro.

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2. Saudi Post helps deliver charity meals to pilgrims By Omar Elmershed

Dr. Mohammed Saleh Benten, President of Saudi Post Saudi Gazette

JEDDAH — Saudi Post, the sole provider of postal services in the Kingdom, has joined the ranks of humanitarian organizations during the holy month of Ramadan by enabling Saudis and residents to deliver charity to needy visitors to the Grand Mosque in Makkah.

"The service is now fully implemented after three years of experimentation in different regions of the Kingdom. We are not in competition with charitable organizations already operating; we instead are opening the door wider for charitable giving by Saudis and residents, to share in feeding and comforting visitors to the Grand Mosque," Engineer Samir M. Nahas, Director-General of Saudi Post in Makkah region, told the Saudi Gazette in a telephonic interview.

Charitable acts of feeding and supplying water to Makkah visitors are deeply entrenched in the consciousness of Makkah residents and were practiced long before the advent of Islam.

"Makkah is the only place on earth where the divine reward of a prayer is equivalent to 100,000 prayers elsewhere. We intend to enable all pilgrims performing Umrah and Haj to devote their time to the reception of divine blessings by easing concerns about getting food and its cost," said Nahas. Saudi Post in collaboration with Ehsan Charitable Organization (ECO) enables people to pay for selected meals. ECO then delivers the food to the needy.

In addition to Ramadan activities Saudi Post carries out other charitable services throughout the year including providing Eid clothing, Sadakh (sheep, camels and cows), food baskets and Zakat Al-Fitr. ___

1. Retail lobby blasts Australia Post, ecommerce carriers

The domestic retail lobby in Australia has attacked Australia Post as playing a "key facilitative role" in

the growth of foreign online retailers at the expense of the country's domestic retailers.

Other ecommerce carriers, credit card firm Visa and ecommerce marketplace eBay were also accused of harming the country's retailers because of tax and duty exemptions on imported goods.

Submitting its view to the Australian Government's Productivity Commission this month, the National Retail Association claimed Australia's taxpayers were "subsidising" the transport cost of items sold into the country by foreign online retailers.

This was because the Post is restricted in the delivery charges it can impose by international agreements, the Association said, something Australia Post commented on in its submission to the Commission.

The Association, the largest lobby group for the retail industry in Australia, said foreign online retailers were also given an advantage by Australia Post because of its streamlined security procedures for "low risk" shipments, in which items do not need to be x-rayed.

The inquiry being undertaken by the government's Productivity Commission is proposing to lower the threshold for goods and services to be subject to Australia's 10% goods and services tax (GST).

The Commission's draft report issued earlier this month suggested the tax exemption was only a "minor" factor in encouraging consumers to shop through online retailers overseas.

It suggested collecting taxes and duties on imported low-value items could prove more difficult than it was worth.

But the National Retail Association said Australia was losing out hundreds of millions of dollars with ecommerce imports being exempt from GST.

Australia Post should be required to report "extensively" on the nature and value of goods entering the country through the mailstream as "low risk" items, it said.

The NRA also said in its statement that Australia Post should explain to the Productivity Commission and retailers how its state-owned status fitted with "practices which will have the effect of facilitating the growth of foreign online retailers at the expense of Australian retailers with consequences

for business viability and job opportunities in Australia."

"Widespread business failure"

NRA executive director Gary Black said: "The cost of inaction on this issue will be widespread business failure, and around 80 thousand Australian jobs moving offshore. This would in turn result in substantially lower business and personal tax receipts, and falling GST collection."

Australia Post handles around 36m low-value packages imported into the country each year, while express carriers including UPS, DHL, FedEx and TNT bring in a further 44m low-value goods into the country, with growth rates presently around 10% a year.

The NRA said the express carriers – represented by the Conference of Asia-Pacific Express Carriers (CAPEC) group – and Australia Post were failing to report accurately the value of goods being shipped into the country – costing Australia around \$600m (\$627m USD) in sales taxes a year, along with \$150m a year in import duties.

The Association suggested that if lost customs fees were added in, Australia could be losing a total of \$1bn (\$1.04bn USD) a year from ecommerce imports.

1. New Zealand Post optimistic of return to profit

New Zealand Post is optimistic it will return to profit this year and is focussing on improving efficiencies as mail volumes continue to fall.

The state-owned postal operator lost \$35.6 million in the year to the end of June, compared with a \$1.3 million profit the previous year, as it was hit by the Canterbury earthquakes, restructuring costs and bad debt provisions at Kiwibank.

New Zealand Post shut some of its post shops during the year, to try to reduce costs.

Chief executive Brian Roche says he knows more changes have to be made and the company's focus now isn't so much on closures, but improving efficiency within the existing network.

New Zealand Post is about to begin a four month pilot of self-serve kiosks, which will allow customers to weigh and post letters and parcels, pay bills and top up their mobiles.

Mr Roche says the kiosks, which may take several years to roll out nationwide, should improve customer's access to postal services.

He says when the kiosks are fully operational they will be in places such as petrol stations, libraries, supermarkets and shopping malls. Some would provide a 24/7 service.

Mr Roche doesn't expect wholesale staff cuts from the introduction of the kiosks, saying any job losses could be accounted for through normal staff turnover.

New Zealand Post cut about 200 jobs in 2011, largely from its Wellington head office.

1. World Mail & Express Europe: One week remains until Brussels event Only one week remains until key players from the mail and express industry descend upon Brussels for the sector's leading event – don't miss your chance to join them.

The countdown to the World Mail & Express Europe Conference is well-underway, in what promises to be the best event yet. The event takes place on 17-19 May at the Conrad Hotel, in Belgium's beautiful capital city.

Not only will attendees benefit from a stimulating and invaluable conference – operating under the title: 'Delivering Growth & Addressing Decline' – they will also have the chance to don their dinner jackets and evening dresses for the industry's premier experience – the World Mail Awards.

And if that wasn't enough, the three-day Brussels pass also encompasses informative Technology and Transformation Seminars.

It also includes what promises to be an evening you'll never forget at the Belgian Comic Strip Center (18 May) – enjoying fine foods and fun entertainment courtesy of bpost international.

World Mail & Express Europe, hosted by the Belgian operator, has been billed as a 'must attend event'. Click here to see a video from CEO Peter Somers on why you should attend.

A number of world-renowned companies have already put their names to the event, including: Adobe, Deloitte, FedEx, Intermec, Neopost, Solystic, Swiss Post, and Western Union – and you have the opportunity to join them.

An intriguing blend of conference speakers also awaits delegates in Brussels, including: Johnny Thijs, CEO of bpost; Omar Farra, Director Business Development at La Poste; and Carl W. Asmus, Vice President International Market Development, FedEx Services.

Event organiser, Triangle Management Services, has issued a reminder that a room rate of EUR 249 per night is available at the Conrad Hotel. Rooms and prices subject to availability, please click here to book now.

The Technology and Transformation Seminars will take place on the afternoon of 17 May, followed that evening by the World Mail Awards. The two-day conference will kick-off on the morning of the 18 May, closing the following afternoon. "Click here to register now!"

1. Pos Malaysia stake goes to industrial conglomerate

The Malaysian government will sell a 32.21% stake in Pos Malaysia to a leading industrial conglomerate for the equivalent of •142 million to enable the postal operator to develop its mail, courier and logistics businesses.

Khazanah Nasional, the government's investment holding for state-owned assets and strategic investments, will sell the holding for RM 622.8 million via a share sale to the DRB-HICOM group, which is one of Malaysia's leading conglomerates. The deal is due for completion in the second quarter of the year.

Khazanah's managing director, Tan Sri Dato' Azman Haji Mokhtar, said: "DRB-HICOM was chosen based on their overall bid, which offers not only a defined strategy but also an executable business plan and an acceptable offer price. Their proposed strategy and business plan in turn provides an effective platform for POS's growth, if adopted by the Board of POS as a whole."

DRB-HICOM's group managing director, Dato' Sri Haji Mohd Khamil Jamil, explained: "The proposed investment in Pos Malaysia is in line with DRB-HICOM's overall strategy to enhance the services sector in the Group in its quest to expand its horizon. We are optimistic that Pos Malaysia with its extensive network will provide us with the right platform to expand our businesses locally and

overseas. Apart from new businesses and expansion programme, the synergies that can be created within the group are vast."

DRB-HICOM's Group Director, Corporate & Services, Dato' Khalid Abdol Rahman, added: "We share the same aspirations of POS Malaysia but we intend to take POS Malaysia to a greater height. Amidst the changing landscape, we want POS Malaysia to maintain its leading position in the mail business, expand its market share in the highly competitive courier segment and turn around its retail business by becoming a virtual retail network and be able to reach out extensively to the public. Another goal is to revitalise the logistic business in POS Malaysia, of which the domestic logistics' market size is over RM27 billion. POS Malaysia can pursue strategic alliances with domestic and global players to achieve a quicker entry into the logistics sector.

He added: "POS Malaysia is a natural fit to our businesses, especially for our extensive products and services in the Group. Our banking and insurance businesses can leverage on the extensive postal network which can serve to reach the Rakyat, especially those in the rural or remote areas. By making our wide range of products and services available at more than 1,000 postal outlets nationwide, this can further expand our businesses and turn POS Malaysia into a one-stop solution centre for consumers." According to Malaysian media, DRB-HICOM might combine Bank Muamalat, in which it owns 70%, with Pos Malaysia.

In the year ended 31 December 2010, Pos Malaysia breached the RM1 billion revenue for the first time in its operating history and reported revenue of RM1,104.98 million. Its operating profit rose to RM105.67 million from the previous year's RM82.35 million. Last year its courier business PosLaju signed a cooperation agreement with UPS for international services.

Khazanah had announced in March 2010 that the stake in Pos Malaysia would be sold as a "non-core" business. Although the postal operator provided an essential public service, most of its activities now provided non-core services due to technological advances in communications and media, it explained. "Pos Malaysia's unique advantages of location and network also offers strong value creation opportunities in logistics and retail that

may be better suited under a different ownership structure provided public and stakeholder interests are properly safeguarded," it stated at the time.

The government holding stressed that the strategic divestment followed an extensive two-stage process, including open bidding, and a rigorous selection process. The sale was managed in cooperation with CIMB Investment Bank ("CIMB") and international consultants McKinsey as advisors. Ten potential investors expressed an interest and five of them submitted initial bids. All five bidders then held a series of meetings with Khazanah and Pos Malaysia management before submitting binding bids. A selection panel shortlisted two bidders and then unanimously recommended DRB-HICOM as the winner.

Tan Sri Azman explained: "There was a fit and proper test of the new majority shareholder which includes promoting the sustainable development of the Universal Service Obligations ("USO"), as well as the commitment to retain existing staff in their business plan." The commitment to fulfil the social obligations under the USO (as required under the Postal Services Act, 1991) is crucial as postal services have an impact on the Rakyat, especially for those residing in remote or rural areas.

He concluded: "As a responsible seller to stakeholders including minorities and the Rakyat, our emphasis on business strategies and credibility of the bidders was to ensure that the successful bidder, via the Board members they intend to proportionately install with their 32% stake, have a robust business plan to both deliver on their USO and unlock value and for them to discuss at the POS Board."

DRB-HICOM, which is listed on the Malaysian Stock Exchange, is one of the country's major industrial conglomerate and owns a broad portfolio of companies. Key business areas include the automotive industry, where it helped developed Malaysian-manufactured cars and trucks, as well as the service, property and construction sectors.

1. Tibetan mail carrier delivers letters of her life on foot by Xinhua writer Lu Qiuping

"Which is more important to you, letters or life?"

"Life is important, and so are letters. While being loaded on me, letters have been part of my life,"

Nima Lamu said in response to the question posed by a foreign representative at the annual meeting of the Universal Postal Union held in Switzerland early May.

Nima Lamu, 35, has spent 12 years delivering letters and parcels in a rural area of southwest China's Yunnan Province.

She works in Deqin County in Diqing Tibetan Autonomous Prefecture, where the altitude ranges from 1,000 to 4,500 meters. Her mail route covers 350 kilometers, requiring seven days for a round-trip on foot.

In 12 years, she has never lost a single letter or parcel.

"I'm just doing what I'm supposed to do," said Nima Lamu, who came to Beijing on Friday and received media interviews at the headquarters of China Post Group Corporation (China Post).

While walking her route, she has learned how to avoid falling rocks and landslides. She has also learned to prepare herself for potential animal attacks.

"I'm most terrified of snakes. Every time I see one, I scream and scare it away," she said, smiling. "Luckily, the snakes are not poisonous."

1. Creation of Postal-Bank still on agenda, Russia ready for its privatization in the future - Kudrin (Part 2)

MOSCOW. March 16 (Interfax) - The creation of a Postal-Bank is still on the agenda, Russian Deputy Prime Minister and Finance Minister Alexei Kudrin said at a banking conference in Moscow on Wednesday.

"We, nonetheless, believe it necessary to create this bank," he said.

Setting up postal infrastructure is necessary so that "a payment system is formed, especially for those regions where there aren't enough [financial] services," he said.

Kudrin added that the state is ready to reduce its stake in the Postal Bank to below that of a control stake in the future. "The state stake will go below 50% plus one share after three years," he said.

Kudrin added that the government is ready to reduce its stake in state banks. The three-year

privatization program fixes the state packet at 50% plus one share. After this period, the state stakes will be further reduced, he said.

The Russian government plans to review the development strategy for the banking sector at a meeting on Thursday, Kudrin said.

The fate of Postal-Bank is been under discussion for less than a year. The decision for its creation has been repeatedly moved.

The idea for Postal-Bank sees it as a subsidiary of VEB formed jointly with Sviaz-Bank (RTS: SVZB) and Russia Post. At the same time, VEB plans to bring in a financial partner (either Russian Standard Bank (RTS: RSBN) and Nomos-Bank (RTS: NMOS)).

Auditor KPMG estimated Russia Post's financial operations at 80 billion-100 billion rubles. VEB chief Vladimir Dmitriyev earlier said that this estimate has changed the perceptions of potential banks partners about their involvement in the project.

1. Postal Service Initiates ePacket Service with Hongkong Post

HONG KONG (MMD Newswire) April 20, 2011 -- The U.S. Postal Service has initiated a new service with Hongkong Post that is structured to foster growth in e-commerce. The new ePacket service expands the array of options offered to e-commerce merchants in Hong Kong seeking to reach consumer markets in the United States. The ePacket shipping solution features tracking and Delivery Confirmation in the Postal Service network for lightweight goods and merchandise ordered by consumers in the United States from merchants in Hong Kong.

ePacket service offers consumers in the U.S. and e-commerce merchants in Hong Kong with in-process scanning information and Delivery Confirmation notification available through Hongkong Post's tracking system and through Track and Confirm at usps.com.

Merchants selecting the shipping solution through Hongkong Post are now able to ship small packages weighing up to two kilograms (4.4 pounds) using co-branded shipping labels. Upon arrival in the United States, these packages receive First-Class Mail service with Delivery Confirmation service.

"This agreement offers visibility previously unavailable in the small packet segment between

Hongkong Post and the Postal Service," said Paul Vogel, president and chief marketing/sales officer. "It shows the Postal Service has the flexibility to develop service options to meet market demand from businesses around the world. Further, it solidifies our role as a key supplier in global commerce."

Hongkong Post's agreement with the Postal Service includes jointly developed data-rich shipping labels integrated with barcoding technology readable by both Hongkong Post and the Postal Service, along with logistics planning and Electronic Data Interchange (EDI) information exchanges.

Joining Vogel today for a ceremony to formalize the agreement were Eddie Mak, deputy postmaster general, Hongkong Post; and Jeff Liao, CEO, eBay Greater China, South East Asia and Japan.

The Postal Service receives no tax dollars for operating expenses, and relies on the sale of postage, products and services to fund its operations.

Collected by Chairul Anwar, Bandung, Indonesia.

E-mail address : chairulanwar49@operamail.com;

uyungchairul@plasa.com.;chairulanwar49@gmail.com

1. Post offices need a lifeline to survive

If post offices are guaranteed Royal Mail business for the next 10 years a vital part of community life could be saved John Denham, guardian.co.uk, Tuesday 17 May 2011 12.15 BST

ARTICLE HISTORY

Change happens – just look at the way the internet has changed our lives. But that doesn't mean we should lightly throw away things we've valued for a long time. When familiar shops close, or pubs call time, or a post office shuts, many of us feel we've lost something that matters. It seems like our communities are changing too fast in ways we can't control.

Today, the future of thousands of local post offices hangs by a thread. A vote in the House of Lords will decide their future. The Labour government was right to reform the Post Office and Royal Mail. But we didn't get everything right. Many people felt our programme of post office closure was insensitive to the needs of local communities.

But instead of learning the lessons, the Tory-led government seems hell bent on making things worse. In their manifesto the Tories said that "nothing underlines the powerlessness that many communities feel more than the loss of essential services like post offices and pubs". But as part of the bill to sell off the Royal Mail, they are refusing to give post offices a long-term guarantee of the Royal Mail business on which they depend. Backed by the government, the Post Office is also trying to push through changes which many local postmasters say will put them out of business.

A survey last week showed that 92% of sub-postmasters believed that without a long-term, guaranteed business relationship between the two companies their post office would struggle to survive. More than 400 branches are already temporarily closed on a long-term basis and nearly 1,000 more are up for sale.

The government has already taken a huge chunk of business from local post offices, so that someone picking up a pension or child benefit will now have to join the queue for those buying cigarettes and alcohol in the convenience store, while the professional post office next door goes out of business.

Instead of working out the future of post offices with local communities, protecting the things that matter most to us, we're going to see closures taking place all over the place without any concern for the people who use them or who need them.

All this comes from the government's desire to sell off Royal Mail after hundreds of years. That's a bad mistake, but they have the Tory and Lib Dem votes to push it through.

But now the Lords could make a big difference. They could vote to guarantee Royal Mail business to local post offices for the next 10 years. A 10-year inter-business agreement, or IBA, would require a privatised Royal Mail to use the Post Office as its retail arm for the next decade and help provide the security needed for thousands of post offices across the country.

This has support from Consumer Focus – the people's advocate on post offices – which has warned that without an IBA "it is conceivable that a few years down the line from privatisation we could

have a post office network where you cannot undertake mail transactions".

And the National Federation of Sub-Postmasters has said that a 10-year IBA that maintains existing levels of Royal Mail work is essential to avoid further post office closures.

An IBA is vital for the future of our post offices, and it is clear that without one there will be more closures across the country as sub-postmasters retire and sell up. It would be unforgivable if this government does not heed the warning it has been given.

1. Mail volume down by half as Postal workers ponders next move Vanessa LuBusiness Reporter

The rotating strikes have already hit Canada Post hard, with mail volumes falling by half to 20 million items a day from the usual 40 million.

"Our plants are almost bare. Usually, it's a busy stream of activity," said Canada Post spokeswoman Anick Losier. "Carriers will tell you their bags are much lighter."

The strike by the Canadian Union of Postal Workers began Friday, with 24- to 48-hour shutdowns across the country. Union members have already walked picket lines in Winnipeg, Hamilton, Montreal, Victoria and Moncton.

The union has not hit the Toronto area yet, which includes two of the country's busiest processing plants: the mail sorting facility on Eastern Ave. and the parcel sorting facility in Mississauga. It has not ruled out a full nationwide strike at some point, but with rotating strikes, most employees are able to continue to draw a paycheque.

Talks appear to be stalling with no formal meetings held on Tuesday, and none scheduled for Wednesday.

Losier said the company is waiting for the union to respond.

"We have a good offer on the table," she said. "They are hurting the business."

Union officials have pointed out that management's decision to suspend overtime and temporary or contract work means mail on some routes is not being delivered when a carrier is away.

The company admitted some routes, where rotating strikes have not been called, are being affected, but it is trying to minimize the impact.

On Monday, Canada Post rejected the latest proposal from the union, which represents 48,000 employees, but agreed to take a proposal to create more part-time positions off the table.

The company has emphasized that in the age of email, texting and Facebook, business volume has been declining steadily because fewer people send letters.

1. Postal strike hit Calgary and Edmonton Tuesday night

Strike action Tuesday halted delivery to much of the capital region

Rotating strike action by the Canadian Union of Postal Workers was due to hit Calgary and Edmonton late Tuesday, with unionized employees saying there's a shortage of staff and excessive overtime.

The move followed similar job action Tuesday in Victoria and Moncton as the union and Canada Post appear deadlocked in negotiations for a new contract.

Victoria postal workers picketed seven locations, including the main sorting plant on Glanford Avenue in Saanich. Mail was not delivered to much of the capital region. Only those on rural routes got their mail because their carriers are covered by another CUPW contract.

Jim Sinclair, president of the B.C. Federation of Labour, walked on the picket line with the postal workers on Glanford Avenue and urged them to fight for a fair contract.

"Let me thank you on behalf of the Canadian people, let me thank you on behalf of working people in B.C. and working people in Canada for what you do every day.

"You are a giant economic vein, you are a fundamental part of the economy of this country and what you do every day is extremely valuable to making our economy work and our communities work."

Janet Barney, president of Victoria CUPW local, said the 24-hour picketing went very well with one exception — a picketer was clipped by a car whose driver was delivering flyers to the Glanford plant. The picketer was not seriously injured.

Pickets were also up at Canada Post facilities in downtown Victoria, Sidney, Oak Bay and Langford.

Many motorists on Glanford tooted their horns and waved at the picketers. The support has been seen all over the capital region, said Barney. "B.C. Transit drivers, when they drive by, would toot their horns. The public is very supportive."

Jon Hamilton, Canada Post spokesman said the corporation is waiting for the union to come back to the table and look at an offer that includes wage increases, job security, defined benefit pensions and seven weeks' vacation.

"It's an incredibly generous offer given the times and given our financial situation," Hamilton said from Ottawa.

People are avoiding the mail system for sending their letters and packages, he added. Volume has dropped by 50 per cent since CUPW began rotating job action. "Canadians have become very reluctant to put mail in the system, unfortunately," he said.

Canada Post is offering a two per cent increase in wages, with a letter carrier earning between \$19 and \$26 an hour, depending on seniority and experience. New employees would get a fully indexed pension at 60 and job security from their date of hire.

"We put forward an offer to the union that most Canadians would jump at," said Hamilton. "Sadly, the union has been focused on issues that would add additional labour costs . . . to the tune of \$1 billion over four years. They're really trying to reverse time."

The union is also upset at Canada Post's proposal to change how sick time is handled. Currently, workers can accumulate sick time so it can be used if they become seriously ill. "Over half of our CUPW employees don't have enough sick time in the bank to carry them to long-term disability if they were to get seriously ill," Hamilton said.

The corporation is proposing a sick leave that offers workers income protection to all employees, he said. Under the new plan, sick employees would get 70 per cent of their wages until they are eligible for long-term disability.

Employees with banked sick time under the old system would be able to use those credits to top up

their 70 per cent income to 100 per cent, Hamilton said.

M-Netics launches next generation proof of delivery solution

Mobile solution provider M-Netics recently launched its IM2 ePOD next generation proof of delivery (PoD) solution at an event in Solihull, UK. The solution is set to improve efficiency and enhance customer service at logistics operations throughout the UK and beyond.

At the launch a DHL spokesperson outlined the improved operational efficiency it has seen from the solution and its contribution towards an improved bottom line. In addition M-Netics released findings from exclusive research that show 54 percent of UK logistics businesses believe integration of systems would realise the greatest improvements to efficiency and 43 percent believe out of date technology is the biggest barrier to such savings.

The M-Netics IM2 ePOD integrates proof of delivery with fleet management, CRM and communications systems. Using advanced GPS tracking, the next generation solution enables logistics managers to track job progress to improve customer service, and boost security, while streamlining post-delivery processes such as invoicing.

John Coon, managing director of M-Netics, said: "Research has shown that delivery accounts for about 17 percent of a logistics budget. For even a medium sized business, that can run into six figures. By making that last leg more efficient, more cost-effective, greener and better for the customer, IM2 ePOD delivers an incredibly fast ROI. IM2 has already proven invaluable to our customers and we are confident that the market is now ready for this next generation proof of delivery technology."

1. Postal Services Bill agreed by UK Parliament UK Government legislation to safeguard the future of Royal Mail and keep the Post Office in public ownership has been agreed on Thursday 9 June by both Houses of Parliament.

Business Secretary Vince Cable said: "Today marks a significant milestone for Royal Mail. Legislation has now been agreed that will help tackle the huge challenges facing the company. Royal Mail and the Post Office are important and cherished parts of our society. It was vital we took swift action to put them both on a sustainable footing."

"Passing the legislation, reforming regulation, getting state aid approval, tackling the pension deficit – these are all vital steps that will provide momentum towards a sale of Royal Mail. They will also give the company the security and certainty it needs to press ahead with its essential modernisation programme."

During the final debate in the House of Commons the Minister for Postal Affairs, Edward Davey, set out the next two crucial steps that need to be taken to secure the future of Royal Mail: obtaining state aid approval from the European Commission and changing the regulatory regime.

The Minister confirmed that the government intends to take on Royal Mail's historic pension deficit with effect from March 2012 as part of the preparations for a sale of the company. It also intends to restructure the company's balance sheet in due course. Royal Mail currently has around £1.7 billion of debt facilities with the government. Ministers believe that for Royal Mail to be on a sustainable commercial footing this will need to be restructured and Royal Mail's level of debt will need to be reduced substantially.

The government needs approval from the European Commission to provide this financial support and informal discussions have now begun. It is hoped that the process will be completed by March 2012.

Davey said: "Today is unquestionably a major step forward in protecting our universal postal service and our Post Office network. We have worked extremely hard to ensure the best possible outcomes for the taxpayer and the dedicated employees of Royal Mail and the Post Office up and down the country.

"At least 10 percent of the shares in Royal Mail will go to its employees as part of the sale process. Royal Mail's staff will get secure pensions. And the proposed support will ensure that the company is on a sound commercial footing and can operate on a level playing field."

The Postal Services Bill is expected to receive formal Royal Assent shortly.

1. UPDATED: Postal strike to hit Toronto, Montreal strike

Canada Post workers participate in 24 hour rotating strike action in Victoria, B.C. June 7, 2011

UPDATE: Postal union leaders say rotating strikes will hit Toronto, Scarborough and Montreal Monday evening.

The Canadian Union of Postal Workers says about 15,000 of its members in Toronto, Scarborough and Montreal will walk off the job at 11:30 p.m. Monday night, shutting down the country's largest sorting facilities for 24 hours.

The union began the rotating strike two weeks ago to pressure Canada Post to resolve its contract dispute. The CUPW represents 50,000 urban postal workers.

In Toronto, a large picket will be held at Canada Post's processing plant at 969 Eastern Avenue. Pickets will also take place at 280 Progress Avenue, 1860 Midland Avenue and 70 Wynford Drive in Scarborough. In Mississauga, a picket will take place at the Canada Post facility at Dixie Road and Eglinton Avenue.

Jane Switzer, jswitzer@nationalpost.com

Original story follows:

By Bradley Bouzane

OTTAWA — Despite the back and forth taking place between Canada Post and the union representing its workers, the entire postal system could be the big loser as people search for other ways to pay bills and to conduct business, says the Canadian Federation of Independent Business.

Businesses account for a significant portion of traditional mail in Canada, and Dan Kelly of the CFIB said the longer the labour dispute carries on, the worse things may get for Canada Post's future revenue from that lucrative source.

"There's an impact on (Canada Post and the union) because as businesses explore these private alternatives ... it's an open question whether businesses would come back once the strike — or threat of strike — is taken off the table," said Kelly, the organization's vice-president of legislative affairs.

"Businesses are currently moving to alternatives and one would expect this will hasten the trend that is already on that is reducing dependence on the postal system."

On Monday, the union boss for nearly 50,000 Canada Post workers accused the Crown corporation of

conducting a "partial lockout" by reducing mail delivery to three days a week in some cities and of having an ultimate goal of prompting back-to-work legislation.

Denis Lemelin, president of the Canadian Union of Postal Workers, said at a news conference in Ottawa that these measures, which begin this week, will affect more people than his union's rotating strikes have since they started more than a week ago.

"Last week, when they announced they would deliver the mail only three days a week, for us it's really like . . . a partial lockout," Lemelin said, adding the union believes Canada Post wants a general strike so they can pursue legislation from the Conservative government to force them back to work. "That's really what Canada Post is doing in some of (the country).

"If it's not provocation to force (workers) to go out, what is it?"

Among the primary issues at the centre of the labour dispute are pensions, job security, employee pay scales and new work methods associated with more modern technologies at postal facilities.

The union said it is seeking to prevent wage reductions for new hires and wants more job security, saying the company is ignoring employees' ideas about how to modernize as the public increasingly goes online to pay bills and to communicate.

For Canada Post — which says lettermail volume has dropped 17 per cent per address in the past five years — a \$3.2-billion deficit in the Crown corporation's pension system is a sticking point when about 22,000 people in its current workforce will be of retirement age in a decade.

Canada Post spokesman Jon Hamilton said the corporation has made significant attempts to reach a deal and has been willing to scale back on concessions to end the dispute.

Hamilton said the most recent offer from Canada Post would see current employees receive a wage increase with no change to pension or to job security. He said Canada Post also pulled back on one concession that would have seen the maximum amount of annual vacation trimmed by one week, to six weeks.

New employees, however, would have a starting hourly wage of \$19, down from \$23, with a defined-benefit pension and health benefits, which is the same as current workers.

The major difference falls in the fact the pensions would not be indexed until age 60. Current pensions are indexed at the age of 55.

"There's no impact on current employees," Hamilton said. "For employees in the future, we need a different deal to help set a course for the future to ensure we're profitable and strong (going forward). The union likes to talk a good game, but we've been making major concessions. We talked about a defined-contribution pension for new employees and we moved that back to a defined-benefit pension and that's a big change."

Another issue upsetting the union is Canada Post's proposal to alter how sick time is handled. Currently, workers can accumulate sick time so it can be used if they become seriously ill. The corporation is proposing a sick leave that offers income protection to all employees, a Canada Post spokesman said last week. Under that plan, sick employees would get 70 per cent of their wages until they are eligible for long-term disability.

Employees with banked sick time under the old system would be able to use those credits to top up their 70 per cent income to 100 per cent, Hamilton said.

Lemelin said the union "will evaluate the situation" when considering the possibility of a general strike across Canada, but warned that any potential back-to-work legislation after eight months of negotiations would "do nothing" for the benefit of the postal service. Binding arbitration is also not a desirable option for the union, he said.

Last week, Canada Post said it would be implementing its reduced delivery schedule, which would stop carrier delivery Tuesdays and Thursdays in most urban areas, to reduce costs as unionized workers go on rotating strikes.

Lemelin said the lack of delivery for Tuesday alone would "affect more than what we did (through rotating strikes) in the last 10 days."

Hamilton, however, said it's foolish to think the rotating strike has not hampered things as well.

"(The delivery reduction) was a difficult decision, but we're doing what we have to do to minimize the damage the union is inflicting on the business," he said. "For the union to pretend their strike action is not having an impact on Canadians across the country — or a minimal impact — is completely dishonest."

On Monday, the rotating strikes were hitting Regina, Fredericton, Windsor, Ont., Corner Brook, N.L., Sherbrooke, Que., Niagara Falls, Ont., Nanaimo, B.C., Cornwall, Ont., the Mauricie region of Quebec, Sydney, N.S., North Sydney, N.S., Sydney Mines, N.S., New Waterford, N.S. and Glace Bay, N.S.

Since the rotating strikes started in Winnipeg on June 2, postal workers have walked out in a number of other Canadian cities, including Calgary, Edmonton, Montreal, Hamilton and Moncton, N.B.

Lemelin said the steady, but temporary, work stoppages have served a long-lasting purpose in the way the Canadian postal service is viewed by the public.

"I think (the rotating strikes) have been really effective because . . . we started 10 days ago, there were a lot of people asking themselves 'What's the relevance of the post office?'" he said.

"Ten days later, there's nobody asking that question anymore because people know the postal service is part of the economic infrastructure and still relevant for the population. That's a big gain."

1. Korea Post and Pos Malaysia sign cooperation pact
Korea Post and Pos Malaysia have signed a memorandum of understanding seeking to work more closely together to improve services.

Ahead of a state visit by Malaysia's head of state Mizan Zainal Abidin in South Korea this week, the two postal operators agreed to cooperate particularly in the fields of express mail services and e-commerce services.

The memorandum of understanding stated their intention to cooperate to grow international mail volumes through joint marketing initiatives, as well as improving service quality.

The two Posts also pledged to work to modernise postal infrastructure and develop new postal and financial services.

The pact would also see Pos Malaysia making use of Korea Post's expertise in the field of information technology.

Further negotiations on a more concrete bilateral agreement are expected to come at this month's Asian-Pacific Postal Union executive council meeting later this month in Mongolia.

1. Editorial: Post office still relevant in a digital world
Posted:

By ISD Editorial Board

While our parents might still want hard copies of their bills, financial statements, or newsletters, many in our generation would scoff and log in online for the same information. Such a shift between the baby boomer generation and the Internet generation is great for the environment, but not so good for the future of the United States Postal Service.

It's no secret that post offices are struggling. The Daily has hosted multiple news stories about the potential shutdown of smaller Ames post offices and proposals to close 10 percent of all U.S. post offices have been floating through Congress for months.

While many students won't care whether the Postal Service exists 10 years from now, there are good reasons that this federal service should not be shuttered completely.

While the Internet is slowly sharing a world of information with rural communities, for many the post office still remains a major method of communication with the outside world. No commercial company in its right mind would provide a service where you can send a letter from Story City, Iowa, (pop. 3,400) to Wallace, Calif., (pop. 253) for the same price as sending a letter from Des Moines to nearby Chicago. This one-price communication network allows individuals to easily share information and ideas with others no matter where they live and is a pillar of free speech in the United States.

But on the other hand, the Postal Service is not 100 percent efficient. There are many ways it could cut costs while retaining its basic, non-tiered delivery service. We could learn a thing or two from countries like Germany, where the delivery back-end of the postal service remains, but 99.9 percent

of the post offices have been shuttered and instead the postal service provides services housed in local businesses.

Our mailboxes could be co-located in fewer central locations to save on delivery costs. Service days could be cut or subdivided to allow the Postal Service to provide delivery to the country's many small towns.

Email is an amazing innovation, but it is far from perfect. Originally used to connect researchers, email is far less secure than a sealed envelope for sending information. Its ease of use makes global commerce possible, but also leads to mistakes like the leaked internal CBS memo that angered the Bachmann campaign recently.

We go to the Post Office to send mail, get passports, register for the selective service and accomplish many other tasks today. Their services are still important to all of us, but it is time for a change. We'll miss the MU Post Office, but we can survive with fewer offices here in Ames.

2. It isn't a good time to be a postal employee

It isn't a good time to be a federal employee. In particular, a postal employee. While the carriers are negotiating a new contract, the president has offered measures to cut the deficit by joining with the Postmaster General to reduce the postal employees by 120,000, cancel bargaining rights, close 3,700 post offices, 252 mail processing centers, increase contributions to retirement funds, increase the amounts of years to average wages, yet decrease the annuities, and allowing one less delivery day a week. They claim that this will save \$3 billion a year. Think about cutting the other five days and save another fifteen billion. That will help them reach their \$3 trillion goal.

I think that the people should know a few things that haven't been mentioned before in local news. The postal service hasn't used taxpayer money in the last 30 years. It has operated on income that its services have brought in. It wasn't until Congress determined that they should pre-fund future employees health benefits. Congress made them pay \$5.5 billion extra for the next 10 years from 2006. In 1971 it was the post office department, a cabinet level agency. After that they became a quasi-corporation. The postmaster general was to be the manager, with Congress having overseer power.

Here is what Rep. Darrell Issa is proposing in HR2309. No mail delivery to the house or business. Close 3,700 post offices, mail processing center. Cancel collective bargaining rights already in place, increase contributions to retirement fund, cut annuities, reduce compensation for on the jobs that are work-related, stop contributions to retirement for new hires, cover them with Social Security, when eligible at age 62. There is more information available at 541-798-1056

Delbert Broyles

Merrill

1. Postal changes are here; more coming

At least once a week, we hear on the news something about changes coming to the U.S. Post Office. Rate increase proposals, reduced service, and financial woes all make the evening news and juicy headlines in news-papers.

There are, indeed, a number of simultaneous changes being made, with still more being proposed and considered. They will affect us all, to one degree or another.

As of Aug. 27, the post office in Eden Valley was "downgraded" and their postmaster, Jan Sheets, took over the Watkins post office as long-time Watkins postmaster Bill Cash retired.

As drastic as this may sound, postal customers will notice little if any difference in service. Mailing addresses remain the same. Mail carriers for Eden Valley rural routes will be based out of the Watkins post office. Delivery may be earlier or later in the day than it has been in the past, but mail is otherwise delivered as usual. Lobby and window hours at the Eden Valley post office have changed slightly.

The main difference to the Watkins post office, other than a new postmaster, is having four rural mail carriers now working in the small space (instead of two). Outgoing mail service will continue as always from both the Eden Valley and Watkins post offices.

A similar shift of services has happened from the Cokato post office to the Dassel post office. At some point, it is expected that a similar shift from the Richmond post office to Cold Spring will occur.

The end of Saturday postal delivery is a hot topic of discussion these days. Economic realities make this a

consideration. The logistics of ending postal delivery six days a week is problematic, though, and could take two years or more before it would be enacted. Many agree that it is inevitable, at some point in the future.

So who cares what happens to the postal system in the United States? We all should. No matter what you may think, postal delivery is one of the longest institutions in our country and is still a valid service today. Even with all the electronic means of delivery that we have today, there is still an essential role for post offices and postal delivery.

I've collected stamps most of my life, and I just can't imagine using a postal meter instead of hand-selected, colorful stamps. Reviving philately (stamp collecting) is one way to boost postal revenues.

We have chosen to mail out our invoices and statements, and subscription reminder cards, most of the time. While I don't write many letters, using e-mail almost exclusively, I still use "regular" mail all the time. Most of our income still comes to us through the mail.

But newspapers have a much bigger stake in the future of the post office. Postal delivery of many newspapers, including ours, is crucial to our very existence. No matter how we actually put together a newspaper — digitally on computer or the old way of cutting up bits of paper and waxing them onto page boards — two things are essential to newspapers: printing and delivery.

The National Newspaper Association is among a large group of organizations dedicated both to preserving postal services for its members, and to assuring a strong future for the U.S. Postal Service.

They believe that rural postal customers will be disproportionately hurt by cutting Saturday delivery, for instance. And they believe that such a measure will drive away even more business at the very time they're trying to save their customer base.

As a newspaper, I support and encourage the efforts by the National Newspaper Association on our behalf. Consistent and reliable delivery of our newspaper each week is at the core of our business existence. While we also work hard to deliver much of our newspaper on our award-winning website, I firmly believe that no computer screen, tablet, or

other device will completely take the place of the printed newspaper.

As an individual, I will keep purchasing stamps — especially the colorful, historical, or pretty ones. I'll set some aside for my collection, but I'll use most of them. I hope you'll do that too. Not necessarily collecting stamps, but at least using them.

Yes, the postal service must adapt to stay solvent and become more efficient. We've all had to adapt lately. It must continue, too. It's an American institution ... literally.

1. How Many People Use the Post Office? Does the Postal Service Even Know? Nov 20, 2011.

There's a new GAO report out this week by the indefatigable Phillip Herr. It's called "Action Needed to Maximize Cost-Saving Potential of Alternatives to Post Offices." In this week's Federal Eye column for the Washington Post, Ed O'Keefe writes about the report and poses the question, "How bad is it at the post office? Here are the numbers."

Citing Herr's report, O'Keefe writes: "There were 59 million fewer visits to post offices in 2010 than in 2009, and visits are down 21 percent over the last decade, according to a new Government Accountability Office report. (Ironically — despite searching high and low for a number — the report doesn't actually say how many visits were recorded in 2010.)"

The reason O'Keefe couldn't find the number of post office visits in the GAO report is that Herr doesn't say how many there were, and despite being heavily footnoted, the report doesn't say where the number 59 million came from.

So, how many people do visit the post office every year?

The Postal Facts Page

O'Keefe is a busy fellow, so apparently he didn't have time to Google around for an answer to his question. The "Postal Facts" page of the USPS website provides a table with all sorts of data, including annual visits to the post office. (Click on the chart for a larger view, and click on the chart to come back.)

The line for "Total Customer Visits" says there were 1.12 billion visits in 2009 and 1.07 billion in 2010. The decline comes to 50 million (about 5%) — a little

less than Herr's GAO report mentions, but close enough. The table also says there were 1.36 billion visits in 2001, and that would account for the 21% drop over the last decade that Herr cites and O'Keefe repeats.

The Postal Facts page thus provides the numbers on which Herr may have based his claim that visits were down 59 million in 2010, but this just raises another question: Where did the Postal Service come up with *its* numbers? The Postal Facts page doesn't say.

Annual Customer Visits to POS Locations

The number of people visiting post offices has become one of the issues being examined in hearings before the Postal Regulatory Commission, now working on an Advisory Opinion on the Retail Access Optimization Initiative (RAOI). After all, if you're going to close 3,650 post offices — and plan to close a total of 15,000 — it only makes sense to consider how many people use the post office.

In fact, one of the justifications for closing thousands of post offices is that people are visiting the post office much less frequently than they used to. According to the Postal Service, the brick-and-mortar post office is essentially a thing of the past.

In his opening testimony before the PRC on the RAOI, James Boldt, the man running the show, said this: "Customer behavior is also changing. With advances in technology and other product innovations, customers are choosing alternatives to traditional brick-and-mortar retail facilities when possible and instead are attracted to other channels developed by the Postal Service."

To illustrate his point, Boldt provided the following chart:

The point of the chart was to show that visits to the post office have been steadily declining, and the way the chart cuts off the bottom of the vertical axis, it actually looks like people soon won't be going to the post office at all.

It wasn't clear from the chart how these annual visits were being counted, so the National Association of Postmasters (NAPUS) put several interrogatories to Boldt about it. It turns out that only about 15,500 post offices have a Point of Sale (POS) terminal to count window transactions, so the chart doesn't show the picture for all 32,000 post offices. Plus, the POS terminal doesn't count many

kinds of visits to the post office, like when you go check your p.o. box or pick up a flat-rate box (PRC hearing transcript, Sept. 8, 2011, p. 339).

Actually, it's not even clear what Boldt's chart is showing to begin with. It's supposedly showing annual visits to a POS location, but it can't mean that a thousand people a year visit each location. If you multiply the 15,500 POS locations times the 965 annual visits in 2010, you get about 15 million visits. Since only half the country's post offices have a POS terminal, let's double that number for the whole country, which gives us about 30 million visits. But that's a tiny fraction of the estimated 1.07 billion visits in 2010 shown on the Postal Facts page. So what exactly is Boldt's chart showing if not annual visits? And why is the label on the vertical axis blacked out?

There's another version of the chart in a USPS briefing presentation (from April 2011). As with Boldt's chart, the purpose is to illustrate that "customers visits are diminishing at Post Offices, with internet diversion, competition, and the expansion of Postal Access points outside of traditional Post Offices." Here's the briefing presentation version:

Unlike Boldt's chart, the briefing chart has the vertical axis labeled, with "pieces (m)." Perhaps this refers to the number of pieces of mail that were handled in retail transactions at each of the post offices with a POS terminal, measured in thousands (m). That would mean, then, that Boldt's chart did not really show the number of customer visits at all. It was showing the number of pieces handled in these visits — about 15 billion pieces at 15,500 locations. That number is at least in the ballpark, considering that the annual volume of mail is about 170 billion, much of it entering the system not at post offices but at Bulk Mail Entry Units.

While all this may explain Boldt's chart, we're back to the question: Where did the Postal Service's "Postal Facts" come up with its numbers purporting to show a drop in visits, a "fact" now being repeated by the GAO to Congress, the Washington Post, and numerous other news agencies?

THE HOUSEHOLD DIARY SURVEY

Perhaps the numbers were derived from another source, the survey of US households the USPS conducts each year. This "Household Diary Survey"

(HDS) questions some 8,500 families over the telephone or Internet about their postal habits. The 2010 report shows the following chart:

The chart shows that the percentage of households visiting the post office every month is substantial — 83% in 2010. The survey doesn't tell us the total number of visits per year, but we can develop an estimate. If we take the lowest number in each range (1, 3, 7), we find that the average US household visits a post office at least 2.5 times a month. There are 115 million households in the U.S. That comes to over 3.5 billion visits a year. That's more than three times as many as "Postal Facts" indicates.

Even that number may underestimate the total annual visits to the post office. Think about the people with p.o. boxes, who go to the post office almost every day. The USPS website doesn't say how many people have boxes, but there are a lot of post office boxes. As this list provided by the Postal Service to the PRC suggests, the average post office has about a thousand boxes, and there are over 30,000 post offices. That's 30 million boxes. Many are probably unused, so let's say 15 million boxholders check their box five days a week. That would come to nearly 3.8 billion visits a year.

But we could be talking about even bigger numbers. According to a new survey conducted by the American Consumer institute, the average consumer visits the post office more than four times per month. There are over 234 million people over 18 in the US. That would come to over 11 billion visits a year.

In other words, the number of visits to the post office each year is huge — on the order of several billion. So it looks like the Postal Facts page, with its number 1.07 billion visits in 2010, has grossly underestimated the frequency people use the post office. And it is just ludicrous to think that the Postal Service has such a firm grasp of the numbers that it knows visits declined by 5% in 2010. There's no evidence that visits to the post office are even declining at all.

Take another look at the Household Survey chart. Rather than showing a decline from 2009 to 2010, the HDS chart shows just the opposite. It says that the number of visits was fairly stable from 2009 to 2010. In fact, the numbers for those visiting a post

office more than a couple of times a year went up: The percent of US households visiting 3 to 6 times rose from 30% to 33%, and for 7 or more times, from 18% to 19%. As the survey report observes, "Even with the continued availability of mail-related products and services through alternative modes (such as Internet orders), in-person visits to postal facilities remain stable."

So how could Boldt testify to a sharp decline in visits when the Household Diary report shows an increase in visits?

Explaining the Inconsistencies

NAPUS asked Boldt just that question in one of its interrogatories. Boldt explained the inconsistency by making two points. First, the Household Survey questioned customers on the phone or Internet about the range of frequency of their visits, but "they were not asked to recall or provide evidence of the actual number of visits." In other words, the survey dealt with ranges, not specific numbers, and it's possible people made erroneous claims (they weren't asked to "provide evidence").

Boldt's second explanation was one based on what he was told by those who conducted the survey. Perhaps people in each of the three categories might be visiting a post office less frequently but still within the range. So, for example, those in the middle category (3 to 6 visits a month) perhaps visited 6 times a month in 2009 but only 3 times a month in 2010. The number of people in this category could go up, but the actual visits would go down.

According to Boldt, then, the Household Survey chart misrepresents reality, which is captured in his chart (even though it's not clear out what his chart really shows). The Household Survey chart, Boldt suggests, is essentially inaccurate in its representation that visits to the post office are holding steady, perhaps increasing.

But Boldt's explanation doesn't begin to grapple with the fact that the Household Survey chart shows that there are several billion visits to the post office every year, many times more than the Postal Facts page states or that his chart captures. For his explanation to wash, people responding to the survey would have had to seriously overestimate their visits to the post office — like, they said they

visited five times last month, but they really only visited once, a fact that would have been revealed if they had been required to "provide evidence."

So what's really going on here?

As the PRC's inquiry into the RAOI has made clear, the Postal Service does not count a wide variety of activities that happen inside a post office. If people visit the post office to check their post office box or drop off a letter, they are not counted. If they go into the post office to pick up a flat-rate box or to make a purchase using an Automated Postal Center in the lobby, they are not counted. If they go inside to ask a postmaster or clerk a question, they are not counted. If they are there to visit with friends and share some local news, they are not counted. If they are there to do any of a number of things not measured by the Postal Service's tools — like helping to "bind the country together" — they are not counted.

In their briefs on the Advisory Opinion, both NAPUS and the League of Postmasters have made this point very clearly. The NAPUS "Initial Brief" criticizes the Postal Service for the way it chose post offices to close under the RAOI, since the notion of "low workload" failed to consider work that doesn't bring in revenue, and the Postal Service made no effort to count visits to retrieve mail at post office boxes, which is the way many people in rural areas get their mail. In its "Initial Brief" (p.34), the National League of Postmasters makes a similar point and identifies the Postal Service's failure to consider the actual number of customer visits to the post office as one of the main flaws in the RAOI.

The Postal Service will probably dismiss the issue of visits to the post offices as unimportant. The main argument of the Postal Service is that postal revenues are declining, so it only makes sense to "optimize" the retail network by closing post offices that bring in less revenue than it costs to operate them. It is much less expensive to generate revenue using all the alternatives to the post office, like kiosks, stamps online, and stamps-on-consignment at your local chain store.

But the Postal Service should stick to the argument that post offices lose money and stop bringing up a decline in "visits to the post office" as part of its case for closing post offices. The Postal Service simply does not know how many people visit the post

office, and it has no idea whether those visits are increasing or decreasing.

And perhaps the GAO and the Washington Post should check their facts before repeating what the Postal Service says. The Postal Service is not a reliable source.

2. Austrian Post reports strong profit growth in year so far

Austrian Post has reported a "very satisfactory" first three quarters of the year, with growth in parcel and advertising mail volumes more than countering declines in addressed letters.

Overall profits grew 13.6% to EUR 78.9m for the nine months up to September, while consolidated revenues grew 4.1%, reaching EUR 1.71bn.

Sales in the mail division increased 4.1% year-on-year to EUR 978.3m, partly thanks to prices increased in May, while growth in parcels and logistics was 6%, rising to a EUR 618m revenue despite pressures from higher transport costs.

While revenues in the post office network fell 4.1% to EUR 112.8m, overall group earnings before tax rose 15.4% to EUR 109.5m.

The third quarter saw group revenue growth of 6.7% year-on-year, to EUR 572m, with earnings before tax up nearly 40% to EUR 28.2m

Austrian Post is now predicting a sales growth of 3.5 to 4% for the full year, and a margin for earnings after tax of 10-12%.

Its CEO Georg Pözl said new products and pricing were now being accepted by Austrian people, adding momentum to sales.

New ways to bring in self-service operations, such as the trial for apartment owners to receive parcels in community lock boxes, are bringing good reactions from the public, he said, while a service in which advertising mail is bundled together is also proving a success.

"The sales growth achieved in the mail and parcel business shows once again that our strategic positioning is correct and our operational development is proceeding well," said Pözl today.

EFFICIENCY

Austrian Post is tackling the challenge of improving operational efficiency to cope with declining letter

volumes hit by e-substitution and the economic slowdown, the company said, but it added that investment in improvements and extra capacity also made sense for the long-term sustainability of the service.

The Post is on track to spend EUR 80m to 90m on capital investment this full year, replacing sorting systems with more efficient technology while spending on structural changes to improve operational efficiency.

Sales in the retail network have been declining for a while, with the Post restructuring to provide more postal services out of partner-run counters rather than post offices. In the last year, the number of partner-run outlets have increased from 898 to 1,239.

Labour costs have been relatively stable on a comparable basis to last year, at EUR 817m, with natural attrition seeing staff levels falling by 747 to 23,486 staff total.

Looking forward, Austrian Post said letter volumes would continue to come under attack by internet communications, while the current debt debate in Europe was likely to have a dampening affect on consumer spending, which could have an impact on parcel volumes, though otherwise that market should prove "largely robust".

1. Royal Mail Profits Rise As Business Shrinks

The Royal Mail has announced a rise in profits despite a backdrop of declining mail volume. Restructuring has seen the closure or amalgamation of many delivery offices and mail centres across the country and the workforce reduced to 163,000 with 50,000 jobs lost over the last ten years.

Whilst pre-tax profits for the six months up to 25th September were £187m, it saw a loss on letters of £41m, signalling an ongoing decline in stamped mail as more customers switch to digital alternatives and even rival operators.

The Royal Mail is gradually being freed from lengthy consultations with Ofcom in being able to raise stamp prices and other charges, but government plans to take on its enormous pension deficit have yet to have EU approval before the UK's main postal operator can be sold, a plan supported in principle, by both the present and previous government.

However, major operational changes, seen as crucial to long term profitability have been hard-won with sometimes bitter industrial disputes both at local and national level and lengthy discussions with the Communication Workers Union. The Union remains opposed to a splitting up of the business, arguing that the postal service should remain in public hands.

Dave Ward, CWU deputy general secretary, said: "Better performance and improved profits is welcome news for Royal Mail and its staff – but the industry still faces major challenges to secure its future. We want this success to be shared with postal workers in the form of higher pay and a commitment to job security, with an extension to Royal Mail's commitment to completing modernisation with no compulsory redundancies.

"The modernisation programme has brought major change, including voluntary job losses, new machinery and equipment and changes to workplaces. It's been difficult for both postal workers and customers and rewarding staff is the right thing to do. The current talks we're in with the company are crucial to maintaining the successful modernisation of Royal Mail and in those we're seeking commitments on pay and job security.

"Royal Mail workers know what's going on in terms of competition and change in the industry and the crucial thing is to reward and motivate postal workers. Any redundancies must be voluntary, not forced, and the postal service must be protected. Without that it doesn't matter what you do. The progress so far proves this can be successfully achieved under public ownership and clearly shows the importance of keeping the group of businesses – letters, Post Office, Parcelforce and GLS – integrated. Breaking this business up would be a disaster for UK postal services."

1. Swiss Post trials personalised daily newspapers

Swiss Post has launched the first personalised daily newspaper in Switzerland for a one-year market trial.

MyNewspaper allows subscribers to select the content that interests them from various national and international newspapers, which is then assembled and printed for delivery in physical form.

It might mean taking the sports section from one newspaper, the politics section from another, and local news from a third newspaper.

Swiss Post, which is working with 11 national and international publishers on the product, said it product combined the advantages of both electronic and physical news media.

"The first personalizable newspaper on the Swiss market should not be regarded as competition for existing publications," said Swiss Post. "Instead, it will allow publishers to extend the reach of their newspapers and attract new readers. Swiss Post, for its part, provides its logistics experience and manages the interface between publishers and readers."

For Swiss Post, the project will generate physical mail volumes – the company aims to deliver the MyNewspaper the day after an order is placed to a home address or PO box. The newspapers are digitally printed overnight at the Härkingen Letter Centre.

During the trial, the printed versions will be available in the major urban centres of Zurich, Basel, Berne, Lucerne and Aarau. Prices start at CHF 60 per month.

The MyNewspaper is also available in electronic form from anywhere in the world, for a CHF 21 price.

Swiss Post said it wanted to use the trial to find out what level of demand there is for a printed personalised newspaper at the offered pricing.

Earlier this year, Swiss Post launched a service delivering international editions of Swiss newspapers overseas on the day of publication via its hybrid mail system.

The company sees big opportunities ahead for digital communications, with former IBM and British Telecom executive Susanne Ruoff set to build on the ambitions when she takes over as CEO from next September.

1. GLS Germany adds flexible re-delivery options to last mile

Package delivery company GLS Germany has launched a new online facility for consumers to re-arrange delivery for e-commerce shipments.

The new service has been in operation since last month, allowing package recipients to choose where and when GLS should attempt a re-delivery, if they were unable to receive the item the first time.

Drivers are leaving "Way to the Web" notification cards when a first delivery cannot be completed, providing a tracking ID for the package and instructions to visit the uni-track.de website to manage their re-delivery.

GLS said thanks to internet shopping, the number of packages it is shipping to private individuals is growing, but they often cannot be at home when the goods arrive, meaning that drivers must return to the depot with the package.

With the new service, recipients can specify an alternate address within Germany, re-order delivery for the original shipping address, or have the package delivered to one of the 5,000 GLS parcel shops around Germany, for collection in person.

Package recipients can also nominate a safe location on their property for the driver to leave a package, or signal their intent to refuse delivery outright.

Klaus Conrad, managing director of GLS Germany, said: "With online shopping, people always want to be flexible. Our goal is to get packages to recipients as quickly and conveniently as possible. This is best when they let us know what is the best solution for them."

GLS, the German subsidiary of Amsterdam-based General Logistics Systems BV, said that as had been the case before the new web-based re-delivery option, recipients will also be able to change the address or date of the second delivery by telephone.

The company said it is also looking to provide further improvements for package recipients in future.

1. Swiss Post agrees 1% pay rise with unions

Swiss Post employees will receive a 1% increase in salary next year, under a prospective new agreement with trade unions Syndicom and Transfair.

After two rounds of negotiation, a tentative agreement based around the moderate pay rise does still need sign-off by the Swiss Post board and decision-making bodies of the two unions.

Along with the pay rise, the company's 35,000 staff subject to the collective employment contract will also receive a one-off bonus payment of CHF 500.

And, Swiss Post said it was setting aside the equivalent of 0.8% of staff salaries for a pay-for-performance incentive programme.

The company said it was expecting most of its employees to profit from the incentives.

Separate negotiations for employees of Swiss Post's PostBus Switzerland, PostLogistics and SecurePost subsidiaries have not yet been concluded, the company said.

The second biggest employer in Switzerland, Swiss Post has around 53,000 employees, not including those working abroad.

1. Postal Service to cut 7,500 postmaster, supervisor jobs

By SEAN REILLY

The U.S. Postal Service will cut 7,500 jobs through early retirements and a reduction in force, Postmaster General Patrick Donahoe said Friday. About 2,000 of those could be postmaster positions, with the remainder coming from line supervisors and administrators.

Donahoe announced the move shortly before being sworn into the job he has held since early last month.

Some of the targeted positions are currently vacant; the planned reductions are part of a restructuring that is supposed to save \$700 million annually, a USPS spokeswoman said. While the affected jobs make up a small fraction of the Postal Service's total work force of some 676,000, they represent 10 to 20 percent of postmaster, line supervisor and administrative slots, Donahoe said.

The downsizing is supposed to begin by the end of March; Donahoe has already pruned the ranks of USPS top management mostly vice presidents, from 41 to 34, and announced the closing of an area office in Memphis.

"We are taking a very deliberate and thoughtful process to try to match up how we structure ourselves with what we want to do," Donahoe said Friday. As part of the same reorganization, the agency is also looking at closing 10 of its 74 district offices. Donahoe said some candidates have been identified, but he declined to name them and said no final decisions have been made.

The elimination of some 2,000 postmaster jobs could also affect a like number of post offices, he acknowledged. "Some will be closed, some will be consolidated." In some small communities, the work

could be contracted out to a general store. The Postal Service will also increasingly stress customer access through its website and other "alternative channels," he said.

A 35-year postal veteran, Donahoe became postmaster general last month; the audience for Friday's ceremonial swearing-in at USPS headquarters included some 300 postal employees, union leaders and regulators.

"He has demonstrated the ability to drive large-scale change — the types of change that are necessary to ensure the long-term viability and the strength of the Postal Service far into the future," Louis Giuliano, chairman of the USPS Board of Governors, said before administering the oath of office.

ckclerk wrote:

I've been reading through the responses to my statement that the Greater CT APWU would not tolerate the crossing of crafts and bargaining unit work being done by other crafts and management. It's discouraging to see that in VA this has been going on for awhile. Don't get me wrong, it does happen in CT, but the employees in the affected offices didn't care enough to file grievances or report it to the union at the state level when their steward turned a deaf ear. Now they're upset because of excessing in these offices and their coming forward with their accusations. Unfortunately it's too little too late.

All craft employees need to step up to the plate and start reporting abuses of our contracts. If you don't trust your steward or even your local, then go on line find out how to contact someone at the next level and do it. Not all members of the unions are corrupt and bought off by management. We all need to work together to save our jobs.

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late.cxb
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 ckclerk

MaleMan wrote:

No. He means ..."the hell you're talking about and while you're at it, learn..." ;-) ...but you were close!

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 MaleMan

Recommend Reply to this Post Report Abuse User Image

cmtaeyw wrote:

Did anyone give any thought on how much mail would need to be delivered on Monday? Unless they expect to curtail first class mail, the overtime on Monday will offset most of the savings from closing on Saturday. We could save more money by thinning mout the top. Our office has a Postmaster and 5 supervisors and 3 204-B's with 40 delivery routes. At any given time there will be 3 supervisors sitting around. It doesn't take 3 people to keep track of carrier's return time and if you call the Post Office for any reason the phone rings about 20 times before someone answers. They don;t want to have to deal with a problem. The PM has a private line that district uses when they call and that gets answered almost immediately. The PM leaves by 2:00 and the senior supervisor is always out doing "street ops." Funny that very few people see him. The office functions without supervisor input so how can they justify their pay?

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5 day is the way to go to save the postal service, not to save jobs. The postal service is there to provide..... a service. Delivery of mail is its business. if our volume of mail is now down 10,20,30% from years past to provide the service at a reasonable rate we have got to go to 5 day delivery. I feel bad for the people that will lose their jobs but we cant keep losing 8 billion dollars a year. We can give early out,we can give incentives to retire, Would all postal employee's with less than ten years be willing to take a pay freeze (for a few years) to give some incentives to get the old timers to leave? I think they would. I am not worried one way or another about it i have 26 years as a city carrier and can retire in 4 years at 56

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CESBPA WROTE:

we NEED to STOP fighting 5 day delivery!! it is nothing but a Union sacred overtime COW!! cutting Saturday delivery is the practical thing to do. it will save BILLIONS every year. Just think if you could save JUST the GASOLINE that is used to run ALL our delivery vehicles on that ONE DAY of the week ALONE. If ANY of us had the money it takes to run

our fleet for just that ONE DAY we could retire!!! and that's not even COUNTING the salaries and overtime paid out on that day. Come on People! it's time to drag yourselves into the new century. Kicking and screaming if need be.

I am a single parent, I work every Saturday at the post office and IF we went to a 5 day delivery then I would be out of a job and the way the things are now it would be hard to find a second job to feed and take care of my kids that pays as well as the post office. Yes it would cut a lot of money for the postal service, but you also have to look at ALL of the little people that you are hurting.

1. Armenia and Russia will cooperate in military courier, postal service

The Armenian government has decided to sign an agreement on cooperation in military courier postal links with Russia, the Armenian Defense Minister Seyran Ohanyan stated on January 13.

According to him, the military correspondence delivery from Armenia to Russia and back will be regulating by this agreement.

Under the agreement, military correspondence is inviolable and not subject to border and customs surveillance.

This agreement regulates the activities of the military couriers, delivery of correspondence and special cargo.

News from Armenia - NEWS.am

1. Royal Mail privatisation: Disaster or solution?

Dan Derry, managing director, OPS Logistics Consultancy, looks at the Royal Mail privatisation push for Post&Parcel.

After a four-month evaluation, in September 2010, the UK government announced and committed to privatising Royal Mail (RM) in an attempt to breathe life into the organisation.

RM provides a service for every business, man, woman and child in the UK, so changes of this magnitude can potentially have a dramatic effect on the populace and the service they receive, so it is worth asking the title question and investigating the matter in order to try and uncover an answer.

Let's first start by asking some basic questions:

Is RM fit to be privatised?

RM is, from a high level position, in the main four different bodies: 1) Royal Mail Retail - the company who moves your mail posted through the normal means, 2) Royal Mail Wholesale - the company that interfaces with the independent companies who provide for a down stream access service, whereby RMW do the final mile delivery, 3) Post Office Counters, who provide a number of services, e.g., stamps, various licences, etc, and 4) parcels, through Parcelforce and GLS. There are other elements to RM, but for the moment we will keep to a high-level view.

Although RM has made a profit in recent years, there is some doubt over its longer term financial viability. This is especially exasperated when you take into account a c. £8bn deficit in its pension scheme. There are also other issues in that the RM operating model is still too expensive, with too many touch points, although there has been both investment and reduction in staff, there is still some way to go, before RM can face any truly competitive environment. You then have the Quality of Service issues, whereby RM offers an on-time delivery target for 1st class of only 93%. Or put it another way, 7% of your customer mailings are not being targeted for on-time delivery. If a business produces 100m items of mail per year, then 7m items would fail. That's 7m times a business has failed to meet their customers expectations or potential loss of revenue opportunities. The standard on-time delivery target for parcel deliveries within the commercial sector is >98.5%. RM also lacks the ability of a best-in-class customer relationship management system, as compared to their competition. This is partly down to regulation constraints and partly down to simple ability / skills.

With the government announcing that the Post Office will be mutualised and that the government will take on the Pension liabilities, this eases the ability to privatise RM, but there are still a number of risks, which would need to be weighed up.

What are the risks?

The Communications Workers Union (CWU) has vowed to fight any privatisation, including the use of industrial action. The CWU has a number of stated concerns, including jobs will be lost, service will degrade and prices will rise, all under the banner of a threat on the cessation of the universal service.

Yes, there are liable to be job losses and yes this probably needs to happen, but not before a more efficient and effective operational model is developed. This is a simple fact of a competitive environment; unfortunately, it is not in the interest of the CWU to have fewer members. Will the service degrade? Probably not (excluding industrial action), in fact it is more than likely to improve, as commercially focused companies know that securing revenue is about customer satisfaction. Prices could or could not rise. There are a number of variables, including decreasing cost of operation and competitive pricing. The universal offering could be affected, but if so, it would not be the end of civilisation, as we know it. Currently, if you send a parcel to outer lying locations, you will pay more, yet people still send to these locations.

A big risk is the likely inclusion of VAT being added to the price of postage. Currently RM, being a public sector company, do not charge VAT, a sore point with the competition, as they have to charge VAT. However, if RM is privatised then there is a strong likelihood that this status will change, meaning VAT will need to be levied to the price of a stamp. This will mean a higher cost to the public consumer and to some businesses, which cannot reclaim VAT, such as financial institutions. This might cause a rethink on the amount spent on postage and thus equate to even fewer volumes to RM. It will, on the other hand, mean an additional revenue stream for the Chancellor, a thought, which I am sure has not been overlooked, especially as they will be losing their golden share upon privatisation.

What are the benefits?

With an increase in private capital and investment, you would expect to see a more modern mail service emerge, thus providing an improved and cost effective service.

The taxpayer would no longer be funding an organisation, which is currently facing financial questionability, although they would still carry responsibility of the pension scheme.

The Post Office would still provide a social service to the community.

What would happen to the Royal Mail name?

A largely unanswered question. It would need to be assumed that a privatised company could not carry

the 'Royal' name and would therefore need to change it. This is not new, as some of you will no doubt remember the last attempt at changing the name of Royal Mail, in the great Consignia adventure.

A further idea for thought would be that if the company was no longer carrying the name Royal, does that mean the Monarch's portrait would no longer be on the stamp? The government are currently pushing the idea that this would be commercial suicide to remove it, but it is difficult to see how it could remain, as the company would no longer be a national asset, especially if RM were to be foreign owned.

Who is best to own / run Royal Mail?

There are a number of potential solutions, although few are ideal:

a) Leave RM as a Public Sector company, with an injection of investment funds, although governed by reorganisation requirements, with set targets on operational cost and service. The problem with this is any government has little to no ability to manage a company and they often find themselves making decisions based on political short term gains, instead of on long term viability.

b) RM purchased and run by an existing down stream access provider. This would provide both the right skill base and investment. However, it does have a distinct danger of putting the other down stream access providers (competition) either out of business or present an unfair competitive advantage to them, as this new entity would still have the requirement for final mile delivery and would have to pay for this activity.

c) RM purchased by a Private Equity (PE) firm but run by the existing management structure. Whilst there would be an injection of investment capital, there would no doubt be a defined repayment structure as most PE firms operate on a short-term basis, with quick returns and high margins. If the management fails to deliver, they will be quickly replaced, which would cause further stability issues.

d) A Management Buy-Out (MBO) to include employee ownership, similar to a John Lewis style of structure. This would still require a degree of Venture Capital funding, but would have greater ownership from management and employees who

would have a vested interest in providing for a modern postal service.

The above is not all-inclusive, as there are also other solutions and potential pitfalls, including a new regulator, but this is not a dissertation.

So would privatizing RM be a disaster or solution? It is hard to say given the number of potential variables involved. We know that the operational model of RM is too costly and that the CWU is reluctant in supporting change, which will mean drastic restructuring. We also know that governments are not capable of running companies as they cloud service, cost and political gains. Whatever the decision, one thing must remain constant. Any change must see the consumer benefit with improved service and greater value for money.

1. Rural post offices under threat

By Ben van der Meer/Appeal-Democrat

At post offices in Browns Valley, Smartsville, Dobbins and other small Yuba County burgs, residents stop in for their mail, and a chat.

Sometimes it's with the clerk, sometimes it's with neighbors. The topic can be the weather, where to get firewood, or general gossip.

But officials of the U.S. Postal Service, which continues to face financial woes and a mandate to cut costs, is mulling whether such post offices still make sense in a time when bills can be paid online and most people can't recall when they last sent a letter.

Beginning in March, the Postal Service will begin closing 2,000 offices nationwide, and postal officials are reviewing up to 16,000 more operating at a deficit.

U.S. Postal Service spokesman Gus Ruiz said that speculating on which offices may close, or when, is still premature.

"What we're doing right now is looking at current finances and revenues," he said. "But we have no 'going out of business' signs going up anywhere there."

But rural Yuba County postal clerks, who said they couldn't speak on the record, said their customers will frequently ask them how much longer the offices will be around.

Those who use them said the possibility of closures would be at best inconvenient, and at worst a blow to the sense of community.

"It would be very difficult," said Elaine Peters of Browns Valley as she picked up her mail Friday afternoon. "I understand the term 'They have to do something,' but they should've seen this coming." Peters, 49, said she worries about Browns Valley losing its post office because the population is heavily retirement age, and thus less likely to switch to paying bills by Internet.

"Can you imagine them going in the fog down to Marysville? And then the price of gas on top of that?" she said.

Higher fuel costs are one factor in Postal Service losses in recent years, and the recession is another. Mail volume fell by 20 percent between 2006 and 2010, and postal officials said they don't expect it to ever return to previous highs.

In Dobbins and Oregon House, the two post offices are only a few miles apart, though both have an established constituency of patrons, particularly in Dobbins, where post office boxes are the only way some residents can get correspondence.

After picking up his mail on Friday, Stan Jacobs of Dobbins said he often runs into familiar faces at the office. If the post offices in both Dobbins and Oregon House closed, he said, he'd probably only check his mail once a week.

"This is a pretty busy post office," he said. "We're all pretty spread out here."

To avoid closure, one clerk said she'll try to draw as much traffic as she can. Each office is considered independent for financial reasons, so one operating at a loss has a greater chance of being closed.

In fiscal 2010, the Postal Service had a record \$8.5 billion in losses.

Those numbers led Jeff Todd of Brownsville to take a more philosophical stance on the idea of closing smaller offices.

"Times are hard," said Todd, as he mailed a letter in Browns Valley. "If you want to make things work, there's going to have to be cuts."

"But I like the post office. It provides something valuable."

1. Postal protest over privatisation

(UKPA) – Jan 21, 2011

Hundreds of postal workers are due to stage a fresh protest in London against the Government's controversial plans to privatise the Royal Mail, warning that post offices will be at risk of closure.

A rally will be held in Kingston upon Thames, where the local Liberal Democrat MP Ed Davey is Postal Affairs Minister, who has been promoting the privatisation Bill in its current passage through Parliament.

Billy Hayes, general secretary of the Communication Workers Union, said: "Privatising the Royal Mail will be disastrous for people who rely on post offices and the mail service. We're taking the message direct to Ed Davey's doorstep so that he hears loud and clear the concern and opposition to his actions.

"The Government says privatisation is necessary to safeguard the Royal Mail, but that is blatant spin. If Ed Davey and others were genuinely interested in postal economics, sustainable mail services and value for the taxpayer they would look at regulatory changes before flogging a national asset to profit-hunters."

A Royal Mail spokesman said: "Royal Mail warmly supports the Postal Services Bill. It is vital for the future of the company. The Bill aims to resolve Royal Mail's historic £10.3 billion actuarial pension fund deficit, which is a major cash drain on our limited resources.

"It will also allow Royal Mail access to much-needed private investment. We strongly support the passage of the Bill."

A Department for Business spokesman said: "The Government's plans will protect the long-term future of Royal Mail and the Post Office and the postal services that people across the country rely on.

"They will ensure our postal workers have a stable company to work for, secure pensions and can benefit from the largest employee share scheme of any major privatisation. Our approach is based on the hard facts - the situation is too serious to walk away from."

1. To Decentralize Mail Services: Postal Ministry Installs Cages

OBSERVER STAFF REPORTER

The Minister of Post and Telecommunication (MPT) designate, Dr. Frederick B. Norkeh says his administration has embarked on a process that would revamp the ministry's facilities and further decentralize fast delivery of mails and other services across the country.

"For efficiency, effectiveness and mail security, the ministry has already embarked on building cages in the postal system wherein incoming and outgoing mails are being enclosed as employees work regularly to sort them out," Dr. Norkeh said.

The Liberia Post Master-General spoke yesterday in the conference room of the Ministry in Monrovia at program marking this year's Pan African Postal Celebration. The program was held on the theme, "The Post, A National Vehicle for Regional Integration".

According to Dr. Korkeh, the administration has extended the fence around the courtyard to the ministry and equipped the fence with razor wires.

The exercises, he said, are aimed at preventing the commission of crimes and particularly 'mails theft,' which remains one of the major challenges of the ministry in the post-war era.

According to him, the high level of cooperation he has been receiving from his staff would enable the administration to decentralize its mails delivery system throughout the country, adding, "Monrovia is not Liberia".

Earlier, Dr. Norkeh read this year's message commemorating the occasion on behalf of Mrs. Rodah Masaviru. Mrs. Masaviru is the secretary-general for Pan African Postal Union (PAPU).

In the message, Masaviru said every year, the postal fraternity in Africa focuses on a specific theme during the Pan African Post Day on January 18.

This is to highlight the role and place of the post in socio-economic development. The post, Dr. Norkeh said, has been playing its rightful role as a key communications network in society; touching lives at the personal and community level, enabling small and large business transactions within and between countries, and thus significantly contributing to socio-economic development.

Africa's postal network constitutes over 30,000 postal outlets as part of the 669,000 post offices

worldwide; whose reach has been greatly enhanced by modern international communications technology (ICT) based tools and systems.

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1. (LEAD) S. Korea to reset postal system in administrative reform

By Lee Chi-dong

SEOUL, Jan. 19 (Yonhap) -- South Korea plans to redraw its postal map as part of efforts to streamline its administrative system and enhance national competitiveness, the government said Wednesday.

In a meeting of the Presidential Council on National Competitiveness, chaired by President Lee Myung-bak, the Ministry of Public Administration and Security unveiled the plan to replace the current six-digit postal code with the U.S.-style ZIP code that consists of five digits, effective in 2014. The system will be introduced next year on a trial basis.

The envisioned system, if implemented, is expected to enable people to find locations nationwide based on the relatively simple ZIP code, the ministry said.

Currently, South Korea's police, postal, fire defense authorities and other public agencies, as well as the civilian sector, use different zoning methods.

The government plans to unify the zoning system starting in 2014, in which all districts and villages across the country will be divided into about 30,000 "basic zones" to have their own ZIP codes, according to the ministry.

It also said road signs nationwide will be simplified to focus on the names of roads and streets, not those of destinations. South Korea has more than 145,000 road signs, 45,000 of which are in urban areas.

President Lee Myung-bak (R) presides over a meeting of the Presidential Council on National Competitiveness at Cheong Wa Dae on Jan. 19. (Yonhap)

The president called for adequate preparations to minimize public confusion, said his spokeswoman Kim Hee-jung.

"Once such a system is revised, it would be hard to do so again," Lee was quoted as saying at the meeting of the council. "It is necessary to implement the measures perfectly and flawlessly, not hastily."

Meanwhile, the Ministry of Government Legislation said it will modify a total of 486 laws and ordinances within the first quarter of this year to promote corporate investment and reduce inconveniences for ordinary people.

The president also asked his government to develop a strategy to encourage foreign companies to do business here.

"I want you to review various regulations and speedily handle them," he said, according to the spokeswoman.

In a separate press briefing, Kang Man-soo, chairman of the council, stressed the importance of easing business-related restrictions.

"Recent research shows that South Korea will be able to raise its annual economic growth by 1 percentage point" should it ease restrictions and expand investment, he said. South Korea aims to achieve 5 percent economic growth in 2011.

On the educational front, the government has decided to expand incentives for companies hiring vocational training school graduates.

Last year, the Lee administration launched 21 "Meister" high schools for technical education and apprenticeship, in which students can develop expertise in particular fields including shipbuilding, mechanical engineering, semiconductors and medical equipment. Their tuition will be subsidized by the government.

NATIONAL ANOMALY COMMITTEE MEETING AND DECISIONS THEREOF

ANNEXURE - I

ANOMALY ITEMS SUBMITTED BY THE STAFF SIDE BEFORE NATIONAL ANOMALY COMMITTEE

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Pay fixation in case of merger of prerevised pay scale. 2. On Revised Pay Rules, 2008. 3. Benefit on Promotion. 4. Re-fixation of Pension / Family Pension. 5. Anomaly in Pension for Government Servants who retired / died in harness between 1.1.2006 and 1.9.2008. 6. CoOmmutation of Pension. 7. Grant Revised Allowances with effect from 1.1.2006. 8. Transport Allowance. 9. Revision of Existing Allowances. 10. Parity in pension of all pre 1996 retirees with those who retired on or after 1.1.96. 11. Anomaly in Pension to those retiring within first 9 months of 2006 not fully rectified. 12. Revision of Pension of those who retired during the period 1.1.2006 to 1.9.2008. 13. Allowances. 14. 50% of revised Pay Band + Grade Pay not correctly determined'. 15. Revision of Pension of those who are receiving two Pensions. 16. Special Provision for those who retired on or after 1.1.2006 but retain pre-revised scale of pay. 17. Commutation of additional Pension on retrospective revision of Pension in respect of Post 31.12.2005 retirees. 18. Constant Attendance Allowance. 19. Grant of Grade Pay of Rs.5400 in PB-2 for Asstt. Accounts / Audit Officers. 20. Revision in Base Index for DA. 21. Child Care Leave in respect of Central Government Women Employees as a result of Sixth ay Commission Report. 22. Cumulative loss in wages as a result of new fixation formula on promotion to the next higher grade. | <ol style="list-style-type: none"> 23. Fixation of pay on promotion. 24. Denial of monetary benefit in the matter of fixation of pay while granting higher replacement Scale. 25. Re-opening of option for fixation of pay on promotion. 26. Income criteria in respect of Parents and widowed / divorces / unmarried daughters. 27. Anomaly in fixation of pay of employees in service and employees who enter service on or after 1.1.2006. 28. Waiver of recovery of higher DAIDR drawn during the period from 1.1.2006 to 31.08.2006. 29. Fixation of pay in Revised Pay Scale. 30. Anomaly in fixing Grade Pay. 31. Anomaly due to not applying informally the multiplication factor of 1.86 in fixing the minimum pay in all the revised pay bands applying different. 32. Grant of Notional increment as may be due on the first day of July following the superannuation / death in service for computation of emoluments / average emoluments for Pensionary benefits. 33. Bench mark in AICPI scheme for grant of DAIDR w.e.f. 1.1.2006 on CPC VI level pay / pension restructur-mg. 34. Increase of TA (Transport Allowance) at par with PB-3. 35. Application of new commutation factor recommended by VI CPC - Contrary to Rules and Judicial directions. 36. Fixation of pay on Promotion to a post carrying the same Grade Pay. 37. Payment of interest for the 60% XPC VI arrears due to be paid in 2009-10. 38. Reoption to those promoted prior 2.9.2008. 39. Additional quantum of pension to older pensioners in the age group of 65 to 75 years and above. 40. 3 HAG Scales of Pay. 41. Anomaly in Grade pay of Asstt. Programmer in cm. 42. Anomaly in the Pay Scale / Pay Band and Grade Pay of Library Information Assistants. |
|--|--|

43. Anomaly in Revised Pension to pre-2006 retirees.
44. Anomaly in Pension of those in receipt of stagnation increments in pre-revised Pay Scale.
45. New Recruits getting more pay than promotees in the same Pay Band and Grade Pay.
46. Fixation of Pay for new Recruits in the Grade Pay of Rs.4200/-
47. Removal of Anomalies in Modified Assured Career Progression Scheme.
48. Disparity in Pay Scales and status: Officers in Stenographers cadre.
49. Date of annual increment in EOL cases.
50. Disparity in Pension / Family Pension between pre and post Pensioners / Family Pensioners.
51. 15 year period fixed for restoration of Commuted Portion of Pension (CPOP) is Arbitrary and Unjustified being contrary to the principle enumerated by the 6th CPC and laid down by the Apex Court.
52. Commutation of Revised Pension.
53. Anomalies in the matter of pay scales of Stenographers.
54. Anomalies in the Pay Scales of Official Language Staff.
55. Assigning higher Grade Pay of Rs.4600/- to Administrative Officer Gr.II Private Secretary in Subordinate Offices.
56. Grant of higher grade pay for the Physical Education Teachers, Primary School Resource Teachers, Music/ Art Teachers, Librarians, Craft Instructors etc in the Education Department of Andaman and Nicobar Ad-ministration.
57. Grant of higher Grade Pay for Head Masters (Primary) and Head Masters (Middle).
58. Rectification of Anomaly in the revised pay structure of the common category of Auzillary Nursing Midwife (ANM), Lady Health Visitor (LHV) and Public Health Nurse (PHN) in the Union Territory of Puducherry.
59. Rectification of Anomaly in the revised pay structure of Data Entry Operator (Common Category) in the Union Territory of Puducherry.
60. Rectification of Anomaly in the revised pay structure of Investigator in Planning and Research Department in the Union Territory of Puducherry.
61. Rectification of Anomaly in the revised pay structure of public Relations Assistant in Information and Publicity Department in the Union Territory of Puducherry.
62. Rectification of Anomaly in the revised pay structure of Statistical Staff (Field Supervisor, Statistical In-spector, Statistical Officer and Deputy Director) working in the Union Territory of Puducherry
- First meeting of National Anomaly committee was held on 12-12-2009. Sri U.M. Purohit, Secretary Staff side explained the subjects in depth. The staff side requested the Chairman, Secretary (P) to ensure the functioning of JCM at all levels. The Secretary (P) agreed with staff side.
- The next meeting of the JCM would be on 16-1-2010.
- DISCUSSIONS AND DECISIONS ARE AS FOLLOWS:**
1. The item Nos. 1 to 4 and 5 (iii) and 7 were grouped together and discussed as they were identical in content. For the sake of convenience, we reproduce item No. 3 which covers all the above mentioned items.
- FIXATION OF PAY IN REVISED PAY SCALE**
- The VI CPC in para 2.2.9 (vii) has indicated that where prerevised pay scales have been merged it has been done by extending the existing minimum prescribed for the highest pay scale with which the other scales are being merged. Accordingly it has also been stipulated in 7(1)(A) of the CCS (Revised Pay) Rules, 2008 that if the minimum of the Revised Pay Band / Pay Scale is more than what is determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding of the resultant figure to the next multiple of 10, the pay shall be fixed at the minimum of the revised Pay Band / Pay Scale. Note 2B below Rule 7, ibid and illustration 4B given in the Explanatory Memorandum to the Revised Pay Rule apply to cases of merger of Pay Scales. Note 2B states that pay in the revised Pay Bands will be fixed in the manner prescribed in accordance with Clause (A) (i) And clause (A) (ii) of Rule 7. In illustration 4B a case of an employee in the pre revised pay scale Rs.5000-8000 drawing Rs.5600 as on 1.1.2006 in the pay scale of 6500-10500 has been indicated with which the pay scale of Rs.5000-8000 stands merged.

Taking these into account the pay in the Pay Band in the case of all employees in the Pay Scales of Rs.5000-8000 and Rs.5500-9000 has to be fixed at Rs. 6500 multiplied by 1.86 i.e. Rs.12090. The fixation tables for pay scales 5000-8000 and 5500-9000 may therefore be modified fixing the pay in the pay band at Rs.12090 wherever it is less than that amount.

Illustration 4B in the explanatory memorandum to the Revised Pay Rules 2008 may be modified as under:-

Existing Scale of Pay 5000-8000
Pay Band PB-2 9300-34800
Merged with Pay Scale 6500-10500
Existing Basic Pay as on 1.1.06 Rs.5600
Pay in the PB-2 Rs.5600 X 1.86 = 10420

As per Clause (A) (i) of Rule 7(i) of Revised Pay rules 2008.

Pay in the PB-2 Rs.6500- X 1.86 = 12090

As per Clause (A) (ii) of Rule 7 (i) of Revised Pay Rules 2008

Grade Pay Rs.4200

Revised Basic Pay Rs.16290

Decision : The official side agreed to re-look into the matter.

Item No. 5(i)

On Revised Pay Rules. 2008

(i) Option

It has been mentioned under sub rule 4 thereof that the option once exercised shall be final and should be exercised within three months from the date of notification of the rule vide Sub rule 1 thereof. Since it is very difficult to comprehend and assess the implication of such option, we propose that the first option exercised within three months may not be treated as final and the employees be permitted to revise the option within six month of the date of exercising the first option.

DECISION : The official side has agreed to examine the issue.

Item No. 5(ii)

(ii) Special allowance and qualification pay which are taken for fixation purposes on promotion

should be doubled with effect from 1.1.2006 and not from 1.9.2008 as it cannot be construed to be an allowance. If this is not done, senior employees will suffer loss in emoluments, in case of persons who are promoted during the period between 1.1.2006 and 1.9.2008.

It was pointed out that the item relating to 5th CPC is still pending at the Standing Committee. The Official Side stated that the item would be covered when a decision is taken on the item relating to 5th CPC.

Item No. 5(vi)

(VI) RULE 9. DATE OF NEXT INCREMENT

It is seen after going through the stipulation in the above rules that a person whose increment falls on 1.1.2006 will get the increment on 1.1.2006 in the pre revised pay scale and will get the next increment in the revised pay structure on 1.7.2006 i.e. on expiry of six months. Similarly those, whose next increment is between 1st July, 2006 and 1st December, 2006 would also be granted next increment in the revised pay structure on 1.7.2006. On the other hand, the persons whose increment dates are between 1st Feb. 2006 and 1st June 2006 have to wait for more than 12 months to get the next increment on 1.7.2006. This is quite anomalous. In the case of those who retire during the period between 1st Feb. and 30th June, they will suffer a loss of one increment perpetually thus affecting their pension. It is, therefore proposed that the persons whose increment falls between 1st February and 1st June, 2006 may be given one increment on 1.1.2006 as a one time measure.

The official side agreed to issue orders to cover those in service between 1.1.2006 and 1.7.2006 as a one time measure. The Staff Side however, pointed out that they have made the suggestion for a one time measure on the specific understanding that Rule 9 of the Revised Pay Rules 2008 has no applicability in the fixation of increment date in future as in those cases, the Fundamental Rules will have the application. The Official side was of the opinion that the Revised Pay Rules will override the provisions of the Fundamental Rules. The Staff Side then contended that the increment of an official cannot be postponed except on award of a penalty after initiation of disciplinary proceedings. The official side after some discussion agreed to reconsider the issue in the light of the contention made by the Staff Side.

Item No. 5(vii)

(VII). TAX DEDUCTION FROM SALARY:

Spread over of the arrears of salary is permissible under section 89 (a) of the I.T. Act. No tax will thus become payable by Group D employees on account of receipt of arrears eventually. Therefore, executive instructions may be issued not to deduct any tax from the arrears payment pertaining to the Group D employees. In respect of others, they may be allowed to exercise option to tax the arrears either on receipt basis or accrual basis.

Item No. 5 (vii) Temporary Status Casual Labourers

As per existing scheme the employees who are afforded temporary status are paid the wages computed with reference to the minimum of the corresponding scale of pay of regular employees. In the case of Group D temporary status employees, it will become necessary that they are afforded the requisite training if they are non-matriculates.

DECISION : The item was not pressed since the arrears have all been paid.

Item No.6

BENEFIT ON PROMOTION

It is an accepted proposition that an employee when promoted to a higher post involving higher responsibility should get a suitable raise in his salary. It was on this consideration that FR 22-C was framed whereby the promotee was first granted an increment in the lower Pay Scale and then fixed at the appropriate (next) stage in the higher grade.

At the time of V CPC it was agreed that minimum increase in salary on promotion shall not be less than Rs. 100/- There are certain grades in which, on promotion, a hike of Rs.650/- is being allowed with reference to pre-revised pay scale.

In these circumstances grant of only one increment in the lower Pay Band / Pay scale and difference in grade pay, if there be any, being granted on promotion is certainly inadequate. We therefore propose that minimum benefit on promotion should not be less than 10% of the Pay+Grade Pay of the feeder post.

DECISION : Though the official side declared that the item would not come under purview Anomaly

committee, the official side agreed to discuss the issue outside the forum.

Item No.7

FIXATION OF PAY ON PROMOTION:

The minimum Entry pay with Grade Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 has been specific vide first Schedule, Part-A, Section II of the Gazette Notification of the Govt. of India, Ministry of Finance No. G.S.R. 622 (E) dated 29.8.2008.

On promotion, the pay of the promotees should not be less than the direct recruits.

In VI CPC structure there is no pay scale and new concept of grade pay has been inducted, which should determine the status. As such the following provisions need to be inserted below clarification 2. 'The method of Fixation of Pay on promotion on or after 1.1.2006.

"on promotion to the higher grade pay of an employee should be fixed appropriately and in any case it should not be less than the entry Pay in the revised pay Structure for direct recruits appointed on or after 1.1.2006 for the post." further, on promotion to the next higher grade- pay an employee should be fixed by adding 10% of pay, plus the grade pay as demanded by NCIJCM in its memorandum submitted to the Chairman, NCIJCM/ Cabinet secretary on 8.4.2008.

Decision : The official side agreed to issue orders.

Item No.8

REFIXATION OF PENSION/FAMILY PENSION

Para 9 of the Ministry of Personnel, Public Grievances and Pension's O.M. No. F.No. 38/37/08-P&PW (A) dated 1.9.2008 states as under:-

"The consolidated pension / family pension as worked out in accordance with provisions of para 4.1 above shall be treated as final basic pension with effect from 1.1.2006 and shall qualify for grant of Dearness Relief sanctioned thereafter."

This has left uncovered the provision made in para 4.2 of the same OM, which lays down as under:-

"The fixation of pension will be subject to the provision that the revised pension in no case, shall

be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. In the case of HAG + and above scales, this will be fifty percent of the minimum of the revised pay scale."

Since refixation of pension has been allowed both under paras 4.1 and 4.2, they should both be covered in para 9 of the OM. It is requested that para 9 of the said OM may be revised including both paras 4.1 and 4.2 thereof.

DECISION : Orders have been issued in Sept. 2009.

Item No.9

Anomaly in pension for Government Servants who retired/Died in harness between 1.1.2006 and 1.9.2006

The Sixth Central Pay Commission lays down inter-alia that once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee.

As per the Ministry of Personnel, Public Grievances and Pension O.M. F.No. 38/37/08-P&P(W)(A) dated 2nd September 2008, these orders shall come into force with effect from the date of issue of this OM, namely 2nd September 2008 and shall be, applicable to all Government Servants becoming entitled to pension after rendering the minimum qualifying service of 20 years or on completion of 10 years qualifying service in accordance with rule 49(2) of the CCS (Pension) Rules, 1972.

However, the Govt. servants who have retired on or after 1.1.2006 but before the date of issue of this OM (2.9.2008) have been debarred from this benefit. They will be governed by the rules/ orders which were in force immediately before coming into effect of these orders. In other words their pension will be calculated on average emoluments received during the last 10 months and not on the actual pay last drawn. It is requested that this discrimination should be removed.

DECISION : Orders are under issue.

Item No. 10

COMMUTATION OF PENSION

The minimum period of Service for eligibility for pension is 10 years. For appointment to Government Service the minimum age is 18 years. In view of this, if a person is appointed at the age of 18 years he cannot become eligible for pension unless he has served for a period of at least 10 years and attained the age of 28 years i.e. when his birthday falls in the 29th years.

The table adopted as per the Ministry of Personnel, Public Grievances and Pension's OM No. 38/37/08-P&PW (A) dated 2.9.2008 shows the minimum age of next birthday after retirement as 20 which is not understood. It is requested that suitable amendment to the table referred to may be notified.

DECISION : The Item was withdrawn by the Staff Side.

Item No. 11 to 14. These items were deferred for discussion at the next meeting.

DECISION : These items will be discussed in the next meetings.

Item No.15

Parity in pension of all pre 1996 retirees with those who retired on or after 1.1.2006

The Government have already accepted in principle that there shall be parity in pension amongst pensioners irrespective of the date from which they had retired.

Accordingly pension of all pre 1986 retirees was revised with effect from 1.1.96 by first determining the notional pay which would have been fixed as on 1.1.86 (treating as if the employees were in service on that date) and then the Notional Pension was updated by applying the same fitment formula which was applied to serving employees.

We, therefore demanded that the notional pay of all pre 1996 retirees may be fixed as on 1.1.96 in terms of Revised Pay Rules, 1996 and the notional pension as on 1.1.96 may be revised w.e.f. 1.1.06 by applying the same fitment formula which is applied in the case of serving employees i.e. by multiplying the notional pension as on 1.1.96 by 1.86 + the Grade Pay of the Pay Scale (V CPC) from which they

would have retired.

The revision of pension has been done by applying the formula of Basic Pension as on 1.1.96 + Dearness Pension (50% of Basic Pension) + Dearness Relief on Basic Pension + Dearness Pension+40% of Basic Pension.

This is not the same that has been granted to serving employees. In whose case the Grade Pay which is the fitment benefit is 40% of the maximum of the Pre-revised Pay Scale.

As such the Pensioners should also be granted 50% the of Grade Pay of the Pay Scale from which they had retired by way of fitment benefit and not 40% of Basic Pension.

Decision : After detailed discussion, the official side agreed to consider the issue once again.

Note : Denial of higher Grade pay to Master-Craftsmen of workshop in MMS in the Postal Dept. while affording the same to those in Railways and Defence was raised by staff side. The Dept. of Expenditure informed that they have not received any reference from the Dept. of Posts in the matter. But the official side of the Postal Dept. stated that they already had referred the matter to the Dept. of Expenditure earlier.

After the discussion, it was agreed that the Dept. of Expenditure and Postal Dept. would sort out this matter at the earliest.

MINUTES OF THE SECOND MEETING OF NATIONAL ANOMALY COMMITTEE HELD ON 27TH MARCH 2010

The Second meeting of the National Anomaly Committee (NAC) was held on 27th March 2010 in Conference Room No.119, North Block, New Delhi under the Chairmanship of Secretary (Personnel). A list of participants who attended the meeting is annexed.

2. At the outset, the Chairman welcomed the representatives of the Staff Side and Official Side. Referring to the interesting and fruitful discussions held during the first meeting of the NAC on 12th December 2009, the Chairman stated that some progress has been made and stated that action taken on the decisions taken in the first meeting shall be shared with the staff side. The Chairman then suggested that issues pertaining to

pensions may be taken up first for discussions as the representatives of the Department of Pension & Pensioners' welfare had to attend another meeting, although that meeting had been postponed. The Chairman also informed that the 46th Meeting of the National Council (JCM) has been scheduled to be held on 15th May 2010 Under the Chairmanship of Cabinet Secretary. The Chairman also reiterated the resolve of the Government to ensure early resolution of all the anomalies by holding meaningful discussions with the staff side. Thereafter, the Chairman invited the Leader and Secretary of Staff Side to make the opening remarks before moving to the agenda items.

3. Leader of the Staff Side Shri M. Raghaviah thanked the Chairman for convening the second meeting of the National Anomaly Committee. He further stated that employees are anxiously waiting for the NAC to produce results. Referring to the anomaly in the date of next increment, Shri Raghaviah stated that this anomaly should be removed without any further delay. He further stated that action taken on the minutes of the First meeting of NAC should be discussed. Thereafter, Shri Raghaviah drew the attention of the Committee towards the problems emanating from the modified A(P Scheme and requested for early rectification of the same.

4. Secretary of the Staff Side Shri Umraomal Purohit thanked the Chairman and stated that the report of the 6th Pay Commission is absolutely new and therefore, there are certain concerns, which must be addressed suitably. Referring to the issue of change in the definition of anomaly, which was raised during the first meeting of the NAG, he stated that the Terms of Reference for, the NAC constituted after the 5th CPC were jointly agreed. He further stated that this agreed definition of anomaly was changed after the 6th CPC and the Chairman had assured in the last meeting that this should not lead to any problems. However, another related problem anticipated by the staff side is that the present definition would form the basis for formulating the Terms of Reference of the NAC after the 7th . CPC and this could lead to problems at that time. Therefore, while currently there may not be any problem due to deletion of the particular para from the definition of anomaly. but in future there could be some dispute regarding the agreed

definition of anomaly as generally, the government works on the basis of precedents. He, therefore, requested that this aspect should be recorded in the minutes of the meeting so as to obviate problems / disputes in future. He then referred to the general recommendation of the 6th CPC that all such allowances, in respect of which there was no specific recommendation, should be doubled. He further stated about the recommendation of 6th CPC to discontinue certain allowances like the Patient Care Allowance and Risk Allowance and to introduce new schemes in lieu thereof in consultation with the staff side. He referred to a specific recommendation of the 6th CPC regarding introduction of the Risk Insurance Scheme to replace the Risk Allowance. He suggested that until the new schemes are formulated by the Government, in consultation with the staff side, such existing allowances should be continued and their rates must be doubled in view of the general recommendation of the 6th CPC. Regarding the suggestion the Chairman to first discuss the issues related to pensions, Shri Purohit stated that the staff side has no objection to the same. Regarding the anomalies in the MACP, Shri Purohit suggested that a Joint Committee comprising of members of the official and staff side may be constituted to thoroughly examine the anomalies in the MACP. The Recommendations of the Joint Committee can be placed before the NAC for a final decision in the matter. Referring to the various agenda items before the NAC, Shri Purohit also stated that there is a need to work a little faster. Shri Purohit also drew the attention of the Committee to the fact that CCA has been abolished by the 6th CPC by merging it with the Transport Allowance. He stated that prior to this, CCA was treated as 'Pay' for all purposes, particularly for calculation of overtime in respect of industrial workers. He was of the view that these kinds of unintentional problems emanating from the 6th CPC report should not be overlooked. In the last, he once again thanked the Chairman and stated that he was sure that all the anomalies would be resolved under the leadership of Secretary (P).

5. The Chairman stated that the government also recognises the need for faster resolution of all anomalies. The Chairman agreed to the suggestion for creation of a Joint Committee to look into the anomalies related to MACP. The Chairman while

acknowledging the new structure and approach of the report of the 6th CPC, re-iterated the suggestion given by him in the first meeting of NAC that in case certain problems and difficulties are being faced due to insufficient understanding with regard to recommendations of the report of the 6th CPC, the same may be brought to the notice of the Department of Personnel & Training so that these could be appropriately addressed and clarifications/explanations may be issued and uploaded on the website of the Department in order to obviate the need for future references on such matters. With respect to change in the definition of the agreed definition of anomaly, the Chairman stated that this aspect had already been recorded in the minutes of the first meeting of the NAC and if needed, the same can again be recorded for posterity that the staff side had taken up this issue in the NAC and it was agreed that it would be the endeavour of the Government to ensure that this change does not lead to any problems now or in the future. Regarding the new schemes to replace some of the allowances like Patient care Allowance and Risk Allowance, the Chairman assured the staff side that it would be the endeavour of the Government to ensure that new schemes are introduced only after consulting the staff side. Regarding continuation of the risk allowance at old rates till the new Risk Insurance Scheme is finalized, the Chairman agreed that this matter will be examined.

6. Thereafter, the staff side raised the issue relating to the revision of the Fixed Medical Allowance (FMA). 'The representatives of the Department of Pensions and Pensioners' Welfare informed that a proposal to revise the FMA has been moved and presently the same is under consideration of the Committee of Secretaries. The Chairman stated that he will take up the matter with the cabinet secretary regarding an early decision on the matter.

7. Thereafter, the anomalies as per the agenda were taken up for discussion :

Item No 9: Anomaly in pension for government servants who retired / died in harness between 1.1.2006 and 1.9.2008:

Director, Department of Pension informed that during the first meeting of the NAC, under this item, the issue of non release of second installment of arrears to the pensioners was raised. It was agreed that Department of Pension will take

necessary steps to sort out the problem. Director, Department of Pension informed that in this connection, Secretary (P) took up the matter with the Secretary, Department of Financial Services and the Department of Pension . took up the matter with the concerned authorities and now the problem has been resolved. Regarding the issue of release of lifetime arrears to the family pensioners, Director, Department of Pension informed that suitable instructions in this connection already exist. The Chairman suggested that concerned instructions should be reiterated to ensure speedy release of lifetime arrears to family pensioners. The item was treated as closed.

Item Nos. 15.16, 17 & 21:- Partial modified parity in pension revised Pension family pension of all pre-1996 retirees with those who retired on or after 01.01.2006.

The Official Side stated that the matter has been examined in detail on the basis of note given by the Staff Side. However, it has not been found feasible to agree to the demand of the Staff Side as revised pension has been fixed strictly in accordance with the principles enunciated by the 6th CPC for the same. Director, Department of Pension further informed that the matter was taken up with the Department of Expenditure and it has been decided that the modified parity adopted will stand as the same method was adopted after the implementation of the recommendations of the 5th CPC. However, even after a prolonged discussion in the matter, there was difference of opinion between the Official and the Staff Side. In view of this deadlock, the Chairman stated that the view point the staff side has been understood by the official side and that the official side will take a stand in the matter after taking into account the views expressed by the staff side. He then suggested moving on to the next agenda item.

Item No. 18 : Anomaly in Pension of rose retiring within the first 9 months of the year 2006.

Director, Department of Pension and Pensioners' Welfare informed that suitable instructions have already been issued to allow the last pay drawn as the basis of pension calculation for those who retired on or after 1.1.2006. As the anomaly has already been resolved, it was decided to treat the item as closed.

Item No. 19 : Revision of pension of those who retired during the period 1-1-2006 to 1-9-2008.

Director, Department of Pension and Pensioners' Welfare informed that suitable instructions have already been issued to the effect that the benefit of full pension on retirement after 20 years of service has also been extended to employees who retired between 1.1.2006 to 1.9.2008. As the anomaly has already been resolved, it was decided to treat the item as closed.

Item No. 22 : Revision of pension of those who are receiving two pensions.

Director, Department of Pension and Pensioners' Welfare informed that suitable instructions have already been issued vide O.M. dated 12th October 2009 to the effect that in respect of persons receiving two pensions, the floor ceiling of basic pension of Rs. 3500/- per month shall apply individually. Therefore it was decided to treat the item as closed.

Item No. 23 : Special provision for those who retired on or after 1-1-2006 but retained pre-revised scale of pay.

Director, Department of Pension and Pensioners' Welfare informed that although such a case has not come to the notice of that Department, however, the matter has been taken up with the Ministry of Finance and the same is under consideration. After detailed discussion, it was decided that the staff side will try to provide specific cases where problems are being faced due to retention of pre-revised pay scale. It was also decided to look into the modalities adopted in such cases after the implementation of the recommendations of the 5th CPC.

Item Nos. 24, 25 & 26: Commutation of pension & additional pension.

The staff side stated that the additional amount of pension commutation due to retrospective revision of pay of post 31st December 2005 retirees, should be done on the basis of the then existing (old) commutation table whereas the government has decided that this should be done on the basis of the New Commutation Table recommended by the 6th CPC. The staff side further stated that this dispensation is anomalous and the then existing table should only be used to calculate

the amount of the additional commutation of pension becoming due on account of the revision of pay scales. The official side stated that the 6th CPC has recommended that if a pensioner opts for additional commutation of pension due to retrospective revision of pay, then the amount of additional pension commutation should be calculated on the basis of the New Commutation Table. It was further clarified by the official side that if the concerned pensioner did not opt for additional commutation, then the issue of using the new or old table would not come into being. Therefore, the alternative of not opting for the additional commutation is already available to the concerned pensioners if they feel that the revised commutation table is not favourable to them. Moreover, the official side also clarified that as per the scheme of things approved by the cabinet, the revised commutation table is to be used for calculating only the future commutation of pension and will not be applied to the past commutation. In respect of pensioner who has already commuted the pension, the revised commutation table shall be used only to compute the amount of pension that has become additionally commutable due to retrospective implementation of the revised pay scales. After detailed discussion on the matter, it was decided that as the new dispensation has been formulated strictly in accordance with the recommendations of the 6th CPC. However, there was no consensus on the item and it was decided to move to the next agenda item.

Item No. 36 : Income criteria in respect of parent and widowed/divorced/unmarried daughters.

The staff side demanded as everyone does not get Dearness Allowance (DA), the limit of Rs. 3500/- plus DA should be converted into affixed amount for deciding the income criteria in respect of parent and widowed/divorced 1 unmarried daughters. After detailed discussion, it was agreed that the official side will re-examine the issue .

Item No. 48- Restoration of commutation of pension after 12 years instead of 15 years.

Director, Department of Pension and Pensioners' Welfare informed that after examining the matter in detail, the 6th CPC has recommended that the existing 15 years period for restoration of pension should be maintained. However, the staff side was of the opinion that the commuted portion

of pension is actually recovered by the Government within 12 years and therefore there is a need to have a relook in the matter. The staff side also referred to their calculations in this regard 'and requested the Official Side to reconsider the matter. After detailed discussion, it was decided that Official Side will re-examine the calculation given by the Staff Side and also the calculations used by the 6th CPC.

Item Nos. 54 to 59

The official Side informed that item nos. 54 to 59 relate to anomalies pertaining to Union Territory of Puducherry. It was further informed by the Official Side that the administration of Puducherry has constituted an Anomaly Committee at the local level. Therefore, it was agreed that these items may be dropped from the agenda of the National Anomaly Committee. However, the staff side also stated that the Anomaly Committee constituted by the Administration of Puducherry should be on the pattern of the departmental anomaly committees and staff side should also be given due representation in the same.

Item No. 52 & 53

The Official Side informed that these two items relate to anomalies pertaining to the Union Territory of Andaman & Nicobar Islands and therefore suggested that the same may also be dropped from the agenda of NAC. The Staff Side agreed with the suggestion subject to the condition that some mechanism should be evolved at the local level to discuss these anomalies. The Official Side agreed to take up the matter with the Ministry of Home Affairs.

Agenda Item No. 1 to 4 & 5(iii) - Anomaly in Pay Fixation in case of merger of various Pay Scales.

The Staff Side reiterated their demand that since the pre-revised Pay Scales of Rs.5000-80001-, Rs. 5500-90001-were merged with the pay scale of Rs.6500-10500, the pay of the incumbents holding the pay scales of Rs. 5000-80001- and Rs. 5500-9000 should have been fixed with effect from 1-1-2006 by applying the multiplying factor of 1.86 at Rs. 65001-. The Official Side informed that incumbents in the pre-revised pay scale of Rs.6500-10500 have been granted Grade Pay of Rs.4600 1- and hence now, there is no justification for this demand. The

staff side, however, stated that it would be incorrect to presume that the anomaly has been resolved by granting grade pay of Rs. 4600 to employees in the pre-revised scale of Rs. 6500-10500. The staff side stated that pre-revised pay scales of Rs 5000-80001- , and Rs 5500-90001- have been merged with the pre-revised pay scale of Rs 65001)-105001-and therefore; employees in these pay scales should be given the minimum of Rs. 65001- multiplied by 1.86 as basic pay in the pay band.

Agenda Item No. 5 - Revised Pay Rules

(i) Regarding finalisation of option to be given by the employees for the purpose of pay fixation, it was informed by the representatives of the Department of Expenditure that matter regarding delegation of powers to the administrative Ministries/ Departments to allow the revised option is under consideration.

(iv) Regarding anomaly in fixation of pay between direct recruits and promotees, the Staff Side reiterated that while applying Rule 8 of the CCS (RP) Rules, 2008, the pay of direct recruits and new entrants is fixed at a higher stage when compared to the existing employees who were promoted in the same grade. The Staff Side demanded that this anomaly should be rectified by incorporating a provision that in case after 1.1.2006, if a promotee's pay is getting fixed at a stage lower than that of a direct recruit as given in Section 2 of the First Schedule of the CCS (RP) Rules, then the pay of the promotee should be fixed at the same stage as that of a direct recruit new entrant so that the existing employees' pay is protected at par with the pay given to a new entrant. The Staff Side referred to the orders issued by the Ministry of Railways for stepping up of the pay of a senior employee who is after promoted after 1.1.2006 and if his/her pay is fixed at a stage less than that of a junior employee who is recruited after 1.1.2006 and requested that Department of Expenditure should issue similar order 1 clarification in respect of employees of other Ministries/ Departments. The Official Side, however, was of the opinion that such orders should be issued only by the concerned Ministries/ Departments after seeking approval of the Department of Expenditure. Representatives of the Department of Expenditure also informed that the order issued by the Ministry of Railways is not applicable to all the cases and also that the same is

applicable only in certain cases subject to fulfillment of certain conditions. Therefore, Representatives of the Department of Expenditure were of the view that a general order in this regard might create more confusion and hence it would be prudent to deal with the issue on case-to-case basis. In response to the suggestion of the staff side to re-examine the matter, representatives of the Department of Expenditure stated that the matter has already been examined and in cases, where the conditions of stepping up are met, there is no difficulty. However, in cases, where certain conditions are not met, it may not be possible to accommodate the demand of the staff side with the broad principles envisaged by the 6th CPC in this regard. The staff side then stated that 'as per the relevant provisions of the Fundamental Rules, anybody who is promoted, his/her pay cannot be fixed at a stage lower than the minimum of the pay scale in which he/she has been promoted. The staff side further stated that any person, who is appointed afresh to a post, is normally appointed at the minimum of that pay scale. Therefore, whatever pay has been prescribed for a direct recruit, has to be treated as the minimum of that particular post in the concerned pay band. On this basis, the staff side stated that pay of a Promotee should not be fixed lower than that of a direct recruit in a particular pay band. The representatives of the Department of Expenditure stated that as a general proposition, this is not in line with the scheme of things envisaged and implemented as result of the recommendations of the 6th CPC. Therefore, agreeing with the demand of the staff side would mean departing from the general recommendations of the 6th CPC and therefore additional information is required before taking any decision on this matter. In this regard the staff side contended that it is a question of relevant Fundamental Rules and not regarding the recommendations of the 6th CPC. The Staff Side insisted that provisions of the Fundamental Rules are statutory and therefore, they are above the recommendations of the 6th CPC and would prevail over them. Representatives of the Department of Expenditure stated that as per Rule 15 of the CCS (RP) Rules, 2008, the provisions of CCS (RP) Rules 2008 shall prevail in case there is any inconsistency between these rules and Fundamental Rules and therefore, the contention of the Staff Side

regarding inconsistency with the Fundamental Rules and provisions regarding fixation of pay on promotion is not correct. After a prolonged discussion on the matter, it was decided that the Official Side will re-examine the matter.

(v) Regarding the anomaly relating to Rule 9 of the CCS (RP) Rules, 2008, concerning the date of next increment, the Staff Side reiterated their demand that employees whose date of next increment falls between 1st February to 1st June may be given an increment, as a onetime measure, in the pre revised pay scales on 1.1.2006 as has already been done in respect of employees whose next date of increment was 1.1.2006. The representatives of the Department of Expenditure stated that it is important to first examine the repercussions of granting an increment w.e.f 1.1.2006 in the pre revised pay scale because such a decision may eventually lead to certain other anomalies. After a long discussion, it was agreed that the Official Side would re-examine the matter and either suitable clarification in this regard will be issued before the next meeting of the National Anomaly Committee or if there is a need, the Department of Expenditure shall discuss the matter again with the representatives of the Staff Side. The Staff Side stated that the temporary status casual labourers should be imparted the requisite training and granted grade pay of Rs.1800/- w.e.f. 1.1.2006. In this connection, the Official Side informed that the Department of Personnel & Training has already taken up the matter with all Ministries/ Departments and information has been called from all Ministries/ Departments regarding the number of temporary status casual labourers and the proposals relating to three Ministries/ Departments have already been cleared. It was also informed that no proposal of any Ministry/ Department is pending with the Department of Personnel & Training. Therefore, the required action has already been initiated in this regard.

Agenda Item No. 47 :

Date of Annual Increment in EOL cases The Staff Side stated that after the implementation of the recommendations of the 6th CPC, the date of annual increment in respect of all the employees has been fixed as 1st July every year. In this regard, the Staff Side drew attention towards a clarification given by the Department of Personnel & Training to the Ministry of Defence that in case of qualifying

service of less than six months has been rendered between 1st January and 30th June of every year on account of EOL, this will have the effect of postponing one's increment to 1st July of next year. The Staff Side stated that this is quite an anomalous situation and requested that this anomaly should be removed at the earliest. After a detailed discussion on this subject, it was agreed that if an employee has rendered minimum of six months of qualifying 'service during a particular year, he or she should be entitled to get the annual increment on 1st July. It was also agreed that Official Side would issue appropriate instructions in this regard at the earliest.

8. In the end, the chairman thanked the members of the staff side for their help and cooperation for a rigorous and fruitful discussion. The Chairman reemphasized that the staff side should proactively share with the official side the queries about the report of the 6th CPC so that explanatory notes / clarifications etc. could be prepared and uploaded on the website of the Department of Personnel and Training. The Chairman also requested the Staff Side to quickly forward the names of the representatives of the staff side to be nominated as members in the Joint Committee on MACP so that the order regarding constitution of the Joint Committee could be issued. The Chairman then suggested that the next meeting of the National Anomaly Committee could be convened in the last week of June 2010. The staff side agreed with this suggestion.

ANNEXURE

DEPARTMENT OF PERSONNEL & TRAINING LIST OF PARTICIPANTS WHO ATTENDED THE SECOND MEETING OF THE NATIONAL ANOMALY COMMITTEE HELD ON 27TH MARCH, 2010 AT 10.30 AM IN ROOM NO. 119, NORTH BLOCK, NEW DELHI.

CHAIRMAN - SECRETARY (PERSONNEL)

OFFICIAL SIDE

Shri P.K. Sharma, Addl. Member (Staff), Min. of Railways

Shri C.B. Paliwal, Joint Secretary, DOPT

Smt. Madhulika P. Sukul, JS (pers), D/o Expenditure

Sri Ramesh Kumar, Joint Secretary & AFA, Min. of Defence

Shri N.M. Gautam, Ex. Dir. (Pay Commission-I),
Ministry of Railways, (Railway Board)

Smt. Anjali Goyal Ex. Director, Min. of Railways

Shri Rari Krishan, Director, Minism of Railways

Shri Raj Kumar, Director, Deptt. of Posts

Shri Surender Kumar, Asstt. Director General,
Deptt. of Posts

Shri Raj Singh, Director, Deptt. of Pensions

Smt. Tripti P. Gho'sh Director, D/o Pensions

Shri Alok Saxena, Director (Ie), Deptt. of
Expenditure Smt. 'Simmi Nakra, Director (P&A),
DOPT

Smt. Rita Mathur, Director (Pay), DOPT

Shri Dinesh Kapila, Deputy Secretary (JCA), DOPT
and Member Secretary, National Anomaly
Committee

Shri Ravi Kant, Section Officer (SR), D/o Posts

STAFF SIDE

1. Shri M.Raghavaiah, Leader
2. Shri U.M. Purohit; Secretary
3. Shri Rakhal Das Gupta, Member
4. Shri R.P.Bhatnagar, Member
5. Shri Guman Singh, Member
6. Shri C.Srikumar, Member
7. Shri S.K. Vyas, Member
8. Shri Ch.Sankara Rao, Member
9. Shri R.Srinivasan, Member
10. Shri K.K.N. Kutty, Member
11. Shri S.G. Mishra, Member

ANNEXURE III

AGENDA ITEMS FOR THE COMMITTEE ON MACP SCHEME

Item No.1 : Provide for Grade Pay of the Next
Promotional Post under MACP

The modification in the ACP Scheme providing for placement in the immediate next higher Grade Pay in the hierarchy of the Revised Pay Band and Grade Pay will not assure any career progression in as much as it would not be a placement in the hierarchy of a Department.

To assure real career progression the placement in the Pay Scale of Promotion post has to be provided for.

It is therefore proposed that the modification in the earlier ACP of placement in the immediate next higher Grade Pay may be withdrawn and placement in the Grade Pay of the promotional post may be restored.

Item. No.2 : Issues Arising on introduction of Modified ACP Scheme

DATE OF EFFECT

The modified ACP Scheme has been introduced with effect from 1.9.2008 i.e. 32 months after the Revised Pay Structure had been enforced and implemented. The result is that those who have retired during the period 1.1.2006 to 31.8.2008 though having been fixed in the Revised Pay Scale have been deprived of the benefit of 3rd MACP though they- had completed 30 years of service.

That the VI CPC in para 6.5.407 their report justified the prospective effect to their recommendations relating to Allowances on the plea that retrospective effect from 1.1.2006 will give unintended benefits and may also, in some instances, cause loss to the employees as in the case of city Compensatory Allowance. However no reasons (grounds for prospective effect of their recommendations relating to other facilities, benefits and conditions of service has been given.

As by giving prospective effect to recommendation of MACP which Government has further liberalized by allowing 3rd MACP on completion of 30 years of service, there is going to be a deprivation in the case of those who retired between 1.1.2006 to 30.8.2008.

It is therefore proposed that the date of effect of MACP scheme may be 1-1-2006.

Item No.3. : Option for Earlier ACP Scheme

The MACP Scheme provides for placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay after 10, 20 and 30 years of service.- On the other hand the earlier ACP Scheme provided for placement to higher Pay Scale of the next promotion post in the hierarchy of the pay scale after 12 and 24 years of service taken from date of induction in service.

Under earlier ACP Scheme some Government employees in 12 and 24 years of service would be placed in much higher pay band and grade pay which would not happen under 10, 20 or even 30 years and 3 MACP benefits.

It may be that in some departments, for some employees the continuation of the old ACP scheme would be beneficial while others would like to opt for the new scheme. In order to ensure that the existing employees are able to retain the erstwhile scheme of ACP, it is demanded that the employees and officials may be allowed to exercise a one time option so that they can retain the earlier ACP scheme in which two financial upgradation would be possible in the hierarchy and others to have the MACP scheme in which three financial upgradation could be obtained in the next two grades.

Item No. 4 : Applicability of MACP Scheme to Group 'D' employees who have been placed in the Grade Pay of Rs. 1800 in PB-I.

Group D employees in the pay scales S-1 to S-3 (including S-2 A) have been brought on to the Group C pay scale (S-4) in PB-I with grade pay Rs. 1800.

From the details of the MACP scheme and conditions for grant of financial upgradation under the scheme (vide Annexure I to DOPT OM No.35034/3/2008-Estt (D) dated 19.5.2009) it is not clear whether Group 'D' employees brought on to pay scale (S-4) PB-I Grade Pay 1800 would be eligible for financial upgradation and the past service rendered by them in the Group 'D' Pay Scales (S-1 to S-3) would be taken into account for this purpose. In para 4 of aforementioned Annexure I illustration has been given in respect of direct recruit in the grade pay of 1900 in PB-I. From this it is inferred that.

Whereas a future direct recruit in PB 1 Grade Pay 1800 may be covered under MACP scheme but not the group 'D' employees who had been brought on to lowest Group 'C' post in PB-I Grade Pay 1800.

It has been clarified by DOPT vide their OM No.35034/3/2008-Estt (D) dated 18.11.2009 that promotions earned or upgradations granted under ACP scheme of August 1999 in the post to four Pay Scales (S-1, S-2, S-2A and S-3) which now carry the grade pay of Rs.1800 shall be ignored for the purpose of MACPS.

It is necessary that clarifications are issued so that the employees who are matriculates and non matriculates who have been assigned the Grade pay of Rs. 1800/- would be entitled to get three financial upgradation under MACP if they have completed 30 years of service or two promotion if they have completed 20 years of service and the next promotion if they have completed 10 years of service as the case may be.

Item No.5

Counting 50% of service rendered by casual labour who attained temporary status for reckoning the 10, 20 and 30 years of service under MACP scheme.

Orders already exist for treating 50% of Temporary Status Service for reckoning 12 and 24 years of service under earlier ACP Scheme.

It is therefore proposed that similar provision may be made in the conditions of MACP scheme as well.

It has been mentioned in the DOPT OM No.35034/3/2008-Estt (D) dated 5.11.2009 that Casual employees (including those granted Temporary status) shall not qualify for benefits under the MACP scheme.

This may suitably be modified that Temporary Status Casual employees who have been given regular appointment as group D / C employees are eligible for benefits under MACP Scheme and 50% of service rendered as temporary status casual labour would be reckoned as regular service.

Item No. 6

Supervised staff placed in higher Grade Pay than that of the supervisor.

As a result of grant of MACP supervised staff have been placed in higher Grade Pay on or after 1.9.2008 whereas their supervisor is still in the lower Grade pay as he has not completed even 10 years of service.

By way of illustration the following case is presented below:

Mr. X - Accountant in IA & AD/Organised Accounts Supervised by Section Officer Mr. Y.

Date of Appointment			1-10-1979
In the Pay Scale of	300-560		
Revised to 1200 w.e.f 1.1.86			
Further revised to			
-do-	4000-6000	w.e.f.	1-1-1996
	4500-7000	- do -	1-1-1996
Date of placement in the pay Scale of Senior Accountant			1-4-1987
In the Pay Scale of	Rs. 1400-2600	w.e.f.	1-1-1986
	Rs. 5000-8000	w.e.f.	1-1-1996
Further	Rs. 5500-9000	w.e.f.	1-1-1996
PB-2 Grade Pay 4200		w.e.f.	1-1-2006
Date on which 2 nd MACP granted			1-10-2003
In the pay scale of	Rs. 6500-10500	w.e.f.	1-1-1996
PB-2 Grade Pay	Rs. 4800	w.e.f.	1-1-2006
Date on which 3 rd MACP granted			
PB-2 Grade Pay of Rs. 5400			1-10-2009
Mr. Y Section Officer Date of appointment			1-1-2004
In pay Scale of Rs. 6500-10500			
PB-2 Grade Pay of Rs. 4800 w.e.f. 1-1-2006			

Mr. 'Y' is-not only the supervisor of Mr X he has qualified in S.O.G Examination whereas Mr. X has not qualified in such examination.

The result is that Mr. X not only in the higher Grade Pay than that of Mr. Y, he is drawing higher rate of transport Allowance and is getting higher class of travel (Air Fare) and higher rate of Daily Allowance when on tour with Mr.

'Y'.

This is certainly a grave anomaly

To rectify this anomaly it is proposed that as has been done in the case of section Officer of Central Secretariat, Section Officer (Mr Y) may also be granted the PB-3 Grade Pay of Rs. 5400 on completion of 4 years of service.

To sum up it suggested that an exception may be made in the MACP Scheme whereby in the event of a supervised personnel gets fixed at a higher Grade Pay under MACP, the supervisors (concerned) should automatically be granted non functional Grade Pay in which the supervised staff is fixed.

Item No. 7

Grant of financial upgradation between 1.1.2006 to 31.8.2008.

Para 9 of DOPT OM No.35034/3/2008-Estt (D) dated 19.5.2009 provides that earlier ACP Scheme will continue to operate for the period from 1.1.2006 to 31.8.2008.

Under para 6 of Annexure I to the aforesaid OM dated 19.5.2009 option has been given to the employees either to have their pay fixed in the revised pay with effect from 1.1.2006 or w.e.f. the date of the financial up gradation under ellrlier ACP (of August 1999) with reference to the prerevised pay scale granted under ACP.

An employee who has exercised the option to have his pay fixed in the Revised Pay Band on 1.1.2006 is not been granted financial upgradation under earlier ACP though he has completed 24 years during the period from 1.1.2006 to 31.8.2008.

It may be clarified that employees who have opted fixation of pay in the Revised Pay Band Grade Pay on 1.1.2006 will also be granted ACP (under earlier ACP Scheme) if they have completed 12/24 years of service between 1.1.2006 to 31.8.2008.

Item No.8

ANOMALY ON INTRODUCTION OF MACP SCHEME

The Junior Engineers of CPWD are in the old Pay Scale of Rs.5000-8000 (Revised Grade Pay 4200). As per their R. R they are promoted to the post of Asstt. Engineer in the old Pay Scale 6500-10500 (Revised Grade pay 4600). Their Next promotion is to the post of Executive Engineer in the old Pay Scale of Rs. 10000-15200 (Revised Grade Pay of Rs.6600 in PB - 3)

Accordingly under old ACP Scheme continued or up to 31.8.2008 Junior Engineer was granted 2nd ACP in the old Pay Scale Of Rs.1 0000-15200 (revised Pay Band 3 Grade Pay Rs.6600). he will be fixed in the aforesaid revised grade pay of Rs.6600. On completion of 30 years of service he will be placed in the grade pay of Rs. 7600 under MACP.

Another Junior Engineer who completes 20 years of service on or after 1.9.2008 as he had already got one ACP in the old pay scale of Rs.6500-10500 would be granted 2nd ACP in the Grade of Rs,4800 and on completion of 30 years service would be granted 3rd MACP in the Grade Pay of Rs.5400.

From the above it is apparent that one who gets 2nd ACP prior to 31.8.2008 goes to the pay scale of Executive Engineer with grade pay of Rs. 6600 and on completion of 30 years of services is placed in the Pay Band P B 3 with grade pay of Rs. 7600.

On the other hand one who completes 20/24 years of service on or after 1.9.2008 get under MACP second upgradation in the grade pay 4800 and on completion of 30 years the grade pay of Rs.5400 only.

Obviously this is a very discriminatory financial upgradation and is, therefore quite

anomalous and unjust dispensation.

To undo this anomaly it is proposed that either the MACP may be based on promotion hierarchy (as in old ACP)

Or an option may be given to the affected Junior Engineer to opt old ACP even after 1.9.2008

Item No.9

Promotions under MACP should be given on the basis of Cadre Promotions, i.e. according to Avenue of Promotions, and not on the basis of hierarchy of Grade Pay.

Item No.10

MACP Scheme is effective from 1.9.2008. Since implementation of 6th CPC is effective from 1.1.2006 MACP should also be effective from 1.1.2006.

Item No.11

In case of Indian Railways, there are number of promotions given in identical scales (now Grade Pay), in which responsibility is increased, but they have not given benefit of one increment at the time of promotion or FR-22 fixation. In such cases, it should not be treated as promotion and such promotion should be ignored for the purpose of MACP.

Item No.12

Railway employees selected under LDCE Scheme 1 GDCE Scheme, they should be treated as direct recruit. In such cases, their earlier promotions and services rendered should be ignored.

Item No.13

As per ACP-1999, any railway employee reverted from higher post to lower post at his own request in such cases, services rendered by him in higher grade was counted for the benefit of ACP as per Board's letter No.EC/V/20041 ACP/I dated 13.12.2004; whereas in MACP it is not permitted. Therefore, same benefit should be extended under MACP also.

Item No.14

As per ACP-1999, any employee either from lower grade or from higher grade appointed in grade where direct recruitment element is there, in such cases, their service and promotions rendered prior

to his appointment in that post was ignored and he was given the benefit after joining that post. It is not available under MACP. It should also be extended under MACP. Para 8 of Board's letter NO.PC-V/99/1/1/1 dated 11.5.2000 (RBE 87/2000)

Item No. 15

In case of railway employees, promotions in non-functional selection grade, such as G/man to Sr. G/man, Goods Driver to Sr. Goods Driver, ALP to Sr. ALP, Goods Guard to Sr. Goods Guard, Pass. Guard to Sr. Pass. Guard, etc. is counted as a promotion. But according to Avenue of Promotion, they can be promoted from one post to other post without touching non-functional post. In their cases, the benefit of FR-22 is given for fixation of their pay on promotion to non-functional post, but in case of promotion to cadre post benefit of FR-22 is not given. In other words, the benefit of fixation is given only once. Such promotions should not be counted for the purpose of MACP.

Item No.16

In case of second appointment given to railway employee, (in case of resignation or without proper resignation) there is no clarification whether services rendered prior to his re-appointment are to be counted or not to be counted. In our view, the services rendered prior to his re-appointment should be counted for the purpose of MACP.

Item No.17

In case of employees removed/dismissed under DAR and subsequently on their appeal, they are reinstated. In their cases, services rendered prior to reinstatement should be counted for the purpose of MACP or otherwise needs to be clarified.

Item No.18

In case of employees on medical decategorisation, there is no clarification, whether their earlier services or promotions are to be counted or ignored. We demand that in case of medical decategorisation and surplus staff, they should be given the benefit of MACP after joining the new post by ignoring all his/her earlier promotions and service rendered prior to his new appointment.

Item No.19

There are cases in which seniors are given the benefit of ACP-1999 and Juniors were given benefit

under MACP. In such cases, seniors are getting less pay and juniors are getting more pay. Our demand is that in such cases, stepping up should be permitted.

Item No.20

In case of Accounts Clerk, prior to 1982 there was only one Recruitment Grade, i.e. Rs. 260-400. After 1982, the Grade of Rs.330-560 was also introduced with a condition that graduate who qualified Appendix-II Examination were appointed as JAA. In case of rankers and existing Accounts Assistants, they were subjected to qualify in Appendix-II Examination. It was applicable to both, i.e. direct recruits under Graduate Quota, and rankers, i.e. existing Accounts Assistants, who are not qualified were either not recruited or reverted back. Therefore, in case of Accounts Assistants their recruitment should be counted as Rs.330-560 / Rs. 1200-2040 /Rs. 4500-7000 and presently in PB-2 with GP Gr.2800 and benefit of MACP should be given accordingly.

Item No.21

Benchmark for MACP should be liberal than the Benchmark for cadre promotion.

Item No.22

As per Railway Board's letter No.PC-V/2009/ACP/2 dated 10.6.2009 (para 8.1), Grade Pay Rs.5400 is in two Pay Bands, i.e. PB-2 and PB-3. The Grade Pay of Rs.5400 in PB-2 and PB-3 has to be treated as separate though the GP is same. It is resulting in not getting financial benefit on promotion because of overlapping of total salary. It is noticed that in case of an employee who is appointed in PB-2 with GP Rs. 5400, their pay becomes much more than the pay in PB-3 with GP 5400 till they become due for MACP after completion of 10 years. Therefore, though GP Rs.5400 is in separate Pay Bands, it should not be counted separately. In such cases, financial upgradation should be given to next GP Rs.6,600/=.

Item No.23

In case of Casual Labours, only 50% of the services from the grant of Temporary Status and regularization is counted on Indian Railways. It is noticed that many a time, lot of delay is taking place in granting of Temporary Status to casual labours in Construction and Projects. Therefore, their full services should be counted for the benefit of MACP.

Item No.24

Training period is counted for retirement benefit and even for drawl of increments. But it is not counted for MACP. This should also be considered.

Item No.25

In regard to para 16 of Board's letter No.PC-V-2009/ACP/2 dated 10.6.2009 (RBE No. 101/2009), after financial clpgradation under MACP, no designation is to be changed. However, rates of Incentive payment in Railways, wher-ever applicable, are decided on the basis of designation, which is resulting in getting Incentive payment at earlier rate even after promotion under MACP. Therefore, in such cases, they should be granted Incentive payment on basis of Grade Pay instead of designation.

Item No.26

In case of Group 'D' employees getting less benefits compared to Group 'C', in such cases, status of Group 'D' is improved to Group 'C', but the services rendered by them in Group 'D' is not counted as Group 'C'. Therefore, period of service rendered in Group 'D' should be treated as Group 'C' service and counted for the purpose of MACP.

Item No.27

In case of Artisan Staff, MACP order does not clarify about the Trade Test. Earlier Trade Tests conducted for ACP were valid upto a period of two years. Once any Govt. servant / Railway employees qualifying in Bench Mark / Trade Test for the purpose of MACP and he is getting regular cadre promotion in continuation of MACP, same Bench Mark / Trade Test should be treated as valid and should not be subjected to again for Bench Mark / Trade Test.

Item No. 28

BENCH MARK FOR ENTITLEMENT TO MACP

It has been stipulated that the officials should have earned the benchmark of "good" for their entitlement to MACP Benefit up-to Grade pay of Rs. 6600. In respect of all posts covered by PB -1, and PB -2 the promotion as per recruitment rules is on the basis of seniority-cum-fitness or qualifying in a departmental Examination. The question of benchmark arises only when the promotion is on the basis of merit cum seniority. It is therefore not

necessary to fix a bench mark of "good" for financial up-gradation to the next grade pay which may be lower the promotion post as per the hierarchy of the concerned Department. Further the bench mark of "good" renders the bench mark of "average" as if it is an adverse remark. Since "average" remark in the ACT is not communicated it cannot be treated as adverse for the purpose of financial up-gradation and promotion in to the next higher grade cannot be converted into a selection post.

It is, therefore, urged that financial up-gradation under MACP should be granted on the basis of seniority cum fitness and the stipulation of having the bench mark of "good" for this purpose may be withdrawn.

Appointment through limited competitive examination is not to be treated as promotion.

The recruitment rules for the post of Postal Assistant and Postal Inspector provide for direct recruitment.

However, Group D employees and the Postmen are inducted to the post of Postal Assistants through limited com-petitive examination.

Similarly Postal Assistants in Ministerial cadre are inducted to the post of Inspectors (Executive Cadre) through Limited competitive Examination.

It is urged that above appointments/ induction through limited competitive examination to the post of Postal Assist-ants and Inspector may be treated as direct recruitment for the purpose of benefit under MACP. However, the service rendered in the lower posts i.e. Group D , Postmen and Postal assistants shall not be counted for the purpose of benefit under MACP.

Clarification to this effect was given at Item No.8 ofDOPT O.M No. 35034/1/97-Estt (D) (Vol. IV) dated 10.02.2000

Item No. 29

MODIFICATION IN MACP SCHEME :

The MACP scheme introduced with effect from 1.9.20908 contains an improvement over the Old ACP Scheme in as much as it offers three financial up-gradation after rendering 10,20 and 30 years of service reckoned from the date of

induction. However, by providing financial up-gradation in the next grade pay of the concerned pay band, whereas in old ACP provided financial up-gradation to pay scale of next promotional post, it has become disadvantageous. There are cases in which three financial up-gradation would be the lower grade pay than what one would attain by two up-gradation on completion of 24 years of service.

To obviate these anomalies it is demanded that MACP Scheme for pre 01.09.2008 employees may be providing three financial up-gradation on completion of 10,20,30 years of service in the pay scales of the next promotional post subject to same condition as were prescribed for ACP of August, 1999. The MACP Scheme as introduced with effect from 1.9.08 may be applied only to those employees who have jointed service on or after 1.9.2008 as also to the pre 1.98.08 employees who opt for it.

Item No.30

IMPROVEMENT IN MACP SCHEME

There are cases in which an employee recruited in the lower post of clerk is appointed to the higher post of Senior Clerk / UDC as he was graduate and had qualified in Limited Departmental Competitive Examination in such cases clarification has been issued under the old ACP scheme that appointment to the higher post would be treated as initial appointment and for purposes of ACP his service from date of appointment to the higher post would be taken into account.

The benefit of the above dispensation has not been extended under MACP Scheme.

It is therefore requested that the above dispensation may be made applicable in the MACP Scheme as well.

MACP JOINT COMMITTEE MEETING ON ANOMALIES

While discussions during the second meeting of the National Anomaly Committee held on 27th March 2010 and decided to constitute a Joint Committee to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS). Eight items have been discussed in the First Meeting of the Joint Committee held on 25.02.2010.

Shri.M.Raghvahiya
Shri.S.K.Vyas
Shri.C.Srikumar
Shri.Umraomal Purohit

Above four Staff side Members are attended the meeting under the Chairmanship of Joint Secretary Establishment DOPT.

We reproduce the full text of content under here...

MACP JOINT COMMITTEE MEETING ON ANOMALIES

Joint Committee on MACP met today under the chairmanship of Joint Secretary Establishment of DOPT. Following issues were discussed:

1. ITEM NO:1:PROVIDE GRADE PAY OF THE NEXT PROMOTIONAL POST UNDER MACP.

Staff Side pressed for placement in the Grade Pay of the Promotional Post instead of next higher Grade Pay in the hierarchy of revised Pay Band and Grade Pay. It was insisted because the career progression only means the promotion in the hierarchy and not to a Grade Pay which is not present in the hierarchy of the respective department.

The Staff Side also gave an alternative that first two MACPs after 10 and 20 years should be to the next promotional post as per the hierarchy of respective department as under the erstwhile ACP scheme and thereafter the third MACP in the next Grade Pay of the Revised Pay Band and Grade Pay.

2. ITEM NO:2:DATE OF EFFECT.

It was demanded that MACP scheme may be introduced with effect from 1.1.2006. A scheme which has been recommended by the 6th CPC will

be not available to those employees who have opted for revised pay scales w.e.f. 1.1.2006 but had retired or died before 1.9.2008, which is very anomalous.

3. ITEM NO:3:OPTION FOR EARLIER ACP SCHEME.

Staff Side pointed out that the benefit which employees were getting through two ACPs after 12 and 24 years of service is much higher than the benefit that they will get under MACP after three financial upgradations. It was therefore urged that the service conditions which were available to the existing employees cannot be adversely revised and if that happens then an option to retain the old scheme is inherent. And if the present MACP is not converted to hierarchical pattern, then at least an option may be given to retain the erstwhile scheme of ACP.

4. ITEM NO:7:GRANT OF FINANCIAL UPGRADATION BETWEEN 1.1.2006 AND 31.8.2008.

In Para 9 of the DOPT OM dated 19.5.2009, it had been provided that earlier ACP scheme will continue to operate for the period from 1.1.2006 to 31.8.2008. However, this is not being allowed to officials who have opted for revised Pay Band and Grade Pay with effect from 1.1.2006. In some offices, it is being insisted that financial upgradation under the earlier ACP would be granted only in the pre-revised pay scales and they will have to opt for the revised pay scales only from the date they are granted the financial upgradation under earlier ACP. It was demanded that earlier ACP benefit may be given also to those officials who have come over to the Revised Pay Band and Grade Pay with effect from 1.1.2006.

5. ITEM NO:8:ANOMALY ON INTRODUCTION OF MACP SCHEME.

By an illustration in respect of Junior Engineer of CPWD, it has been pointed out that under earlier ACP they will go up to the revised Pay Band 3 with Grade Pay of 6600/- on completion of 24 years of service, whereas under the MACP Scheme, even after 30 years of service and getting third MACP they will get the Grade Pay of 5400/- only in PB-2.

This is obviously less advantageous and therefore the demand for option to retain the old ACP scheme has been insisted. The Official Side indicated that they will consider all these demands and in the next meeting they will indicate how far they can go.

6. ITEM NO:4: APPLICABILITY OF MACP SCHEME TO GROUP D EMPLOYEES WHO HAVE BEEN PLACED IN THE GRADE PAY OF 1800/-.

The DOPT had already stated that all promotions and upgradations granted under ACP Scheme of 1999 in the post of four pay scales S-1, S-2, S-3 and S-4 shall be ignored for the purpose of MACP. In other words all the three MACP will be available to all the Group D employees who have since been placed in the grade pay of 1800/-. If an employee has completed 10 years of service he should be granted the GP of 1900/-; if completed 20 years of service he should be granted the GP of 2000/-; and if he has completed 30 years of service he should be placed in the GP of 2400/-. In some departments these MACP has not been granted to the Group D employees. The staff side therefore insisted an enabling clarificatory instructions may be issued. The Official Side agreed to issue such clarificatory instructions.

7. ITEM NO:5: COUNTING 50% OF SERVICE RENDERED BY TEMPORARY STATUS CLS FOR RECKONING 10,20, AND 30 YEARS OF SERVICE UNDER MACP SCHEME.

It was pointed out that the Railways have already issued orders for counting 50% of service rendered by Temporary Status Casual labourers for reckoning 12 and 24 years of service under the old ACP scheme. It was also pointed out that Courts have also ordered that total service rendered as TS CLs may be counted for the purpose of ACP. The Official Side were of the opinion that 50% of service rendered by TS CLs has been counted only for the purpose of pension. The Staff Side pointed out that the TS CLs have been granted all the facilities admissible to a Temporary Employee in respect of leave, increment, pay scale etc and therefore this may be deemed as a regular service for the purpose of MACP also as has been done by the Railways. The Official Side wanted the order of the Railway Department regarding ACP and the Orders of the Courts for their examination.

8. ITEM NO:6: SUPERVISED STAFF PLACED IN HIGHER GRADE PAY THAN THAT OF THE SUPERVISOR.

The Staff Side suggested that this item may be transferred to National Anomaly Committee item and discussed there. This has been agreed to. There are 23 more items which have been suggested by the Staff Side leaders of Railways. It was pointed out that leaders of other departments may also suggest many other anomalies related to MACP. The Staff Side stated that as and when these additional items are received they may be included in the Agenda for discussion in the subsequent meetings. The Official Side agreed to.

DISCUSSIONS ON VARIOUS ISSUES TAKEN UP BY THE STAFF SIDE IN THE 2ND MEETING OF MACP COMMITTEE

The 2nd meeting of the MACP Committee was held on 15th September, 2010. The meeting was chaired by the Joint Secretary (Estt.) Department of Personnel and Training. The short note of the discussions on various issues taken up by the Staff Side :

1. Item No. 1, 9 and 29,46: The demand was to provide for Grade Pay of the next promotional post under MACP as was given in the old ACP Scheme. This has not been agreed to.

2. Item No.3. Option for each individual employee either to retain the old ACP scheme or to switch over to MACP. It was only agreed by the DOPT that they may consider giving option to the Department and not to the individual employee to retrain old ACP Scheme in respect of either the entire establishment of that Department or for a specific category or cadre of the employees of that Department. They also added that they may instruct the Administrative department to undertake restructuring of the cadres in consultation with the Staff Side which would secure quicker promotion.

3. Item No. 8. Anomaly in respect of Junior Engineers of CPWD. The Official side agreed that CPWD may ask for option to retain the old ACP in respect of Junior Engineers which will be considered.

4. Item No. 2, 10 and 48. The Scheme of MACP to be implemented with effect from 1.1.2006. Not agreed to.

5. Item No. 7. Grant of financial up-gradation under ACP between 1.1.2006 to 31.8.2008 in respect of employees who have opted the revised Pay Band Grade Pay System with effect from 1.1.2006. Agreed to.

6. Item No. 4 and 26. Applicability of MACP scheme to Group D employees placed in the grade pay of Rs. 1800 in PB1. along with the benefit of 3% increment in each stage of up-gradation. Covered by the clarification already issued by the Department of personnel (See their website)

7. Item No. 5 and 23. Counting of 50% of service rendered by a casual labourer with temporary status for reckoning the 10, 20 and 30 years of service for the purpose of MACP. They will examine the court ruling in this regard according which the entire casual service should count for the purpose of MACP.

8. Item No. 6. Supervised staff placed in higher grade pay than their supervisor. The item has been transferred to the National Anomaly Committee for discussion.

9. Item No.11 and 47. In the Railways and some other departments, promotion continues to be given in the merged pay scales, since these have not been functionally merged. It was demanded that in such promotion increment at the rate of 3% may be granted. The Official side has agreed to consider such cases, if taken up by the respective departments.

10. Item No. 15, 22, 39 and 51. These would be considered in the Anomaly Committee of Railways.

11. Item No. 12, 30 and 49. Those selected under LDCE/GBCE schemes may be treated as directly recruited personnel as was done in the case of old ACP scheme. The Official side agreed to look into it.

12. Item Nos. 13, 16, 24, 50 and 58. It was pointed out that under old ACP scheme in case of an employee who were reverted from higher post to lower post at this request (to enable him to get transfer to another recruiting unit) the service rendered by him in the higher post was counted for the benefit of ACP. This should be extended to the

MACP as well. The Official side agreed to issue necessary clarification in this regard.

13. Item No.14. A departmental employee who has been appointed to a higher grade by virtue of his being selected in a Direct Recruitment Examination the ten, twenty and thirty years of service for the purpose of MACP to be reckoned from the date of such appointment. Necessary clarificatory order has been issued by the DOPT. (Please see their website)

14. Item No. 16. The service rendered by an employee who had resigned may be counted if he is given re-employment for the purpose of MACP. The Official side wanted this item to be processed separately.

15. Item No. 17. The service rendered prior to removal or dismissal should count if he is reinstated on appeal or by Courts. The Official side stated that the past service will be considered if so ordered by the Court or the Appellate Authorities.

16. Item No. 36. The service rendered in a State Government/Statutory body /PSU before appointment in the Central Govt. to be counted for MACP. Not agreed to.

17. Item No. 37 and 38. Counting the probation period for the purpose of MACP. This is counted as per the scheme

18. Item No. 42. Application of MACP to a surplus hand redeployed to lower post. This is covered under the scheme.

19. Item No. 18 and 54. A person de-categorised on medical grounds to be treated as a fresh appointee. It was not agreed to .

20. Item No. 41. The service rendered in higher grade who have been redeployed in the lower post on medical de-categorised on medical grounds may be counted under the MACP. The official side agreed to reiterate Railway Board's order issued in the year 2005.

21. Item No. 19, 33 and 53. Stepping up benefit to seniors when the juniors get higher pay on account of financial up-gradation. The Supreme Court has given such an order. The Official side will

examine this issue and the copy of the Supreme Court's order may be furnished to them.

22. Item No.20. The Account Assistants in the Railways when appointed on qualifying the Appendix II Examination may be treated as a fresh appointee and his past service in the lower post be ignored. The Railway Board to process this case separately.

23. Item No. 21.27 and 28. The Bench mark of good for entitlement to MACP benefit in cases where promotion to the higher posts is on the basis of seniority cum fitness may be done away with. Agreed to examine and issue necessary clarification.

24. Item No. 24, 40 and 45. Counting of Training period. The induction training period would be counted.

25. Item No. 25. The incentive may be given as applicable to the grade pay granted under MACP. This may be considered by the Railways.

26. Item No.31. Extension of MACP to Staff Car Drivers and other Drivers etc. The orders have been issued separately.

27. Item No.34. Pay fixation on promotion subsequent to the grant of MACP with an increment. This was not accepted.

28. Item No. 35. Notional classification for Central Government employees Insurance scheme for those with Grade Pay of Rs. 4200 to be treated as Group B and covered by the scheme for Group B. Not accepted.

29. Item No.43. There are several illustrations given relating to Railway employees. These were not discussed and each case was asked to be processed separately.

30. Item No. 55. There are no provisions for grant of certain privileges/incentive on grant of MACP as was there in the old ACP scheme. The Item may be considered by the Railway administration

POSTAL BILL RE-DRAFTED — PROPOSAL FOR TRAI-LIKE BODY TO FIX POSTAL TARIFFS

The government has comprehensively re-drafted an earlier Bill on postal regulation with a view to bringing the entire communication industry under a regulatory regime similar to the one for the telecoms sector.

As per the re-drafted Bill—the Post Office and Courier Services Bill, 2010—which was reviewed by FE, the courier firms would need to register themselves with the regulator—Postal Regulatory Authority of India (PRAI)— and adhere to a set of guidelines for quality of services framed by it.

The firms will also have to contribute to a Universal Service Obligation Fund (USOF) to enable delivery of postal services to financially unviable areas at affordable rates. However, the government has dropped the controversial provision in the original (2006) draft of the Bill which sought to bar private courier firms from carrying packets weighing below 500 gm. Also, in a departure from the original draft, which specified the fee structure for the players, the new Bill has left such matters for the regulator to decide.

The size of the Indian courier industry is over Rs 4,000 crore with major players being DHL, FedEx India and DTDC. As per the latest proposal, PRAI will have functions similar to that of telecom regulator Trai. It can suo motu recommend to the government policy measures on the entire gamut of the postal sector. On its part, the government can seek its recommendations on issues of importance. Once PRAI is constituted, all

existing courier firms would have to register themselves with it for a 10-year period on payment of a fee.

The registration, of course, can be renewed once it expires. The regulator would set eligibility criteria for those wanting to enter the sector in the new regulated regime.

It would have powers to recommend to the government revocation of licenses of any firm which fails to meet the criteria set out by it. The government (read the department of post and a reinforced Postal Board) would retain the powers to make policies and provide licences.

A Postal Dispute Settlement and Appellate Tribunal would be set up to arbitrate on disputes between the industry and the regulator, the regulator and the government, industry and the government; and between industry players.

PROPOSAL FOR SETTING UP POST BANK OF INDIA

CURRENT SCENARIO:

Currently Department of Post is operating Small Savings Schemes of Govt. of India on behalf of Min. of Finance (Dept of Economic Affairs) as an agency service since 1881. There are 8 schemes presently operated under Government Savings Bank Act 1873, Government Savings Certificate Act 1959 and PPF Act 1968. These schemes are being operated through 1,55,000 post offices. Total number of accounts under various schemes was more than 24 crores as on 31.3.2010 including accounts opened for disbursement of social benefits like wages under Mahatma Gandhi National Rule employment Guarantee Act and old age/widow/disabled pension under Indira Gandhi National Old Age Pension/Widow pension/Disabled Pension scheme. Outstanding amount is kept in the National Small Savings Fund (NSSF) which is managed by Min. of Finance (Dept. of Economic Affairs). The balance in the Fund is invested in special Govt. securities as per norms decided from time to time by the Central Government.

FEASIBILITY STUDY :

In pursuance of their intent to carry out the feasibility study to set up the Post Bank of India a provision was made in the 11th Five year plan. Following the plan objective a request for proposal for consultancy to carry out a feasibility study was issued by Dept. of Post (DOP) in March 2010 and was awarded to Administrative Staff College of India (ASCI) which submitted in October 2010 and the report was finally submitted in February 2011.

STUDY REPORT IN BRIEF

1. The study report of ASCI examines the feasibility of Post Offices in providing banking services on commercial lines and suggests a model based on (a) the experience of Post offices in providing financial services (b) assessment of experience and strength network of Postoffices in India.
2. As a means of achieving this objective of PBI, the report has also detailed the proposed ownership and capital structure, organizational structure, personnel and HRD management policies, new product and services to be offered; costing viability and profitability issues and the approach for the transition.
3. As per the report the Post Bank of India will be commercially licenced, fully regulated bank set up under an act of Parliament and in compliance with regulations of Banking Regulation Act. It will, at least initially, be 100% owned by Govt of India. The Post Bank will offer full range of financial services like any other bank in addition to the existing Post office savings bank schemes as an agency function alongwith payment of social benefits, collection of utility bills and taxes etc while the Post Bank will operate through four or five thousand locations where it will depute its own manpower. It will also offer its services from the remaining 1,50,000 (Approximate) Postoffices on franchisee basis throughout length and breadth of India. The Staff of Post Bank will be recruited from the existing Post office staff or from market or from deputation.
4. Accordingly the report finds that the Post Bank of India (PBI) will be both feasible, desirable means which will (a) provide appropriate banking services particularly to rural areas and low income group in urban areas (b) Facilities organis and logical growth of India Post by undertaking the existing financial services and rolling out new products and services as a specialised banking and financial services entity. (c) Utilise the available resources optimally for providing in financial services at low cost, better services and higher operational efficiency;
5. The study report has also provided term of references for a Detailed Project Report which includes Positioning framework, Ownership pattern/governance capital structure.

Management structure/organization structure, legal infrastructure, General strategy, corporate finance strategy, Human resources plan and existing infra structure sharing plan.

ACTION TAKEN SO FAR:

1. In-Principle Approval : The Study report as submitted was discussed before the Postal Services Board on 28.2.2011 and also on 18.4.2011 before Hon'ble MOC & IT alongwith full Postal Services Board. Subsequently MOC & IT formally gave in principle approval to the concept of a Post Bank of India on 30.4.2011.
 2. Consultation with Ministry of Finance : Since as per Government of India (Allocation of Business) Rules 1961, Department of Financial services (Ministry of Finance) looks after all banking related activities in India and budget Division (Ministry of Finance) supervises policy issues relating to Post office Savings bank. It was decided to consult Ministry of Finance for incorporating its view in the Detailed Project Report.
- (a) A letter to this effect was sent from Secretary (P) on 2nd May 2012;

- (b) Also a letter from Hon'ble MOC & IT in this regard was sent to Hon'ble Finance Minister vide D.O.No.113-01/2011-SB dated 02.06.2011.
- (c) Reminder letters from the Director (FS) kon 14.7.2011 and 22.11.2011 addressed to Dr.Sashank Saxena, Director Financial Services and Ministry of Finance requesting for expedition in offering comments.
- (d) A meeting by the then Secretary (P) with Secretary, Department of Financial Services was scheduled to be held on 06.09.2011 where this issue was on agenda but the same was postponed due to last minute engagement of Sri.D.K.Mittal, Secretary DFS in a Parliament Question.

REQUEST FOR PROPOSAL FOR DETAILED PROJECT REPORT:

A committee comprising of DDG (FS) as Chairman and Director (FS, ADB (BS) & ADG (IMTS & MO) as members to process the RFP has been constituted. The draft REP has been prepared which has been concurred by JS & FA and approved by Secretary (P) on 11.11.2011. The floating of RFP is pending for want of comments from Ministry of Finance as described in the pre-paras.

NATIONAL POSTAL POLICY 2012

DRAFT

Department of Posts
Ministry of Communications and information
Technology,
Government of India

Preamble

Postal services originated out of the need for conveying the written word. They evolved over the ages, and grew in scope, spread and complexity. The post, today, is a ubiquitous network which serves the world by connecting individuals and communities, promoting trade and commerce, and reaching financial services to the common man.

Despite the advent of the digital revolution, post is still the most economical and accessible among the different modes of communication available to the public. The mandate of the postal sector is three dimensional - being a channel for moving information, goods and money. This mandate makes postal services a tool of development, an enabler of commerce and a facilitator of the aspirations of the people.

The current postal environment is complex and dynamic. Based on international experience, the status and direction of the postal sector can be summarized as under:

“ Declining letter mail volumes, increasing electronic substitution, and growing competition.

“ Postal Administrations which concentrate on the core business of mail are struggling for survival, while those which diversified into non-mail businesses like financial services and e-Commerce are successful in negotiating the changed environment.

“ Postal administrations worldwide are increasing their productivity by employing state of the art technology.

“ Though the principle of separation of regulator and operator is widely discussed, it is yet to find universal acceptance.

“ Postal markets in emerging economies continue to be fragmented and unorganised.

“ New business models are evolving from emerging economies, with increased level of resource sharing and cooperation among various service providers.

The environment, thus, poses overwhelming challenges to the postal sector. However, it has also thrown up many opportunities. Potential exists today for an overarching role for the postal sector in facilitating internet based commerce, as a trusted third party who provides a secured space for transactions. 'Cash on delivery services', fulfillment services for lightweight packets and just-in-time shipment of goods are some of the services for which demand is growing. The postal sector needs to be creative and innovative to capitalize on these opportunities.

The National Postal Administration forms the core of the postal sector. A strong and self-sufficient National Postal Administration is essential for the survival of the sector, as this alone has a countrywide distribution network, which can be leveraged for profitable partnerships involving the private sector or other government agencies.

The postal market in India is governed by the Indian Post Office Act 1898. The Act entrusts the Central Government with the exclusive right to collect and deliver letters, which is implemented through the National Postal Administration. The term 'letter', however, is not defined in the Act. A large number of courier operators are present in the postal market in India. They are free to handle documents, parcels and other items of mail which -do not fall under the category. 'letter'. No authentic data exists regarding the number of such operators or the volume of mails they handle.

Entry and exit in the postal sector are free. However, there are issues related to governance, standardization and quality of service which call for institutional reforms. Such reforms are essential to allow free interplay of market forces and the consequent stabilization of the postal market. They are also required to ensure the delivery of efficient and affordable universal postal services, which is essential for the geographical and social cohesiveness of the country.

Effective governance of the postal market has proved to be a key feature of reform in advanced

countries. Hence any postal sector in developing countries also requires an effective governance mechanism.

Another issue that needs attention at the policy level is the fragmented ICT environment of the postal sector, which is contributing to underutilization of resources on many fronts. The absence of organized efforts in Human Resource Development and Planning, and the non-adoption of modern practices in this area are also concerns, as they deprive the postal sector of skilled workforce.

The postal sector in India is in urgent need of legislative and institutional reforms to build the foundation for its future growth. Governance, market development, definition of universal service obligation and standardization of leT practices are important elements in this reform process.

The National Postal Policy has been developed to address the systemic challenges facing the postal sector and to enhance contribution of the sector to the national economy. It recognizes the specific needs, expectations and service requirements of governments, customers, postal operators and other stake holders. The Government will use the Policy to provide necessary guidance and direction to the postal sector with the aim of maximizing public good.

GUIDING PRINCIPLES

- a) Development of an organised and well governed postal sector.
- b) Provision of Universal Postal Services countrywide.
- c) Promotion of partnerships between private and public sectors.
- d) Provision of quality services at affordable prices.
- e) Adoption of inclusive and transparent processes for policy formulation, implementation and monitoring ..

VISION

Anorganised and well governed postal sector, recognised as contributing to the economic and social development of the nation.

MISSION

- ◆ To maximise public good by providing reliable, efficient, secure and affordable postal services

- ◆ To offer mail, courier, express, parcel, logistics, e-commerce and remittance services to the entire population of the country.
- ◆ To promote the economic and social connectivity of the people in the country.
- ◆ To foster sustainable development of the postal sector through an inclusive and transparent institutional framework, good governance and adoption of fair common standards and technological innovation.
- ◆ To promote cooperation, interaction, resource sharing and fair competition among stakeholders.
- ◆ To adopt global best practices of Human Resources Management for developing a skiiied, committed and motivated workforce.

OBJECTIVES

1. Developing an organised and well governed postal sector

Better governance in the postal sector and strengthening of the universal postal service will benefit citizens, businesses and governments.

STRATEGIES

- a. To provide efficient and effective basic postal services at affordable prices to all sections of the population over all geographies.
- b. Leverage the network, infrastructure and expertise of the National Postal Administration for the growth and development of the postal sector.
- c. Develop postal statistical indicators and include relevant postal indicators among broader infrastructure development indicators.
- d. Provide holistic support to micro, small and medium postal service providers and encourage entrepreneurship in the sector.
- e. Integrate programs for development of the postal sector with National ICT Policy Framework and National Development Plans.
- f. Promote the role of postal sector in achieving Millennium Development Goals as identified by the United Nations

2. AUGMENTING ACCESS TO POSTAL SERVICES

Access to postal services is critical for disseminating information, connecting individuals and

communities, and facilitating trade and commerce. Appropriate and affordable technology solutions are to be adopted to augment the access.

STRATEGIES

- a. Ensure basic postal services at affordable prices.
- b. Upgrade both capacities and capabilities of the weaker links in the postal network to improve their effectiveness.
- c. Integrate the physical network with electronic services to provide value added products and services.
- d. Implement a programme to encourage the community, the civil society and the private sector to participate in provisioning of postal services.
- e. Recognise post offices as primary public access points for Internet services, e-Government services (tax, procurement, public utilities, passports, birth certificates, driving permits, pensions, social security benefits etc.) and e-Commerce applications (online product/service ordering, delivery, payments, private utilities/services etc.)
- f. Organise campaigns for increasing public-awareness on the developmental role of the sector.

3. ENHANCING THE QUALITY OF SERVICE.

Enhanced quality of service at affordable price is critical to the survival of the Postal Sector. Quality of service is reflected in the degree of professionalism with which postal service providers fulfil the changing needs of customers. Improving the quality of postal services calls for investments in infrastructure, adoption of ICT, and raising a well-trained and motivated workforce.

STRATEGIES

- a. Set up and enforce minimum and fair standards in the postal sector, in line with global trends and documented best practices.
- b. Develop quality measurement systems applicable to all postal operators.
- c. Utilise ICT in the provisioning of postal services, especially in areas like automation of mail processing, and adopt modern practices like data and address management systems and digital stamping.
- d. Enhance mail security by sharing knowledge, experience and best practices with National Postal

Administrations of other countries and adopting statutes to enforce appropriate governance standards.

- e. Develop a modern transportation network to support countrywide conveyance and delivery of mail.
- f. Enhanced cooperation with Universal Postal Union, APPU, SAPU and other similar bodies for evolving common global and regional approaches for improving postal services.

4. DEVELOPING POSTAL AND SUPPORTING INFRASTRUCTURE

Postal infrastructure consists of elements like distribution networks, PIN code based address system, mail access points, automated mail sorting systems and data management systems. Supporting physical infrastructure on the other hand includes roads, electricity, and general utilities. Service quality and cost of operations are directly related to the state of postal and its supporting infrastructure.

STRATEGIES

- a. Define National Postal Infrastructure and recognise it as essential Public Infrastructure.
- b. Enable National Postal Administration through legal and institutional framework to create National Postal Infrastructure.
- c. Take steps to attract investment to facilitate expansion of National Postal Infrastructure in rural and underserved areas.
- d. Identify National Postal Administration as the repository of all postal addresses and support it with required legal provisions.
- e. Define addressing standards. Promote usage of PIN Codes.
- f. Formulate guidelines for infrastructure sharing and partnerships.
- g. Implement strategies to reduce the carbon footprint of the postal sector, including harnessing renewable energy sources like solar, biomass and wind.

5. PROMOTING THE USE OF ICT IN PROVISIONING OF POSTAL SERVICES

ICT offers immense opportunities to the postal sector to reduce cost, improve efficiency and

enhance quality of service. Some of the common areas of ICT deployment in postal sector are automation of mail processing, mail coding, tracking of mail and ERP solutions. Interoperability and standardization are two critical requirements that need to be met while developing and deploying ICT solutions in the postal sector.

STRATEGIES

- a. Identify and analyse the emerging technologies and business models to help the postal sector achieve sustainability in the growing digital and mobile economies .
- b. Promote, stimulate and support the development of customised ICT applications for the postal sector.
- c. Minimize usage of paper and paper products in postal sector by promoting the use of relevant ICT solutions.
- d. Create centres of excellence for training, research and development of postal ICT products.
- e. Create and maintain an open forum for consultation and dialogue on matters of ICT in the postal sector.
- f. Create a "Postal ICT and R&D Fund" to ensure adequate flow of investment into postal R&D to enhance utilisation of ICT in the postal sector.

6. PROMOTING UTILISATION OF POSTAL SERVICES TO DELIVER NATIONAL PROGRAMMES AND E-SERVICES.

The addition of ICT capabilities to its traditional strengths of last mile reach and trust of the masses will make the postal network the ideal choice to deliver e-governance and e-commerce. The e-service solutions will improve the speed and efficiency of service delivery to the citizens and institutions. The National Postal Administration is the ideal implementation partner for government agencies in growth and poverty reduction programmes.

STRATEGIES

- a. Identify challenges in public administration for which solutions can be evolved by utilising the postal system and develop adequate postal solutions to cope with them.
- b. Promote cooperation and synergy between government and private sector entities through the

route of Public Private Partnerships for achieving national goals and public welfare.

- c. Transform post offices into public delivery channel for services like e-Commerce, e-Governance and financial inclusion programmes that involve a huge customer-base.

- d. Develop appropriate National Address Database Systems and applications using Geographic Information Systems (GIS) to support the delivery of e-Services.

- e. Provide a wide range of e-enabled value added products and services.

7. DEVELOPING A FRAMEWORK FOR HUMAN RESOURCE DEVELOPMENT AND PLANNING

Being a labour intensive sector, the quality of manpower in the postal sector is the key determinant of the quality of the services it offers. Untrained and unskilled manpower not only increases the cost of operations but also affects quality of service.

STRATEGIES

- a. Develop vocational training programmes through institutional linkages between the postal and other sectors and between the postal sector and educational institutions.

- b. Introduce specialised training courses for postal managers.

- c. Develop compliance mechanism for implementation of relevant government regulations relating to employee benefits and workplace practices.

- d. Create centres of excellence with public private partnership for Research and Development.

- e. Encourage alignment of job qualifications and recruitment processes with the requirements of the sector.

- f. Empower each employee with essential IT capabilities in areas of functional relevance

8. PROMOTING COMPETITION IN THE PROVISION OF POSTAL SERVICES

Fair competition leads to consumer satisfaction through lower prices, more choice and better quality of service. Efforts are therefore required to promote competition in the provision of postal

services so as to maximize benefits to customers, particularly those in rural and inaccessible areas.

STRATEGIES

a. Create a market responsive and well governed postal sector that aspires to maximize customer satisfaction.

b. Develop a governance and legislative system that promotes fair competition in the postal market and offers customers ample choice.

c. Spell out modalities for forming Special Purpose Vehicles (SPV) and Joint Ventures (JV) that would Promote collaboration between the government and private sector in commercial ventures.

d. Promote adoption of ethical practices in the postal sector and consider adopting internationally recognized standards in this area.

9. DEVELOP AN INSTITUTIONAL AND GOVERNANCE FRAMEWORK.

Appropriate and responsive governance and institutional framework acts as the foundation for the development of the postal sector. Rapid advances in information technology as well as the convergence of technologies and delivery platforms offer tremendous opportunities for the development of the postal sector. The backing of a robust governance and statutory framework will enable the postal sector to capitalise on these opportunities.

STRATEGIES

a. Set up a 'Postal Development Board' for overall development and governance of Postal Sector. Besides this, the Board will draw roadmap for unbundling of functions (operations, regulation and policy making) in postal sector over a period of time, in order to develop an organized, competitive, effective, well governed and commercial postal market in India.

The Postal Development Board will be chaired by Secretary (Posts) and will have Secretary (Deity), Secretary (Commerce), Secretary (Economic Affairs) and two members from Postal Services Board as full time members and part time members from other stakeholder bodies and Ministries.

b. Amend the Indian Post Office Act 1898 to meet the objectives of National Postal Policy.

c. Constitute Postal Advisory Council comprising policy makers, postal operators, and other stakeholders. The council will be an advisory body for effective implementation of the policy.

d. Create institutional framework for continuous data collection from all postal operators.

e. Adopt a pragmatic and equitable approach for managing the USO.

f. Equip Department of Posts to handle legislative issues in matters relating to exchange of goods through postal and courier network and deal with international trade negotiations in WTO, GATS and other multilateral and bilateral negotiations relating to the sector.

10. STRENGTHEN THE NATIONAL POSTAL ADMINISTRATION

The National Postal Administration plays a critical role in the postal sector by ensuring uninterrupted Universal Postal Services and providing affordable postal and financial services to the less privileged sections of the population. It operates in a complex environment of government control and competition with private players. Strengthening the National Postal Administration and transforming it into a reliable and trusted business partner in the national economy is essential to maximize public good.

STRATEGIES

a. Redesigning the business structure on modern lines with the twin objectives of scaling up traditional silos of business like mail, parcel, banking and insurance and capitalising on emerging opportunities in areas like e-commerce, mobile-based services, e-governance, express and logistics and financial retail services. The restructured business silos to be given functional autonomy, wherever required.

b. Operationalize all post offices into a fully converged digital network.

c. Redesign Human Resource policies (recruitment rules, reward and recognition schemes, apprentice and internship programmes, specialized training programmes etc.) to achieve the objectives of National Postal Policy.

d. Creating a business environment that will enable and encourage all stake holders of the sector to cooperate for mutual benefit.

e. Establish Post Bank of India as the dominant vehicle of financial inclusion.

11. FINANCING OF POSTAL SECTOR

Effective implementation of objectives and strategies forming part of the policy calls for adequate financing through the following:

STRATEGIES

a) Create an environment for attracting international and domestic investments.

b) Endeavour to place postal sector projects within the ambit of consideration of entities that provide project financing.

c) Provide a stable fiscal regime to stimulate investment and make services more affordable.

12. POLICY IMPLEMENTATION

Department of Posts, in consultation with stakeholders, may develop a monitoring and

evaluation framework for the National Postal Policy. A mechanism may be evolved to monitor the impact of the Policy in terms of achieving the objectives.

a. Establish a comprehensive Monitoring and Evaluation framework for the implementation of the postal policy.

13. CONCLUSION

An efficient postal sector is a force multiplier in the economy, promoting communication and commerce, and maximising public good. In the information age, the postal sector is ideally placed to bridge the Digital Divide. The National Postal Policy aims to facilitate the emergence of a robust, organised and well governed postal sector in India. The Policy aims at developing and deploying a participatory and transparent framework for policy formulation, implementation, monitoring and evaluation for the postal sector.

RRR CANDIDATE – APEX COURT JUDGEMENT

ITEM NO.53 (PH) COURT NO.9 SECTION XII

SUPREME COURT OF INDIA

RECORD OF PROCEEDINGS

CIVIL APPEAL NO(s). 7773 OF 2009

Civil Appeal NO. 7779 of 2009

(With appln.(s) for C/delay in filing SLP)

Civil Appeal NO. 5131 of 2005 Date: 30/07/2010

These Appeals were called on for hearing today.

UPON being mentioned, the Court made the following

ORDER

Civil Appeal No.5131 of 2005 arising out of SLP(C) No.19587 of 2003 is delinked from other matters.

The remaining appeals are disposed of in terms of the signed order.

(SUKHBIR PAUL KAUR) (J.P. SHARMA)
Court Master Court Master

(Signed Order is placed on the file)

IN THE SUPREME COURT OF INDIA

CIVIL APPELLATE JURISDICTION

CIVIL APPEAL NO. 7773 OF 2009

UNION OF INDIA &ANR.

...APPELLANTS VERSUS

M. NALLAVAN

...RESPONDENT

WITH

ORDER

We have heard learned counsel for the parties. During the course of hearing of this batch of appeals, the appellants represented by the Director(Staff), Ministry of Communication & I.T., Department of Posts filed an additional affidavit which may put an end to the controversy between the parties. Infact, the said additional affidavit has been filed pursuant to certain observations made by this Court while hearing the appeals.

It is evident from the affidavit that the entire matter was reconsidered by the Department and upon such reexamination based on humanitarian considerations, found that out of 204 respondents in all 202 respondents working in the Department against short term leave vacancies can be accommodated against com

passionate appointment vacancies for the years 2000-01 to 2009 as per the departmental guide lines. However, in the case of Postal Assistants (PA) and Sorting Assistants (SA) cadre, according to the Ministry, the number of vacancies is not enough to accommodate all of them in the cadre. It is stated that the number of vacancies earmarked for this period is only 113 whereas the number of respondents claiming the relief is 152. However, it is stated that as a one time measure, the Department is willing to accommodate them against residual vacancies of the Department. The statement made in the affidavit is made part of the record directing the respondents to act upon the same.

In the circumstances, the appellants are directed to regularize the services of all the 202 respondents who are working in the Department against short term/leave vacancies with effect from their date of appointment.

However, the respondents shall not be entitled for payment of any arrears on account of such regularization. But their pay and pensionary benefits are protected.

In view of this order, it is made clear that the findings recorded by the Tribunal and as well as the High Court with regard to the interpretation of office memorandums and circulars of the Department are set aside and those findings and observations shall not be treated as precedent for the purpose of any other case or cases that may be pending. The questions of law, if any, are left open.

The appeals are accordingly disposed of without any order as to costs. The interlocutory applications are accordingly allowed.

.....
J.(B. SUDERSHAN REDDY)
NEWDELHI,
July 30, 2010
.....

J. (SURINDER SINGH NIJJAR)

CHARTER OF STRIKE DEMANDS FOR 15-12-2009

1. Drop all measures to merge SROs with Head Post Offices and reject the recommendations of PMG Kurnool.
2. Stop merging RMS offices having more than 10000 mails in violation of agreement between the department and Staff side.
3. Stop all negative moves of merger/abolition of RMS Division, CRCs, ROs, Transit Sections and Night sets
4. Drop all move towards privatization/outsourcing of MMS functions.
5. Implementation of Arbitration Award on OTA, revise OSA and re-fix ceiling for entitlement for drawl of OTA.
6. Recruitment of required drivers and work shop staff.
7. Filling up the vacant posts of Assistant Managers in MMS. Mailguards and MSE staff in RMS
8. Abolish all GDS MM posts in RMS and regularize the existing GDS MM in MSEs.
9. Grant temporary status to all eligible casual labourers as on service on 01.09.1993. Issue immediate orders for drawal of 6th CPC wages to all RRR candidates, casual labourers and contingent staff.
10. Revise unscientific work norms in speed post and CRCs.

PROGRAMME OF ACTION

- | | |
|-----------------------|---|
| 9.11.2009 -11.11.2009 | Gate Meetings of work spot. |
| 13.11.2009 | Dharna in Dvl/Regl.offices |
| 20.11.2009 | Dharna at Circle office and submission of memorandum to Chief Postmaster General. |
| 22.11.2009-29.11.09 | Meet your constituency Member of Parliament abd submit memorandum seeking his intervention with the Hon'ble Prime Minister & MOC& IT. |
| 30.11.2009 | Rally to Governor and submission of Memorandum. |
| 01.12.2009 | Dharna in front of Dak Bhawan and serving of indefinite strike notice. |
| From 15.12.2009 | INDEFINITE STRIKE. |

CHARTER OF DEMANDS

1. Drop the move to outsource any function of the DoP including on the recommendations of McKinsey - Cancel the decision to close down 'C' Class Post Offices - Cancel the orders for down gradation of EDSOs into ED BOs and closure of EDBOs - Roll back steps of privatisation of speed post processing and mail conveyance and data entry work.
2. Stop violations in the Agreements on Status Quo of RMS & MMS as well as the merger of RMS with less than 10,000 mails - Create scientific norms for the work in CRC, Speed Post, Logistics and EPP - Cancel the orders for replacing the General Line HSG-I by ASPOs in Mail Offices.
3. Holding of JCM Departmental Council meetings; Periodical Meetings with Federations; Sending of the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.J. 1.1.1996 to Board of Arbitration; and Holding of GDS Committee Meetings periodically with GDS Unions.
4. Stop harassment of staff under Project Arrow -No extraction of work against Rules - No extraction of work beyond 8 Hours - No drafting of staff on duty and for Training etc on Sundays and Holidays - No harassment in the name of 100% Delivery - Withdrawal of all Punishments awarded to Postmen for minor non-delivery of articles.
5. Fill up all vacant posts: [a] Undertake reassessment of vacancies in PAISA cadre to rectify mistaken calculation of vacancies in all circles; [b] Fill up all vacant posts in all cadres in Department of Posts [Postal, RMS, MMS, Admn, DPLI, Postal Accounts, SBCO, Civil Wing etc] as on 31.12.2009; [c] Allow local recruitment as one time measure in Postal Accounts similar to 1997 at Sundernagar.
6. Comprehensive Cadre Restructuring of Group 'C' employees in PAISA Cadre; [b] Withdrawal of unilateral orders on piecemeal cadre restructuring of Postmasters' cadre until comprehensive Cadre Restructuring of PA/SA cadre is completed; [c] Comprehensive Cadre Restructuring of LDC, Sorters & DEOs in Postal Accounts by amalgamation into a single Accounts Assistants cadre in the pay of Pb-1 with 2400 GP; [d] Comprehensive Cadre restructuring in PA CO cadre in CO/RO/DPLI; [e] Comprehensive cadre Restructuring of PA/SA cadre in SBCO; and [f] Comprehensive cadre restructuring of Postmen/Mailguard/Multi Task Staff.
7. Grant of Pension, Departmental status to GDS extending the all benefits such as HRA/CCA, ACP etc, including Trade Union rights and welfare measurers - Remove discrimination on Bonus ceiling - Modify the 20,000 unilateral imposition of cash handling work points for GDS BPMs Withdraw orders denying revised TRCA w.e.J. 1.1.2006 in respect of BPMs - Compute work norms to all types of work performed including NREGS, PLI,RPLI, Pension Payments etc to GDS Implement enhanced Social Security to GDS like Ex-Gratia Gratuity and Severance Amount w.e.J. 1.1.2006.
8. Grant of Parity in Pay Scale [PB-I with GP 24001-] for MMS Drivers on par with Drivers of Parliament Secretariat - Recruitment of adequate number of Drivers - Sanction of OSA for the long distance logistics van drivers of MMS - Technology training to Work Shop staff and grant of Data Entry Operators scale of pay to Work Shop Staff.
9. Implement Supreme Court Orders for revision of wages from 1.1.2006 [6th CPC wages] to all RRR Candidates, Casual Labourers, Contingent staff, GDS Substitutes

etc - Grant Temporary Status to eligible Full Time Status Casual labourers; Convert Part Time into Full Time; Absorb Full Time, Part Time, contingent in vacant GDS Posts.

10. Fill up all vacancies of Postmen and Mailguards - Roll back the unscientific scheme of Single Postman Beat System - Modify certain unscientific work norms of Postmen / MTS finalised by Work Study Unit - Enhance the Postman Double Duty Allowance as per the recommendations of 6th cpc.

11. Remove all local anomalies in MACP Scheme like application of benchmark for the period prior to introduction of MACP Scheme; Grant MACP on 'Average' benchmark like Department of Railways; Denial of MACP for acts of denial of regular promotion earlier to introduction of MACP; Denial to grant PB-2 while upgradation to Grade Pay 4200 and above to Group 'C' Officials etc.

12. Creation of System Administrators Cadre with higher pay scales and absorption of all System Administrators in the new cadre during initial composition - Uniform Norms for System Administrators including work hours, number of systems, distance factor - Financial compensation for special and extra work performed by System Administrators.

13. Early finalisation of Recruitment Rules for upgraded Group 'C' in PB-1 with 1800 GP Ensure present system of absorption of GDS and TS CLS in Group 'O' posts into the new RR without insisting for the educational qualification - Filling up all the posts of Multi Tasking Staff without any delay.

15. Roll back of the Decentralisation of PLI/RPLI work - Augment required staff strength in PLI branch of CO/RO/DPLI -Maintain centralized accounting system through the Office of DPLI Kolkata - Fill up the vacant posts of COs/ROs/ DPLI Kolkata to manage huge shortage;

16. Parity of scale of pay of Ministerial Cadre in Postal Civil Wing on par with the Postal Assistants and upgradation of posts of Works Clerk Grade -II/Grade-I/Head Clerk - Filling up of all vacant posts of technical as well as ministerial posts - Creation of one Civil Wing Circle for each Postal Circle.

17. Regularise the HSG-I, HSG-II, LSG arrangements and grant Officiating Pay & Allowances to all Officials holding the posts.

18. Enhance OTA and OSA rates in tune with the 6th CPC scales of Pay.

**MINUTES OF THE MEETING HELD ON
12.07.2010 TO CONSIDER CHARTER OF
DEMANDS GIVEN BY THE STAFF SIDE
ALONG WITH THEIR NOTICE OF
INDEFINITE STRIKE W.E.F. 13.07.2010.**

Secretary General of FNPO and Assistant Secretary General of NFPE conveyed their sincere thanks for convening the meeting and there after discussion started on Charter of Demands. The action points emerging out of discussions are as follows:

Item No. 1 (a) Roll back steps of privatization of Speed Post processing, mail conveyance and data entry work.

The Chairperson made it clear that in case of bulk Speed Post articles and where there is shortage of staff, outsourcing is being done so as to ensure fast movement of articles. However, there is no such policy of the Government either in case of Speed Post articles or for other accountable articles. In the context of Staff Side reference about anti-social elements dealing with the Speed Post articles, an enquiry will be made in this regard.

(b) Cancel the order for downgradation of EDSOs to EDBOs and closure of EDBOs.

Necessary clarification on the demand of the Staff Side about drawal of increments in

case of down gradation of EDSOs to EDBOs will be issued. A presentation will be arranged by Technology Branch for the Staff side to demonstrate all the technological developments that are taking place especially in the context of functioning of EDSOs/EDBOS.

(c) Cancel the decision to close down "C" Class Post Offices.

The Staff Side was informed that no such order has been issued by the Department. They were further explained that the policy of the Department was to relocate Post Offices to new areas/townships which are growing. The idea is to rationalize to meet emerging needs. Suitable instructions, in this regard, will be issued to all Heads of Circles.

(d) Outsourcing of mail conveyance.

Purchase of departmental vehicles for conveyance of mail will be pursued.

Item No. 2 : (a) Stop violations in the agreements on Status quo of RMS & MMS as well as merger of RMS with less than 10,000 mails.

Reports will be called for from the Circles against the order of status quo.

(b) Create scientific norms for the work in CRC, Speed Post, Logistics and EPP.

This item will be discussed with the Staff Side in a separate meeting to be taken up by CGM (MB & O). Date and time of the meeting will be intimated by Director (SR & Legal), after consultation with CGM (MB & O).

Item No. 3 : (a) Holding of JCM Departmental Council Meetings and periodical meetings with Federations/Associations.

Departmental Council (JCM) Meetings and periodical meetings will be held at regular intervals.

(b) Referring the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.f 1.1.1996 to Board of Arbitration.

This Item will be considered as a part of cadre restructuring of Group "C" employees in PAISA cadre. In the context of cadre restructuring, the Chairperson gave direction for expeditious consideration so as to complete the process before the close of this year.

(c) Holding of GDS Committee Meetings periodically with GDS unions.

Periodical meetings as prescribed will be held at regular intervals.

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Item No. 5 : (a) U n d e r t a k e reassessment of vacancies in PAISA cadre (including Circle Offices) to rectify mistaken calculation of vacancies in all circles.

The position will be reviewed Circle wise for necessary follow up action to be completed before 15th August 2010. For expeditious disposal, video conferencing will be done with the concerned Heads of Circles.

(b) Fill up all vacant posts in all cadres in Department of Posts as on 31.12.2009.

Information in regard to residual vacancies remaining unfilled will be called for from all the Circles for necessary follow up action in this regard.

(c) Allow local recruitment as one time measure in Postal Accounts similar to 1997 Sundernagar.

DDG (PAF) will examine the matter in accordance with the existing rules and instructions on the subject.

Item No. 6 : (a) Cadre Restructuring of Group C employees (other than accounts cadre).

A Committee comprising DOG (Estt), DOG (P) and Director (SPN) and three members from Staff Side, to be nominated by them, will be constituted to examine the proposals in detail and submit recommendations. The entire process is to be completed before the close of the year.

(b) Withdrawal of order regarding cadre restructuring of Postmasters cadre until comprehensive cadre restructuring of PAISA cadre is completed.

The Staff Side will be apprised of the details of the new Cadre.

(c) Cadre Restructuring of LDC, Sorters & DEOs in PAOs.

Necessary action to be taken by DDG (PAF).

Item No. 7 : (a) Grant of Pension, Departmental status to Gramin Oak Sevaks, grant of HRAICCA, ACP including trade union rights and welfare measures.

Welfare measures in favour of Gramin Oak Sevaks viz relief in case of prolonged illness, relaxation of education assistance schemes will be placed before Postal Staff Welfare Board in its next meeting. The issues of annuity and Health Scheme have been taken up with the Nodal Ministries.

(b) Remove discrimination on bonus ceiling.

Matter is subjudice.

(c) Modify the Rs.20,000 cash handling work points for GDS BPMs -withdraw orders denying revised TRCA wef 1.1.2006 in respect of BPMs.

Matter is subjudice.

(d) Compute work norms for all types of work performed including NREGS, PLI, RPLI, Pension Payments etc to GDS.

The issue will be examined.

(e) Implement enhanced Social Security to GDS like Ex-Gratia Gratuity and Severance Amount w.e.f 1.1.2006.

The benefits were extended as per past practice.

Item No. 8 : (a) Grant of parity in pay Scale (PB-1 with 2400/-) for MMS Drivers on par with Drivers of Parliament Secretariat.

Staff Side was apprised that the matter was taken up with the Ministry of Finance but did not find favour.

(b) Recruitment of adequate number of drivers.

To be considered along with the issue of filling up of vacancies.

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DDG (Trg) to take necessary action for providing technical training to Work Shop Staff.

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The entire issue of Casual Labourers will be looked into with the objective of liquidating their number as per policy of the Government.

Item No. 10 : (a) Fill up all vacancies of Postmen and Mail guards.

To be considered along with filling up of all vacancies in the Department.

(b) Modify certain unscientific work norms of Postmen/MTS finalized by Work Study Unit.

The existing norms will be reviewed after six months from the date of its issue. The Circles have been addressed to give their feed back in the matter and the review process will be completed by October 2010.

(c) Enhance the Postman Double duty Allowance as per the recommendations of 6th CPC.

The entire issue of double duty allowance will be reviewed by October 2010 by a Committee. The Chairperson directed that all issue relating to Postmen will be discussed separately.

Item No. 11 : Remove all local anomalies in MACP Scheme like application of benchmark of the period prior to introduction of MACP Scheme; grant MACP on Average benchmark like Department of Railways; denial of regular promotion earlier to introduction of MACP

In the context of benchmark for grant of MACP within PB-1, it was desired to issue order on the pattern of the order having been issued by Ministry of Railways, immediately. The matter will be pursued.

Item No. 12 : Creation of System Administrators Cadre and financial compensation for special work performed by System Administrators.

A Committee consisting of DDG (Estt), DDG (P) and DDG (Technology) will be formed to consider this aspect along with cadre restructuring of PAs/SAs. As regards grant of Road Mileage Allowance, matter is under examination.

Item No. 13 : Recruitment Rules for Multi Tasking Staff

The draft rules to be referred to Department of Personnel for their approval. As regards educational qualifications of existing Gramin Oak Sevaks and Casual Labourers for appointment as multitasking staff, status quo will continue.

Item No. 14 : Amalgamation of Group C Accounts Cadre.

No action.

Item No. 15 : Roll back of the decentralization of PLI/RPLI - Augment required staff strength and filling up of vacant posts.

The proposal to be considered by PLI Directorate and any problem in this regard to be reported to Secretary (P) within a week.

Item No. 16 : Parity of scale of pay of Ministerial Cadre in Postal Civil Wing on par with the Postal Assistants and upgradation of posts of Works Clerk Grade - II/head Clerk - Filling up of all vacant posts of technical as well as ministerial posts - Creation of one Civil Wing Circle for each Postal Circle.

The Staff Side will take up this issue separately.

Item No. 17 : Regularize the HSG-I, HSG-II, LSG arrangements and grant Officiating Pay and Allowances to all Officials holding the posts.

The issue will be looked into afresh in view of the provision made in Postal Manual Volume IV, as stated by the Staff Side, as also in the light of prevailing instructions of the Government of India on the subject.

Item No. 18 : Enhance OTA and OSA rates in tune with the 6th Central Pay Commission.

The question of enhancing OTA rates stands referred to the Committee of Secretaries by the Nodal Department. The enhancement of OSA rates will be examined by Mail Branch and is to be completed within one month.

Meeting ended with Vote of Thanks to the Chair.

13-7-2010 STRIKE DEMANDS AND THE MINUTES

MINUTES OF THE MEETING HELD ON 12.07.2010 TO CONSIDER CHARTER OF DEMANDS GIVEN BY THE STAFF SIDE ALONG WITH THEIR NOTICE OF INDEFINITE STRIKE W.E.F. 13.07.2010.

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Meeting ended with Vote of Thanks to the Chair.

MCKINSEY TERMS OF REFERENCE AND OUR VIEWS

TERMS OF REFERENCE

PART I

OBJECTIVE AND SCOPE OF WORK

1. BACKGROUND

1.1 The mail network (collection, processing, transmission and delivery) of India Post consists of 412 sorting offices spread across the length and breadth of the country. Complemented by transit mail offices and record offices, these mail offices are administered by 69 administrative divisions (which, in turn, are part of the Circle/Regional Administration). Speed Post and Express Parcel Post (EPP) are processed at 290 national and about 1000 odd state centres. Business Post Centres cater to the pre-mailing needs of corporate customers. Transmission of various categories of mail is carried out through a combination of air, rail and road network. 146483 post offices provide the last mile delivery link reaching out to the customers at their doorsteps.

1.2 The existing mail network of the Department, which is the largest in the world and has evolved over more than a century and a half, was primarily designed keeping into account availability of rail connectivity across the country. Since rail transmission remained the dominant mode of conveyance of mail, sorting centres were accordingly established along rail routes. However, as the mail profile has undergone a sea change today, new cities and suburbs (e.g., Noida, Gurgaon and Navi Mumbai) generate significantly higher volumes of mail, but mail offices at such places are hardly equipped to handle such massive surge. On the other hand, at a number of places, mail offices are functioning at the suboptimal level due to change in the mail mix (in particular, more business-

to business or business-to-consumer mail than in the past). Therefore, it has become necessary to revisit the locational rationale of sorting offices and design a new mail grid consisting of new hubs and links based upon new mail profile, transmission links and delivery advantages.

1.3 Transmission of mail through trains for a majority of mail volumes has outlived its utility to a great extent. Earlier, air connectivity was limited, road infrastructure was poor and sorting of mail was carried out in the moving trains. However, growing disconnects between train schedules and mail transmission requirements, and the need for speedier transmission of mail has made transmission of mail through trains unviable to a great extent. With increased air links, mail transmission was speeded up, which helped premium products like Speed Post carve a niche in the express segment. However, dependence on passenger/noncargo airlines (which was even more restricted before opening up of the skies) and the mismatch between requirements and capacity has not been able to eliminate uncertainties and delays in air transmission of mail. Availability of cargo air services has eased the situation, but only partially. To address these problems, India Post inducted a freighter aircraft for mail transmission in the North East region in 2007, and has plans to induct more freighters in near future.

1.4 India Post has its own fleet of motor vehicles (1200 plus) for road transmission of mail, which is largely used for intra-city carriage. In addition, hired transport and State road transport buses are also used for intra-city and inter-city transmission of mail. However, the cost of operating its own fleet is going up on account of sub-optimal utilization and large overheads on the one hand, and

hired state transport have proved to be unreliable and erratic. Therefore, the transmission uncertainties and the resultant impact on the quality of service call for creating a robust air-cum-road line haul system based on a new consolidation/routing logic, which should eliminate network redundancies and bring in efficiency and reliability in mail transmission.

1.5 The processes involved in mail sorting, transmission and delivery have evolved from the design and logic of a network, which has not kept pace with the constantly evolving mail profile and customer demands. Process re-engineering in tune with changed requirements of mail market is overdue. As a result, end-to-end standards for the mail handling pipeline have been difficult to develop, and putting in place a measurement system to measure these standards is even harder to come by. Therefore, the existing processes must evolve to a new pattern through a fresh blueprint and performance management system. Mail processing in the existing network is largely manual. The current design and structure of the mail network and lack of process standardization makes technology induction further difficult.

1.6 The problems and limitations of the existing mail network. have had serious implications for the quality of service and hamper the ability of the organization to deliver the expected outcome. It is imperative, therefore, to improve core mail operations through a fundamental re-design of the existing mail network.

1.7 Under this backdrop, India Post has set an objective to double its mail volume and the corresponding revenue by the financial year 2014-15 (taking 2006- 07 mail volume as the base figures) beginning 2009-10. Accordingly, the following key mail business projects have been conceptualized taking into account the significance of improving end-to-end quality of the mail handling pipeline:

(a) Setting up of Automatic Mail Processing Centres at 14 cities in the country to mechanise mail processing and enhance capacity to handle large volumes;

(b) Induction of 2 more freighter aircraft for carriage of mail between major cities to usher in a speedier and reliable transmission network;

(c) Establish 230 Mail Business Centres through restructuring of existing mail offices and network optimization;

(d) Introduction of RFID for developing an end-to-end mail monitoring system.

(e) Creation of a National Address Database Management System

(f) Standardization of mail and popularization of PIN codes

2. PROJECT OBJECTIVES :

2.1 Looking at the challenges mentioned in the foregoing paragraphs, and considering the ambitious growth and profit targets set by India Post for the near future, it is clear that a fundamental redesign of the current mail network and operating procedures is required. The network structure shall be optimized, esp. the number of location of processing centers and the flow between the centers (based on current and future expected mail volume and flows), the underlying processes would be redesigned (based on current and future expected customer requirements) and appropriate supporting technologies would be identified, evaluated, and implemented. Core mail operations would be streamlined both from a cost and quality perspective. Finally, the required organizational adjustments as well as the appropriate performance management systems shall be put in place.

2.2 The network re-design exercise should enable India Post improve quality which will

be a key enabler for attracting more mail volume and reverting the mail volume decline. This will come from both regaining market share (from competition) as well as extending the current market size. Growing volume will in turn improve productivity and bring down unit costs due to scale economies (the mail business is mainly a fixed-cost business). Overall, financial performance must improve. Mail business largely being “economy of scale” driven; only higher volumes can improve the financial health of the organization on a sustainable basis.

2.3 India Post intends to establish 230 Mail Business Centres (MBCs) across the country through a fundamental re-design of the existing mail network. Most of the existing mail offices would undergo a structural transformation to evolve into integrated mail business hubs (or semi-hubs) offering a complete range of mail services. However, physical targets in terms of number of MBCs might vary depending upon network planning through an extensive review of existing set up and processes.

3. SCOPE OF WORK:

3.1 This project seeks a structural, operational and technical improvement of the entire mail handling chain. India Post intends to work with a Consultant having adequate experience in assisting postal administrations in network optimization and migration to a new set up. The consultant would be required to assist India Post in attaining its mail business objectives through a strategic road map in terms of shortterm, medium-term and long-term milestones. Primarily, the network optimization objectives would include the following:

DEFINING THE NEW STRUCTURE

- Analysis of the current network structure, products and performance (includes defining required data set and data collection)

- Scenario planning through setting optimization objectives, review of customer requirements, and evaluating and prioritizing design options
- Developing a model, determine cost and quality implications and identification of an optimal scenario

PREPARING A BUSINESS PLAN

- Implementation planning in the shape of a definite time line, definition of key milestones, responsibilities and project structure, and developing key performance indicators and monitoring system

TECHNOLOGY INDUCTION

- Identifying appropriate technology, identification and evaluation of available alternatives, and selection of preferred option
- Costing exercise for the preferred technology option
- Help select the appropriate service provider in accordance with the procedure laid down by the Government of India
- Migration planning (sequencing of new network implementation, laying down the schedule of equipment development, mapping of interim phases)

PROCESS AND CAPACITY BUILDING

- Process specification and blueprint through defining the standard operating procedure, description of tasks and standards and developing a fresh process manual
- Defining key performance indicators and measurement systems, targets and monitoring processes

- Development of a blueprint (including description of roles and responsibilities) for the mail business set up of India Post
- Development of training modules (identification of training needs of officials associated with mail business, development of appropriate training tools and methods)
- Migration planning (sequencing of implementation of defined processes, systems and structures, definition of milestones allocation of responsibilities)
- Specification of requirements
- Cost implications
- Strategy for selection of appropriate technology
- Selection of technology service provider
- Concrete plan for sequencing of technology migration, including implementation of interim processes
- Process manual with descriptions of processes including time lines, description of tasks, end products, and supporting tools & methodologies

3. PROJECT MANAGEMENT ARRANGEMENTS

The Project will be carried out under the supervision of a Consultant Monitoring Committee (CMC) headed by the Sr. DOG & Chief General Manager (Mail Business Projects). A project management structure would be developed for day to-day monitoring after discussions with the Consultant hired for the project.

4. EXPECTED OUTPUTS AND DELIVERABLES

The expected deliverables from the Network Optimization efforts are shown in the graphics below :

- Finalization of the new mail network design (e.g. number and location of sorting facilities, transportation on modes, allocation of pickup and delivery areas)
- Line haul/transmission schedule (timing, capacity, consolidation/ routing logic)
- Business Plan with expected costs/ benefits as well as investment needs
- Implementation plan for migration to the new network
- Assessment of available technologies for various mail processes

- Description of Key Performance indicator system for various monitoring levels
- Finalization of the new Mail Business Managerial and Operation at set up
- Training module for official involved in mail operations/ management

5. EXPERTISE REQUIREMENTS

5.1 Critical Success Factors for Consultants:

- Size of the company and years of operations in India
- Experience with Public Sector entities in India
- Experience with postal administrations/ organizations in the areas of mail operations, net work and technical design
- Availability of senior experts in local leadership team
- Availability of appropriate tools and methods to conduct such a study.

6. TIME SCHEDULE

It is expected that the development of the net work concept, including the process redesign, technology selection, and definition of

appropriate performance management systems can be realized within one year. After this period, the implementation and migration to the new network will take place. The full implementation of the structural changes and process will be carried out in the next two years. While constant engagement of the selected Consultant is envisaged for the first two years, the hand holding would continue in the third and last year. If necessary, the Employer may decide to go for the pilot runs during interim phases. To this end, the following milestones are envisioned:

Sl. No.	Description of Deliverables Month No.	Completion Target
1.	Completion of the analysis of current network structure, products and performance, review of customer requirements	0-3
2.	Finalization of the optimal scenario, optimization objectives, evaluation and prioritization of design options and definition of the target network, implementation planning	0-6
3.	Identification of appropriate technology, costing exercise for the preferred technology options, assistance in selection of technology service provider, migration planning	3-9
4.	Finalization of process specification and blue print, definition of Key Performance Indicators (KPIs) and measurement systems, description of roles and responsibilities along the mail business managerial set up, development of training modules, sequencing of implementation of defined processes, systems and structures	0-12
5.	Roll out / implementation, pilots	12-18
6.	Full implementation	18-36

7. REPORTING

The Consultant will report to and work under the supervision of the CMC headed by Sr. DDG & Chief General Manager (Mail Business), Department of Posts. Director (Mail Business Projects), Department of Posts, would be the key resource person for the project.

OUR VIEWS:

FNPO has sought to get the terms of reference made by the Department when it called for expression of interest (EOI) and request for proposal (RPF) in 2009 for the selection of a consultant for mail network optimization project of Department of Post and got the same under RTI act. We now understand that MCKinsey and co is handling this project. Having gone through the above reference, FNPO has the following Points/proposals/suggestions and demands, which we expect from the Department of Post to consider:

1. We are happy that the Department is seriously looking at the mail network optimization, which is our core business and welcome any initiative in that direction. However, we would like that the Department hears the Workers' suggestions, represented by FNPO and other unions,

before any action to implement any new idea/venture/modifications of the existing system, discuss and debate and then act of consensus.

2. We feel that the terms of reference itself carries lot of contradictions. For example, at para 1.7, the Department's objective to double its mail volume and corresponding revenue by FY 2014-15. There is no mention of any profit target there, whereas at para 2.1, it talks about "...the ambitious growth and profit targets set by the India Post...".

Revenue is not Profit, we all know. So far Department has not set any profit target. It has not even fixed, a target date for getting out of deficit support. This is one example. These need clarifications and discussion. RMS SENTINEL 31 MARCH 2011

3. At para 1.7 from para 1.7 (a) to 1.7 (f), six mail business projects are already listed as being conceptualized, whereas at para 3.1 (scope of work), the consultant has to define the new structure, including preparing a business plan. If we have already decided on projects, did we do it without a business plan? If we had, where is the need for a consultant?

4. While we appreciate the thrust sought to be made in the mail area, we are worried that the revenue/profit dimension is narrowly sought to be achieved at the cost of the poor and rural population and workers of the Department, as certain inherent cues in the reference indicate.

We want to elucidate this logic: Any business plan to make this Department profitable should start with the Vision of the Organisation: "India Post to be a Socially Committed, entrepreneurially managed, technology driven and self-sustained organization." Any business plan should satisfy the above vision, in the context of detailed analysis of the internal and external environment. A self-sustained enterprise

should get rid of the dependence on subsidy. But can the drive for this come from the mail business alone, given the differential growth rate of mail for the underprivileged Vs the business mail? The way the reference is worded, one gets the feeling that this is what is planned, namely to bring down the service levels of the under-privileged: i) Term 1.7 (co says : "...establish 230 mail business centres through restructuring of existing mail offices and network optimization". We feel while the intentions may be good, the process may not be. Social commitment is for the poor, rural and far-flung area people as well. Social commitment is to generate and sustain employment for the disadvantaged people in those areas as well. From the way the number of mail offices to be rationalized are pre-determined even before the consultant gives his views, makes us believe that the Consultant's report is sought to be made a fait-acompli. Department of Post is part of the Nation's overall economy and its rationalization cannot marginalize one section. This needs further and wider discussion and debate.

ii) Mail business segments into two areas-normal mail, largely used by the poor and under-privileged growing at a rate and the business mail of more affluent, growing at a faster rate, calling for cultivation vis-à-vis competition. While it is conceded, Mail business centres located at select mail offices can build up the second category business, it is equally true that in many cases better business can be achieved by locating them in HOs/large Post Offices/new locations. The fact that the reference specifically talks about 230 Mail offices for the location of Business Mail offices in 230 Mail offices through rationalization makes us wonder if it is an indirect way to abolish mail offices. Thus, we call for detailed discussions on this issue.

iii) We all know that the largest growth of business mail is in the seven metros- Delhi,

Chennai, Kolkatta, Mumbai, Bangalore, Hyderabad and Ahmedabad, followed by a few more cities.

One must naturally concentrate on these cities for building up business mail potential and thus Mail business offices there. Instead the attempt appears to be indirectly abolish mail offices in 230 places in the name of building business mail.

Technology induction by way of Automated Mail processing Centres should be first concentrated in these cities. Even there one must look at the characteristics of Indian Business Mail, not all of which lend themselves for automated sorting. Not even in USA it has happened. Even with good growth of business mail in Mumbai and Chennai, where Automated Sorting exist, the business mail processing through these automated centres is low, everyone knows. Under these circumstances, setting up of 14 such centres within 3 years 2011-2014, as indicated, will lead to heavy loss, with no commensurate benefits. This predetermined notion, as reflected in the reference, calls for discussion.

iv) We are afraid that what is sought to be achieved by way of rationalization is closing down of many mail offices, which in reality will affect the growth of revenue and add to cost. Sure enough, some mail offices deserve closing but they are far and few between. Many mail offices vitally serve rural and far-flung large areas. A case by case approach is needed. An out side consultant is not the ideal one to do this. We are open for discussions and not for omni-bus decisions. By closing many of them we will breach the vision to serve with social commitment.

v) We, India Post, not only operate mail business, operate Banking, Insurance, retailing etc. The Finance Marts, when they emerge as full Bank, can go a long way, along with Insurance and Business products, in

generating even profits and cross subsidise our mail business, fulfilling our vision of "social RMS SENTINEL 33 MARCH 2011 commitment" and "self-sustained growth". One has to take a more over-all view than to stick to per notions of abolitions of offices and posts, in the name of rationalization, eroding our competitive advantage of net work, committed work force and social relevance.

vi. At para 1.4 a wrong diagnosis is made. It tells about non-viability of our transport system. Far from it. Large areas of our transport system are still relevant and costeffective. Railways still offer on most areas a good and cost effective means of transportation.

Our Departmental Mail Motor Service (DMMS) is efficient. The managerial decision to keep it confined to cities is incorrect. With the growth of road networks and out Logistics Post and EPP, DMMS has a vital role to play. The uncharitable reference to DMMS in that para is not justifiable and sets a wrong premise for the consultant to examine. With the growth of Geographic information System (GIS), DMMS if allowed proper mobility and support can in fact accelerate Business Mail Growth. This needs discussion. 5. FNPO strongly feels that the narrow focus on mail network rationalization along, without examining the full network Post Offices, Banking, Insurance etc. is not correct. In this connection we wish to know what happened to the earlier consultant's, KPMG, report. Have we used that report? May be it should be referred as well. In short, FNPO rightly calls for a wider and detailed discussions with trade unions before we seek Mckinsey's help, inter actions with Mckinsey to present Trade Unions' point of view and implementation of any recommendations only after a consensus with unions emerge. While we are willing to cooperate for the new and useful mail arrangements, our support will be based on the willingness of administration to work with us as well.

OUR LETTER TO SECRETARY ON INTRODUCTION OF FREIGHTER AIRCRAFT

Sub : Introduction of Freighter Aircraft -
Regarding.

Ref : The Directorate letter No. 8-13/2009-D
dated 22-7-2008.

This is in continuation of my telegram dt. 4-8-2009. Two new Freighter Aircrafts have since been operated from 27-7-2009.

After introduction of the above Aircrafts, the mails are badly delayed in the Metro cities. It is mentioned here that previous mail transmission was cost roughly Rs. 60 lakhs per day. Now the cost of operation is Rs. one crore. The irony is that by giving Rs. 40 lakhs extra, the mails are delayed.

The following short-comings are brought to your notice for redressal:-

i) There is no advantage to the mails leave alone cost factor involved.

ii) A mail posted in any part of the city will be lying in the bag in the same place more than 12 hours. For instance, a Speed post letter booked at Chennai at 10 a.m. will be despatched through night Air Service at 2200 hrs on the same day. Thus the mail will remain lying in Chennai for more than 12 hours. The letter will be moving towards destination via Nagpur and finally it would reach Delhi next day. It will then be processed at New Delhi Speed Post concentration centre and it would be delivered on the following day (Third day D+3).]

iii) In the old system, mails will be forwarded by evening flights around 1900 hrs and it will be processed in Delhi in the night itself and the delivery is ensured on the next day.

iv) Minimum delivery time for Speed Post article is D+2 in the present arrangement for the Metro cities. The Secretary can imagine how long it will take to reach villages (it may take D+4 or D+5 as per present arrangement). This would spoil the Speed Post Business which is well-established a premium product. The higher charges for Freight and other arrangements are huge as per information available.

v) All the south bound mails are received at Chennai point (Kochi, Coimbatore, Tiruchi). These mails are further transmitted by surface. This causes further delay.

vi) Ordinary mails to the villages are badly delayed in the present arrangement, as it takes longer transit time and thereby the Department norms for delivering the mails as per the schedule is becoming a mockery. This invites public criticism. Further it will directly help the private mails comers to grow leaps and bounds.

vii) Furthermore, there is no Aircraft service on Sundays and P.O. Holidays.

viii) Weight provision to Delhi, Kolkata and Mumbai is low compared to the actual weight available. Hence the bags have to be detained for one more day, whereas the Bangalore is provided with huge weight which is not required.

ix) There is no DB as per the bags. Therefore it takes long time to clear the bags.

x) Metro cities usually get huge mails. Most of the bags are not related to the Centre. Hence the huge man-power is needed which is chronically a problem in our Department.

The above points merit considerations by the Department and go to prove that officers are not well-acquainted with mail movement and they act as catalyst to spoil the reputation the Department.

In view of the above, my Federation submits following suggestion, if any major mail arrangement is planned in future.

1. Two officers who are good in the respective field have to be nominated before embarking on the changes. They should interact with the staff and send their view points before implementing.

2. Confidence of the operative staff is a must for success in any field when the changes are effected.

3. Old system of A orders and B orders have to be issued by Circles/Divisions in advance before effecting proposed changes.

4. The views of service unions may be taken into consideration without any bias.

In view of the above, it is requested that necessary modification aiming at speedy delivery of mails may be incorporated in the mail arrangement. Otherwise even if the present mail arrangement works properly it will definitely delay the public mails by 24 hours in Metro cities and 48 hours for other areas. When P.O. Holidays and Sundays intervene, it may take delay further by 72 hours and 96 hours.

Yours Sincerely,
(D. THEAGARAJAN)

SPEED POST OPERATION- OUR VIEWS

Re-structuring of existing operational Net Work and processing arrangements for Speed Post Operation- OUR Views

Our union strongly objects the restructuring of the existing operational net work and processing arrangement for Speed Post operation. In accordance with the Directorate's order the Department desires to reduce the number of Speed post Centres from 315 to 89. In other words, the Department proposes to close down 227 Speed Post Centres and the remaining 89 will be designated as Speed Post Sorting Hubs. Our union has no objection in changing the nomenclature of Speed Post Centre and we are only opposing reduction of number of Speed Post Centres. Why the Speed Post was introduced in 1986? In the 1980s a letter posted in Jammu was delivered in Kanyakumari within 24 hours. Through an administrative order, the Department abolished the sorting sections in the year 1984 saying that only six to eight percent of mails were dealt with by sorting sections. But this caused delay to public mails by 48 hours to 72 hours. In order to avoid criticisms from the public, the Department introduced Speed post in 1986 assuring the customers that the articles booked under Speed Post would be delivered within 24 hours to the destinations, or else the money will be returned to customer in case of delay in delivery. This has attracted the customers in Metro cities. Initially the Speed Post was started in the selected places and later on it extended to all important cities/towns. As on date, we have 315 Speed Post Centres. Why there are 315 Speed Post Centres? 80% of the total volume of mails are emanating from these 315 Speed Post Centres and 20% from the rest of the

place. In order to satisfy the customers, 315 Centres were opened. Now the Department proposes to reduce the number of Speed Post Centres from 315 to 89.

Why our union is opposing the proposal?

In 1990s an administrative order was issued for establishing District Sorting pattern and establishing mail offices in District Headquarters instead of processing at the junction point. Only after this, the private couriers entered into seen of accepting and delivering the mails in India. It means the inefficiency of an administrative order paved way for private couriers. Now the Department wants to introduce the same District pattern of Sorting in Speed Post in the name of Speed Post Hub. It will definitely deteriorate our Speed Post business in future.

PRESENT POSITION

According to the annual reports of the Department, the Speed Post revenue is increasing every year. But in the last eight months there is ups and downs in the revenue on account of change in policy such as

a) introduction of Nodal office. b) introduction of freighter Air Craft in regard to freighter air craft, the Department withdrew this system after losing a substantial money and business. In regard to Nodal office, the

Department is not ready to withdraw. Adding insult to injury, the department desires to introduce Speed Post Hubs. What is the defect in the Speed Post Hub?

As per the version of the Department, these Hubs have been identified based on the

mail flow. If the order of the Department is implemented in true spirits, there will be no mail flow in future. Because, the Mail Hubs are created based on the pincode digit (first three digit) and District pattern and not based on the geographical line. These Hubs will create back-routeing of mails and ultimately it will lead to delay to Speed Post mails. Further the number of closing bags and opening bags will be more in each Hub. This may consume more time for opening and closing of bags in Hubs.

FEW EXAMPLES

1. In the case of Bihar Circle, out of 12 National Speed Post Centres, the Department proposes to close 9 Speed Post Centres. The remaining 3 Speed Post Centres are named as Hubs. That is, Bhagalpur, Muzafarpur and Patna. The important Centre, Gaya has been omitted. Now in Tamilnadu Circle ten National Speed Post Hubs and six intra-circle sorting Hubs are introduced. 2. In regard to SPC, Tiruchi Hub, mails from 13 Speed Post Centres are pooled into one centre from Myladuthurai to Karaikudi. That is, 609 to 614, 620 to 622, 630 to 639. This will result in back-routeing of mails and it will further cause inordinate delay minimum delay of 24 hours. This is the case of Tamilnadu. 3. In regard to A.P. Circle, 6 National Hubs were identified. The junction office of Guntakal has been omitted. 4. In West Bengal Circle, Burdwan has been identified instead of Asansol. In fact, Bundwan is the District Headquarters which consists of three Big RMS offices, Asansol RMS, Durgapur RMS and Bundwan RMS. All these RMS offices represent pincode-713. Here Bundwan has been made as Hub instead of Asansol.

Because Bundwan happens to be District Headquarters, but not based on mail flow.

If the Speed Post Hub is started functioning, minimum delivery time for Speed Post articles will be D+2 for the metro cities. The Department can imagine as to how long it will take in other towns/Districts. In short, even intra-city mails will not be delivered within 24 hours. Because of back-routeing of Speed Post mails. Such being the condition, what will be the fate of inter-city mails?

It may be D+3 or D+4. Therefore our my union suggest that the existing system may be allowed to continue for the interest of the timely delivery of Speed Post mails and for retaining the Speed Post revenue.

The Department did not pay heed to our suggestion and however they convened a meeting on 23-12-2010 and they explained their projects. We openly opposed the views of the Department with data, while NFPE welcome the project with slight modification.

MAIL NETWORK OPTIMIZATION PROJECT RELATED MINUTES

Minutes of the Meeting of the Committee Constituted to look into Issues Relating to Mail Network Optimization Project

In accordance with the instructions issued vide Directorate memo No. 08/9/2011-SR dated 12.7.11, the Committee constituted to look into issues relating to Mail Network Optimization Project met on 27.09.11. The meeting was attended by the following:

- (i) Ms. Manjula Prasher, Member (Operations)
- (ii) Ms. Shanthi S. air, CPMG, TN Circle
- (iii) Shri Rishikesh Director (Mail Management)
- (iv) Shri M. Krishnan, Secretary General (NFPE)
- (v) Shri D. Theagarajan, Secretary General (FNPO)

2. The terms of reference of the Committee were as follows:-

“The Committee will review the mail arrangement made as sequel to creation of Speed Post Hubs which, as represented by Staff Side, are causing delay as compared to the position prevailing earlier. The committee will also review the formation of L-1 and L-II in regard to First Class Mail”.

3. Member (Operations) apprised the representatives of the staff side on the initiatives taken as part of Mail Network Optimization Project to Improve the quality of Speed Post operations. She also stated that improvement in quality of mail related services was the key objective of the project, and hence, the staff side

should fully co-operate with the administration in this endeavour. She further informed that cases relating to delay and backrouting of mail in certain areas have been reviewed and necessary action is being taken. For this purpose, mail arrangements have already been revised in case of HP, Haryana, Punjab, UP, Uttarakhand, and AP Circles. Cases relating to other Circles are also being examined.

- 4. It was informed that instances of delay and back-routing of mail relating to Speed Post operations brought to the notice by the staff side are being looked into and necessary action is being taken for revision in existing mail arrangements wherever necessary. The staff side was also requested to give concrete suggestions on any particular area where improvement is needed. These suggestions would be sent to the staff side within a week. The staff side also agreed with the concept of new sorting hubs for Speed Post operations and opined that at best, a few more intra-Circle Speed Post hubs might be required to strengthen the operational network.
- 5. The features of performance monitoring tool, such as Key Performance Indicators (KPIs) website and analysis of performance of the Circles through video conference were explained in detail to the staff side. The staff side appreciated the efforts made in this area.
- 6. Member (Operations) informed that implementation of the network redesign concept for First and second Class mail was equally crucial. The proposed network redesign seeks to minimize fragmentation

in the processing of mail across the existing network, streamline processes followed in the mail offices, provide new tools and equipments for use in mail offices and put in place a technology-enabled environment for mail operations.

7. The staff side demanded copies of the reports submitted by the Consultants on restructuring of Speed Post and First Class mail network. It was agreed that relevant sections of the reports pertaining to operational restructuring would be provided to the staff Side.
8. The staff side agreed and appreciated the concept for network redesign for First Class mail. However, they expressed their apprehensions about transfers of the staff concerned in near future. They requested that an assurance may be given that the staff concerned will not be transferred for a specific period.
9. It was decided that the Committee would again meet on 10.10.11 to discuss issues relating to improvement in Speed Post operations based on the suggestions received from the staff side and the Heads of Circles, if any, and implementation of the network redesign concept for First and Second class mail. The meeting ended with a vote of thanks to the Chair.

REPLY FROM THE STAFF SIDE :

Ref: No. MNOP/GENL/2011 Dated – 11.10.2011

To

Mrs. Manjula Parashar
Member (Operations)
Postal Service Board
Dak Bhawan, New Delhi – 110001

Madam,

Sub: - MNOP Committee Meeting

Kindly recall the discussion we had with you in the MNOP Committee meeting held on 10.10.2011. As already pointed out by us the minutes of the last meeting do not correctly reflect the view points expressed by the staff side representatives. We have neither agreed with the concept of new sorting hubs for speed post operations nor appreciated the concept for network redesign for first class mails. Our request for change of administrative control of all speed post hubs to RMS Superintendents and also our apprehension regarding closure/ merger of sorting offices, especially in the metro/big cities in the wake of implementation of L1, L2 concept was also not included in the minutes. We are rather disappointed to note that in spite of our repeated request the McKinsey consultancy's full recommendations are not made available to us. Regarding the discussion held on 10.10.2011, we had examined in detail all the pros and cons of the suggestions and assurances given by the administration in the meeting. We did not find any reason to change the stand taken by us as regards to implementation of first class mails hub i.e., L1 & L2. We have unanimously decided to oppose the implementation of the L1, L2 on the following counts.

1. It will definitely cause delay to the public mails as compared to the position prevailing now. We are not against improving the quality of the mail operations but it should not be at the cost of efficiency of the Postal Services.
2. Whatever may be the assurances given by the administration, the implementation of L1, L2 concept will result in closure/ merger of sorting offices and divisions in the metros in the near future and at other stations at later date.

3. There will be large scale dislocation of staff and their carrier prospects will be adversely affected.
4. We further strongly feel that the international experience in the postal sector, after implementation of such recommendations, have proved disastrous and we don't want that to happen in India Post by implementing the Mail Network Optimisation Project recommended by Mckinsey.

Finally we once against request you to desist from implementing the MNOP for first class mails i.e. L1, L2.

Yours faithfully,

Sd/-
M.KRISHNAN
Secretary General,
NFPE

Sd/-
D.THEAGARAJAN
Secretary General,
FNPO

MNOP COMMITTEE MEETING

The fourth sitting of the MNOP Committee meeting held on 21-10-2011 at 3 P.M under the chairman ship of Mrs Manjula Prasher, Member (Operations). Com. M.Krishnan secretary General, NFPE and shri D.Theagarajan Secretary General FNPO attended.

The staffside categorically made it clear that they are totally against implementation of First Class mails hub (L1,L2) as it will adversely affect the efficiency of the mails sector and will lead to large scale closure / merger of offices in addition to dislocation of staff.The official side argued that the MNOP is for the best interest of department and employees.

As no consensus could be arrived the meeting ended in disagreement.

In accordance with the instructions issued vide Directorate memo No.08/9/2011-SR dated 12.7.11, and in continuation of the meeting held on 27.09.11,10.10.11 and 11.10.11, the Committee constituted to look into issues relating to Mail Network Optimization Project again met on 02.12.11. The meeting was attended by the following:

- (i) Shri Santosh Gauriar, Member (Operations)
- (ii) Ms. Kalpana Tewari, CGM (MB)
- (iii) Ms. Shanthi S. Nair, CPMG, TN Circle
- (iv) Shri Rishikesh, Director (Mail Management)
- (v) Shri Subhash Chander, Director (SR& Legal)
- (vi) Shri M. Krishnan, Secretary General (NFPE)
- (vii) Shri D. Theagarajan, Secretary General (FNPO)

2. Member (Operations) welcomed the participants and apprised the representatives of the staff side on the initiatives taken as part of Mail Network Optimization Project and the plan for implementation of network redesign of first class mail. He further informed that optimization and streamlining of the existing network for first class mail was the need of the hour. The proposed network redesign seeks to minimize fragmentation in the processing of mail across the existing network, streamline processes followed in the mail offices, provide new tools and equipments for use in mail offices and put in place a technology-enabled environment for mail operations.

3. The staff side expressed their apprehensions about the proposed implementation of the network redesign for first class mail stating that:

(i) The new sorting arrangement and routing pattern envisaged as part of the proposed redesign would lead to closure of many mail offices classified as L-2,

(ii) The closure of these mail offices would lead to transfer of officials concerned from their current place of posting,

(iii) The promotional aspects of officials working in these mail offices, especially in the metro cities, would be affected due to likely merger of RMS Divisions

4. The staff side was informed that closure of mail offices is not envisaged under the proposed network redesign even though as per the agreement with the staff side a number of mail offices are justified for immediate closure. However, consolidation of mail offices in the metro cities was being done to the extent feasible (given

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED

TO LOOK INTO ISSUES RELATING TO MAIL NETWORK

OPTIMIZATION PROJECT the space constraints) either in the wake of plan to set up AMPCs or to streamline mail processing. It was further informed that since mail offices are not being closed, the transfer of officials is also not likely to happen. If at all, some mail offices are required to be closed in future, the matter will be discussed with the staff side in advance. In such cases, concerns relating to transfer etc., if any, will be suitably addressed. The concerns relating to promotional aspects would also be addressed appropriately.

5. It was also informed that there would be no delay in delivery of mail on account of changes envisaged in the routing pattern as

Circles would be given sufficient flexibility in terms of routing of mail.

6. Member (Operations) also informed the staff side that the administration was also open to the suggestions for reviving some of the mail offices closed in the past if there was enough justification. He requested the staff side to cooperate in the implementation of the network redesign plan for first class mail and assured them that their concerns during the implementation, if any, would be resolved through constant dialogue.

OUR REPLY TO THE ABOVE MINUTES NATIONAL FEDERATION OF POSTAL EMPLOYEES FEDERATION OF NATIONAL POSTAL ORGANISATIONS

We have gone through the minutes. In that it has been mentioned that three meetings were conducted in accordance with the instructions issued vide Directorate Memo No 08/9/2011-SR dt. 12-7-2011. Accordingly three meetings were conducted on 27-9-2011, 10-10-2011 and 11-10-2011 for which minutes were issued only for one meeting which was held on 27-9-2011 vide letter No. 28-4/2011-D dt. 29-9-2011 without showing draft minutes to the staff side. The same was informed to the Chairperson of the MNOP Committee by the staff side on 10-11-2011. Further staff side submitted a letter also stating that the staff side view has been wrongly quoted in the minutes as if we have accepted the concept of Speed post hubs and also L 1, L2. We have never accepted the concept of speed post hub and L 1, L2. Eventhough it was assured that more intracircle hubs will be opened in each circle, it has not been implemented in full, especially in Maharashtra Circle. Further, the charge of administrative jurisdiction of speed post hubs RMS SENTINEL 13 FEBRUARY 2012

from postal side to RMS side is yet to take place in some circles. Eg. Kerala Circle.

During the four meetings, the staff side raised many apprehensions about L 1 and L2 concept. Only some of the apprehensions were recorded in the draft minutes. Therefore we want to clear the following doubts raised during the meeting. Doubts and clarifications may be recorded in the draft minutes.

1. The quality of mail processing requires following parameters:

i. Less number of handling.

ii. Fast Forward movement

iii. Mails should not be detained anywhere.' But above parameters have not been kept in mind while creating L 1 and L2 concept.

2. Any project introduced by the Department should be based on the following principles:

i. It should be beneficial to Customers.

ii. It should be less operative cost, compared to earlier.

iii. It should not affect the employees.

The assurances recorded in the minutes cannot be implemented practically for the following reasons:

But it is impossible to retain all the mail offices if the Department implements L 1 and L2 concept in its true spirit. For example, L2 office such as Tindivanam, Tirupapuliur, Thiruvannamalai, Chidambaram and Vridachalam are linked with Villupuram (L-1). Total volume of mails of L-2 offices mentioned above is 72698. The present volume of mail of Villupuram is 53005. If the redesign takes place (L-1 and L-2), Villupuram will get more than one lakh mails, while other L-2 offices will get reduced mails i.e. maximum 36000

instead of 72000. This will lead to closure of some L-2 offices mentioned above in the near future. But it is not possible because 50% of L-2 office mails will go to L-1 office and thus it will lead to surplus of staff in L-2 offices and they have to be redeployed in L-1 office because all the L-2 offices are situated in the same Division. Department may interpret that no transfer of officials out of the Division. We have a bitter experience in the case of relocation of Headquarters of RO 'C' Divn. And RO 'PT' Divn. In Bihar Circle.

In the minutes, it has been mentioned that the concerns relating to promotional aspects would also be addressed appropriately. This is also not possible. The Staff side has bitter experience when AMPC was installed in Chennai and Mumbai. Many promotional posts were abolished in the name of functional justification by the Audit party. In the minutes, it has been recorded that there would be no delay in delivery of mail of account of changes envisaged in the routing pattern as circles would be given sufficient flexibility in terms of routing of mail. This is also not possible if the Department wants to re-design L-1 and L2 concept in its true spirit. Once L 1 and L2 concept is implemented, the delay cannot be avoided under any circumstances, as we have already explained during discussion.

Above all in the past, we have entered into many agreements/gentlemanly understanding with the Department on many issues. The minutes of the meeting were interpreted by the Heads of Circles in their favour and blatant violation have taken place. Unfortunately the Directorate was also reluctant to intervene effectively when such violations took place at field level by CPMGs/ PMGs. The latest is the case of Maharashtra circle, which resulted in nine days strike.

Missing points in the minutes which were raised by staff side during the meetings:

1. How long the department will not transfer the officials?
2. How long the present mail offices will be retained?
3. Cost of mail operation before re-designing and after re-designing.
4. Will there be any improvement in the delivery of mails?
5. Details of mail profile in respect of L-1 and L-2 offices.
6. Non-supply of full report of Mackenzie & Co. to the staff side in spite of repeated request.
7. Failure of the pilot project in Hyderabad. Concludingly, it may be stated that in the

minutes itself it is admitted that - "Consolidation of mail offices (i.e. closure of some mail offices) in the metro cities was being done either in the wake of plan to setup AMPCs or to streamline mail processing." Thus it is an admitted fact that in the metros largescale dislocation of staff is to take place consequent on merger of mail offices and also Divisions which will result in abolition of existing promotional posts adversely affecting the promotional prospects of the employees. Further many posts, especially MTS/Group 'D'/Mailguard posts, will become surplus. The concerns expressed by the staff side in this regard has not been properly addressed in the minutes.

M. KRISHNAN
Secretary General,
NFPE

D. THEAGARAJAN
Secretary General,
FNPO

17-1-2012 Strike Demands and Minutes

1. (a) Drop the Mail Network Optimisation Project (MNOP) and reject the McKinsey Consultancy's disastrous recommendations. In spite of the opposition and disagreement expressed by the staff side in the MNOP Committee, the Department is going ahead with the implementation of L1, L2 (hub system for first class mails). Further the request for additional intra-circle speed post hubs proposed by the staff side is not yet fully implemented. Change of administrative jurisdiction of speed post hubs from Postal side to RMS side is also not considered favourably.

postmen by 25% outside recruitment which curtails the promotional avenues of GDS and restore the previous Recruitment rules. Enhance the bonus ceiling of GDS to 3500/- at par with regular employees. Withdraw the tightened norms for cash handling, stamp sale, and other norms for assessing the workload of BPMs, stop reduction of TRCA in case of reduction in workload. Modify the orders restricting compassionate appointment of GDS. Scrap the newly notified "GDS Conduct & Engagement Rules" and restore the previous "GDS Conduct and Employment Rules". Fill up all GDS Mailmen Posts in RMS. Providing norms for NREGS and till that time the higher rate of incentive may be paid. In spite of assurances to reconsider the orders, no favourable orders have been issued so far.
- (b) Stop closure/merger of Post offices including Branch Post offices. Even though it was assured by the Secretary (Posts) in the minutes of the discussion held on 01.07.2011, that there will be no closure/merger of Post offices, except simultaneous relocation, instructions in this regard are yet to be communicated to the Circle/ Regional heads. Even now some Regional heads are closing Post offices indiscriminately.
- (c) Drop the proposed move to introduce delivery hubs for delivery of articles by withdrawing delivery from all town sub post offices in the urban areas. Orders for rotation of the Sorting Postmen work among Beat Postman may be withdrawn.
- (d) Review CRC, EPP and logistics norms.
2. Grant status as Central Government Civil Servants to Gramin Dak Sevaks employees for all purposes including service matters, pay scale, increment, allowances, pension, promotion, leave, bonus, trade unions rights and other terminal benefits. Scrap the new Recruitment rules for appointment of

3. Revise the wages of casual labourers including part-time and contingent employees w.e.f. 1.1.2006 as per Supreme Court orders based on the minimum pay implemented as per Sixth CPC recommendations. Stop outsourcing the work of casual labourers and contingent employees. Grant temporary Status to all full time casual labourers. Convert part-time into full-time by combination of duties. Absorb all part-time casual and contingent employees creating GDS posts. In spite of favourable assurances during discussion no orders have been issued so far.
4. Immediate revision of OTA rates and stop recovery of OTA paid to officials who are engaged compulsorily on OTA overlooking the pay-ceiling.
5. Implement the assurances made on 12.07.2010 strike settlement and also in the

JCM Departmental Council Meeting held on 23.08.2010. Ensure prompt holding of Departmental Council Meetings. In spite of assurance that next JCM meeting will be held within one month, no meeting has been notified so far.

6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation. In spite of the assurance that the proposals will be finalized within one month, the process is still in the initial stage.

7. Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save DPLI office, Kolkata and ensure job security to the staff of DPLI. Certain items of work relating to PLI has been decentralized unilaterally.

8. Expedite the process of filling of all vacant posts in all wings including GDS. Create additional new post wherever workload is heavy. 2/3 posts for the period up to 2008 kept in skeleton may be redeployed to offices where additional post is justified.

9. Ensure 100% filling up of LSG, HSG-II, HSG-I promotional posts before implementation of Postmasters Cadre, remove the retrograde eligibility conditions for appearing the examination of Grade I and PSS Group B and allow Account line officials also.

10. Create the System Administrators posts as assured with specified norms and other works and make it a separate cadre as a promotional cadre to PA/SA.

11. Stop combination of beats /double duty, stop harassment of staff insisting 100% impracticable condition for delivery under Project Arrow. Settle the demands raised in the Postmen Committee such as distance factor, number of articles, Grant of Cycle

allowance without distance condition, cash payment for uniform and kit items, Supply of good quality uniforms, Revision of norms. Stop imposing unmanageable workload on staff in the name of verification of applications and delivery of Adhar cards to public. Settle the items already submitted by Postmen Unions.

12. Fixing norms for newly assigned works of Multi Tasking Staff. Allow to decline postman promotion for MTS under seniority quota without losing MACP promotions and review the recruitment rules of MTS to Postmen / Mail Guards.

13. Grant promotions to Drivers / Artisans at par with other C.G. organizations like Railways/Defence. Higher Pay Scales to charge hand & Drivers.

14. Declare SBCO Staff as Divisional cadre, Stop harassment of SBCO officials under contributory factors. Complete the Ledger Agreement Work and update the SBCO before launching Core Banking.

15. Fill up all Postal Civil Wing and Electrical Wing posts as per CPWD norms. Creation of one Civil Circle and Electrical and Architectural Division in every Circle. Expedite the Restructuring of Civil Wing Cadres. Restrict the transfer of nongazetted staff within the concerned Postal Circle only. Retain Head clerk designation instead of Assistant and declare Head clerk as supervisory posts.

16. Ensure full fledged functioning of newly formed Postal Accounts Offices by providing adequate staff strength and accommodation. Rectify the anomaly caused due to promotion of Group 'D' official to the cadre of LDC after 2006. Restore the residency period of three years in respect of JA to SA promotion

retrospectively w.e.f. 13.12.2006. Grant MACP to those joined in Sorter cadre treating LDC as entry grade as the Sorter grade has been defunct since 2000. Expedite the process of filling up of vacant posts in the Postal Accounts Wing.

17. Counting of past services rendered by erstwhile RTPs for promotions and MACP.

18. Implement Apex Court Judgment in case of RRR Candidates in true spirit and extend to all approved RRR Candidates awaiting for absorption.

19. Stop Harassing and victimization of innocent officials under contributory negligence factors. Implement the true spirit of Govt. orders and Volumes and no recovery should be made if the concerned is not directly responsible for the loss sustained to the department.

20. Stop discrimination towards PO & RMS Accounts Cadre, Create separate cadre and earmark percentage of posts for norm based promotions in the same cadre, Count Special Allowance for fixation on promotion, Withdraw the recovery imposed on Postman Pay fixation and drawal of bonus to GDS. Restore the date of passing the Accountant examination for according LSG promotions instead date of entry in PA cadre.

21. Enhance the LR strength on all cadres to the extent of 20% and fill up all vacant LR posts.

22. Ensure prompt grant of Child Care Leave as per the liberalized orders, unnecessary hurdles put forth should be dropped.

23. Review the MACP clarificatory orders and rectify the issues like, non drawal of special allowance on acquiring MACP, wrong interpretation of Illrd MACP to departmental

promotes only after 30 years, Counting as double promotions as Group D & Postmen even in the case of promotion to Postman on GDS quota, non counting of training period for MACP, ignore promotions acquired on deptl. exam for MACP, ignore all uncommunicated average bench marks for MACP as per Judicial verdict. Ensure prompt holding of DPCs at Circle and Divisional level as per DOP&T latest instructions. Grant of Grad pay 1900, 2000 with effect from 01.01.2006 to those Group D (MTS) who were given TBOP/BCR before 1.01.2006.

24. Stop attack on Union office bearers by misusing Rule 37 transfers and Rule 9 of CCS (CCA) Rules. Dispose all Rule 9 (Pension rules) disciplinary cases and review petition cases pending at Directorate years together.

25. Denying the legitimate right of employees to avail holidays & Sundays by compelling them to attend frequent meetings/Melas arranged by the department. In spite of the instructions issued by Directorate, some of the lower authorities are still compelling the staff to attend melas and meetings on Sundays and holidays.

MINUTES OF THE MEETING TAKEN BY SECRETARY (POSTS) WITH POSTAL JOINT COUNCIL OF ACTION (PJCA) ON 10-1-2012 ON THE CHARTER OF DEMANDS SERVED WITH NOTICE OF INDEFINITE STRIKE WITH EFFECT FROM 17-1-2012.

In continuation of the meetings taken by respective Members of the Postal Services Board on 27-12-2011 with the Postal Joint Council of Action (PJCA) and to review the follow up action taken on various issues raised in the charter of Demands, Secretary (Posts) took a meeting on 10-1-2012 starting at 11.00 hrs. in Dak Bhawan. A list of officers and office bearers/members of PJCA who attended the meeting may be seen at Annexure-I. The meeting started with welcome address of Secretary (Posts) and thereafter the issues raised in the charter of demands were taken up and the gist of discussions held during the course of the meeting is as follows.

1(A) MAIL NETWORK OPTIMIZATION PROJECT

Attention of the staff side was drawn to the relevant part of the minutes of the meeting taken with PJC on 27-12-11. Besides, with reference to the concern expressed by the staff side in the matter of high percentage of "Returned to Sender" (RTS) mail under Speed Post BNPL scheme, the staff side was informed that the existing provisions of the IPO Act do not confer any authority on the Department to charge from the customer in RTS cases. However, the new tool under the project has enabled the Department realize the high instances of RTS mail and taken up the issue with such customers. It was also informed that in order to address the problems relating to back routing of Speed Post, recently 21 new intra-Circle hubs have been created.

With respect to the proposed network redesign for the first class mail in terms of L1 and L2 mail offices, the Chairperson informed that the Project seeks to streamline core mail

operations, expedite processing of mail and increase mail and parcel traffic. The Chairperson assured that L2 mail offices will not be closed for the next three years. The present status of L2 mail offices in metro cities (other than those in Delhi & Kolkata where AMPCs are under installation), will not change for the next two years. When AMPCs will be installed in these cities, the matter relating to consolidation of mail offices will be discussed with the staff side. The staff side expressed their reservations about the proposed implementation plan for First Class mail and also the installation of AMPCs in terms of its impact of closure of mail offices and transfer of staff and also declining mail traffic in future. It is assured that a review will be undertaken after two years.

On the issue of change of administrative jurisdiction over Speed Post Centres/ Sorting Hubs, the staff side was formed that instructions were issued to the circles earlier in this regard. From the report received from 20 cities, it is ascertained that 53 out of 87 sorting hubs are already functioning under the administrative control of an RMS Division. Proposal for change in administrative jurisdiction from Postal to RMS Division has been received from MP circle in case of two Sorting Hubs, which will be examined. Heads of Circles have already been addressed to decide the issue based on local operational requirements.

1 (B) CLOSURE/MERGER OF POST OFFICES

The staff side drew attention of the Chairperson to the variance that existed between what was minuted as a result of discussions held in June/July 2011 and what has been circulated amongst the Heads of

Circles vide letter No. 40-6/2011-PLG (Pt.) dated 25-8-2011. The contention of the staff side was that merger of a post office with another post office actually tantamount to closure of post office to which they cannot agree. The matter regarding rationalization of postal network was discussed. Staff side agreed that post offices may be shifted in cases of litigation and poor condition of buildings. Staff side also agreed that closure of post offices should be accompanied by simultaneous relocation of the same to other areas. However the staff side stated that there should not be temporary merger of post offices. The matter was discussed and it was agreed that there was a need for rationalization of postal network. Instead of resorting to temporary merger of post offices. Circles will identify areas where new post offices are required and relocate. As far those post offices that do not meet the norms and do not have sufficient work and cannot be relocated, Circles will submit a report to the Directorate for examination.

1(c) Norms for CRC, EPP and Logistics will be examined separately.

2 (a) Grant of Central Civil Servant status to Gramin Dak Sevaks.

Attention of the staff side was drawn to relevant portion of the minutes of the meeting held on 27-12-2011. Further as recorded in the minutes of the meetings held in June/July 2011, it is not within the competence of the Department of Posts to take a view in the matter. In the matter of scrapping the new recruitment rules for promotion of Postmen, the staff side was explained the view point of Department of Personnel and training regarding prescribing some minimum quota of direct recruitment element, all recruitments to be made at the level of either MTS or Postmen, and was asked to give suggestions in the light of the above for further consideration by the Department.

2(b) In the matter of enhancement of bonus ceiling of Gramin Dak Sevaks to Rs. 3500/- the staff side was apprised of the position as reflected in the minutes of the meeting held on 27-12-2011. It was further made clear that as per decision taken in the meeting held with the staff side earlier, the matter was examined in consultation with Integrated Finance Wing where it failed to find favour. However, another attempt will be made to send the case for approval of Finance Ministry.

2(c) The issue of withdrawal of upward change in norms for cash handing etc. was decided to be relooked into, as per minutes of the meeting held on 27-12-2011. Further the issue of stopping reduction of TRCA in case of reduction of work load will be reviewed in the light of decision taken on the issue of norms for cash handling.

2(D) COMPASSIONATE APPOINTMENT OF GDS

The system of awarding marks for making compassionate appointment in case of GDS will be examined in the light of the proposal given by the staff side.

2(E) FILLING UP OF GDS MAILMEN POSTS IN RMS

As recorded in the minutes of the meeting held on 27-12-2011 the feasibility of redeployment of mail men posts in new areas eg. Employment in IAP areas will be examined.

The staff side desired the following issued to be examined :

(a) Supply of chappal (b) repairs/replacement of fans (c) review of cash conveyance allowance (d) providing norms for RPLI. It was agreed to look into these.

3. REVISION OF WAGES OF CASUAL LABOURERS

The staff side was apprised that a Committee had been constituted under the Chair

personship of CPMG Assm Circle to look into the issued pertaining to casual labourers and it is likely to submit its report shortly. The staff side was advised to give additional inputs, if any, to the Committee which would be taken into account while finalizing the recommendations. The staff side expressed its concern over the delay in decision regarding the union's request for revised minimum wages w.e.f. 1-1-2006. The matter will be examined on priority.

4. REVISION OF OTA RATES

As recorded in the minutes of the meeting held on 27-12-2011, it was decided to examine the proposal keeping in view the OTA rates that are being observed in the Ministry of Railways and Ministry of Defence. The operational requirements of the Department were highlighted by the staff side which were duly appreciated during the discussions. In the matter of punishment of officials due to non performance of OTA duty, earlier instructions of the Department were reiterated on 9-1-2012 and the staff side was supplied a copy of it. Regarding waiver of recovery of OTA already paid, it was agreed to re-examine the same.

5. IMPLEMENTATION OF ASSURANCE MADE ON 12-7-2011

The following issues were discussed in the meeting:

(a) Counting of special pay to PO and RMS accountants by implementation of judgment of High Court of Karnataka

The judgment of High Court of Karnataka in the matter of treating special allowance for fixation of pay etc. was quoted by the staff side with a request not to file an SLP in the matter particularly when the Ministry of Law and Justice opined against it. The staff side was informed of the action taken in the matter in the form of calling for relevant information from the Circles to be examined

in consultation with the integrated Finance Wing.

b) Restrictions on tenure postings in single/double handed Post Offices

The staff side was informed that an order relaxing the restrictions in the matter referred to above is under issue.

c) Grant of special allowance to unqualified Accountant

It was informed that instructions already exist on the subject which would be got reiterated.

d) Protection of pay of defunct PO and RMS Accountants

The Staff Side requested for extension of benefits as decided in the case of Natha Singh, Punjab Circle. It was agreed to circulate the clarification given to Punjab Circle to the remaining circles also.

e) Discontinue the fidelity Bond to SPM/Treasurers

The matter will be looked into.

f) Arbitrary and forcible allotment of staff quarters

The view point of the staff side was well taken. It was informed that the information regarding vacant staff quarters lying in various circles had been called for in the light of which policy guidelines will be formulated covering interalia forcible allotment of quarter including post attached quarters especially where such post attached quarters is outside the premises of the post office building, as pointed out by the staff side.

g) Non supply of balance statement every year to officials covered under NPS.

The contention of the staff side was that the issuing of the balance statement to officials covered under New Pension Scheme was not being attended to with the result that they are

not aware of details of their credits etc. The staff side also mentioned that in the earlier meeting, the Department made a commitment to start issuing balance sheet by 31-3-2011. In this context, the staff side was apprised of the issue of a password to the members of the scheme which would enable them to approach the main server for this purpose. Further instructions will also be issued for issue of balance statements to all members of the scheme.

h) Enhancement of financial powers LSG, HSG 2 and HSG I.

The matter is under examination.

i) Recovery of over payment on account fixation of pay, and allowances to Postmen/ bonus to GDSs.

The view point of staff side was that recovery should not be made from the salary of APM Accounts/Accountants due to over payment made to Postmen in the process of implementation of Fifth Pay Commission recommendations. The staff side however contended that the Department should have filled an SLP against the judgment of High Court to avoid making recoveries from the salary of APM Accounts/Accountants. Stressing on the point of making recoveries from Postmen's salary who got over paid, it was stated that in case it was not possible, the excess paid amount should be got written off.

The staff side apprised the Secretary that huge amounts are being recovered from Accountants/APM Accounts and, therefore, requested her to decide the cases from humanitarian angle. Secretary assured that the matter will be examined in Directorate.

j) Honorarium for invigilators engaged in Departmental Examinations

The matter is already under process for considering enhancing the honorarium.

k) Allowing the physically handicapped candidates for appearing in IPOs examination.

The staff side was informed that the matter has been taken up with the Ministry of Social Justice and Empowerment the nodal Ministry for the purpose. All information required by the nodal Ministry has been supplied and the matter is being favourable considered.

l) Grant of cash handling allowance to PO Treasurers at par with Cashiers and the grant of allowance to all irrespective of their position in MACP.

The matter regarding bringing Treasurers at par with Cashiers will be examined. As regards payment of cash allowance to Treasurers irrespective of benefit extended under MACP, the issue has been the subject matter of a Committee appointed for examination of various allowances in the Department and report of the Committee is under examination.

m) Holding of Departmental Council (JCM) meetings

The staff side was assured of holding of timely Departmental Council (JCM) and periodical meetings. It was decided that the meetings would be held regularly beginning February 2012. The staff side made a suggestion for having a standing committee meeting before holding of the Departmental Council meeting and the suggestion was agreed to. The meeting of the standing committee will be held prior to the Departmental Council meeting (JCM).

It was agreed that a DO letter from member (Personnel) will be sent to all Circle Heads to ensure prompt holding of JCM Regional Council and other periodical meetings such as Four-monthly, bi-monthly and monthly meetings at Divisional level.

6. IMMEDIATE FINALIZATION OF CADRE RESTRUCTURING

As recorded in the minutes of the meeting held on 27-12-2011 the proposal is under consideration of a Committee under the Chairmanship of DDG (P). The staff side expressed their concern about undue delay in finalization of the proposal on which the Chairperson desired finalization of this process by 31st March 2012 it was assured that the time lines would be adhered to. As regards restructuring of Postal Accounts officials, it was informed that the proposal was cleared by JS & FA and stands referred to Secretary (Posts). It was also decided to have a separate committee under the Chairpersonship of Ms. Sandhya Rani, PMG (BD), Andhra Pradesh Circle with Director (MV) as the other official member and S/Shri Giriraj Singh and D. Theagarajan as staff side members, to consider cadre restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation.

8. DECENTRALISATION OF PLI/RPLI

The staff side was explained in detail about the competition being faced by the Department in the field of PLI/RPLI and the benefits to be derived by decentralizing the functions. The staff side expressed apprehension about relocation of staff due to the process of decentralization. Member (PLI) explained as how the role of DPLI was going to be redefined by making the job more productive and the fact that job descriptions for each category of staff had been worked out and the staff of PLI will play an important role in increasing the business and providing after sale service. The request of the staff side to permit the Circle/Regional Office branch of PLI to accept, process and service the policies relating to their Headquarter cities where they were located was accepted to.

The issue relating to payment of incentive, instead of honorarium, will be examined by CGM PLI as it forms a part of Charter of

Demands. It was assured that all the officials deputed for PLI/RPLI work to RO/CO from Divisions will be repatriated immediately.

9. FILLING UP OF ALL VACANT POSTS INCLUDING GDS POSTS

The staff side was informed of the mass scale recruitment of regular employees made in the year 2010-11. The staff side was further apprised of the suitable instructions regarding filling up of GDS posts issued by the Department vide letter No. 17-103/2007-GDA dated 17-2-2011. The instructions were reiterated vide letter of even number dated 6-1-2012. In regard to the proposal of the staff side to redeploy of 2/3 posts for the period up to 2008 kept in skeleton, it was informed that the posts were decided to be abolished by an inter Ministerial Committee and hence it was not possible to redeploy the same.

10. Ensure 100% filling up of LSG, HSG-2, HSG-1 promotional posts before implementation of Post masters cadre. Eligibility of Post Masters cadre official for appearing in IPOs/PSS Group B examination as also the accounts line officials.

The staff side was explained of the difficulty in filling up of HSG I posts on regular basis due to non finalization of revised rules of recruitment. It was also assured that the matter will be taken up with UPSC, to finalise the same on priority. As regards, filling up of LSG & HSG-II posts, the staff side was apprised that the instructions were issued to all the circles to fill up vacant post. This was subsequently followed up by a DO reminder from Member (Personnel) also. As regards, eligibility of officials for Postmaster cadre to appear in the IPs/PSS Group 'B' Examination, it was decided to re-examine the issue. The eligibility of Pos/RMS accounts officials for opting for Post Masters cadre will also be considered. As regards the eligibility of Postmaster Cadre Officers for officiating in

HSG-I vacancies, it was agreed to examine the issue.

11. CREATION OF A SEPARATE CADRE FOR SYSTEM ADMINISTRATORS

The issue is a part of the subject matter being considered by Cadre Restructuring Committee. The staff side explained in details the nature of duties of System Administrators which interalia include acting as a trainer and demanded for grant of level allowance as per SR 25 and Road Mileage in the event of their moving out of station and also trainers allowance. The committee has given its recommendations. Appropriate orders will be issued shortly. A separate cadre for System Administrators may not be viable. The Committee already set up for examining the cadre related issues will look into the demand for deciding their nature of duties.

11 (a) Combination of beats/double duty, stop harassment of staff by insisting on 100% delivery under Project Arrow etc.

As a follow up of the minutes recorded for the meeting of 27-12-2011, the composition of the committee which was appointed to consider issues relating to Postman was revised and an order to this effect was issued on 9-1-2012. The Committee has been given one month time to submit its recommendations. Next sitting of the committee will be held on 16-1-2012 at 3.00 p.m.

It is agreed that a DO letter will be sent by Member (P) to all Circle Heads to fill up all posts of Sorting Postmen, Mail overseer, Cash Overseer and Head Postmen. Instructions will be issued to all Circles for timely payment of Speed post incentive to Postmen staff.

11 (b) The staff side expressed their concern about supply of good quality uniforms and other kit items.

The following decisions were taken in this regard :

i) A proposal will be sent to the Department of Personnel & Training to revise the rates of uniforms, kit items etc. which were fixed in the year 2002.

ii) A clarification will be sought from the DOPT & T on the rate of trouser cloth fixed at Rs. 86 per metre and then linking it up with the DGS & D rate contract.

iii) Replacement of umbrella with rain coat for Postmen appeared to be justified and will be taken up with DO P & T.

12. Fixing norms for newly assigned works of Multi Tasking Scheme (MTS). Allow to decline Postmen promotion by MTS have been clearly defined by the Deptt. The issue of allowing MTS to decline promotion to Postmen cadre under seniority quota without loosing MACP promotion will be looked into.

13. Grant of promotion to Drivers/Artisans at par with Railways/Defence

The view point of the staff side was that MMS Drivers are plying heavy vehicles with more onerous responsibilities than staff car drivers and therefore they should be compared with drivers of the transport departments. The Chairperson agreed to examine the issue in details keeping in view the practice followed in Ministry of Railways and Defence. State transport or any other Govt. department where drivers have to drive similar vehicles.

As regards artisans, the staff side was apprised of the sincere efforts already made by the department in consultation with Ministry of Finance. The proposal did not find favour on the grounds that the cadre of charge hand stands merged with that of Artisan Grade-I. However, it was agreed to have a further relook into the issue relating to cadres of MMS within three months.

14. DECLARE SBCO STAFF AS DIVISIONAL CADRE AND STOP HARASSMENT UNDER CONTRIBUTORY FACTORS

The existing system of transfer of SBCO staff for rotational transfer within the cluster of divisions will be reiterated. In exceptional circumstances Director Hqrs. In consultation with AO/ICO(SB) may consider movement of officials outside the cluster. As regards the issue of recovery under contributory negligence factors such as SB minus balance, the proposal of the staff side to make efforts to recover the same from the defaulters in the first instance will be examined.

15. FILLING UP OF CIVIL WING POSTS

CE (Civil) was asked by the Chairperson to initiate urgent action to fill up all vacant posts. The staff side raised the question of lapse of a number of posts due to these remaining vacant for more than one year. CE (Civil) informed that the proposal for revival of all those posts were referred to DDG (Establishment). As regards creating of new offices of Civil Wing the staff side was informed that it would not be feasible.

The demand for transfer of existing staff within the jurisdiction of the postal circle, the staff side was informed that there were very limited number of posts in Civil Wing and even out of these around 40% posts were lying vacant and, therefore, it was not feasible to examine the proposal. However the position will be reviewed when all the administrative posts in the Civil Wing are filled up. The staff side brought to the notice of the Chairperson the need for restructuring of Civil Wing cadres and finalization of the pending rules of recruitment. It was agreed to pursue the same on priority.

16. FUNCTIONING OF POSTAL ACCOUNTS OFFICES

It was explained to the staff side that DAP offices in Guwahati and Shillong, have been established. The question of providing facilities for the staff at Raipur will be looked into by DDG (PAF). As regards Uttarakhand

and Jharkhand, the proposal will be examined after introduction of technology.

The question of grant of Group B Non-Gazetted status to Senior Accountants will be considered as per the decision made by the other organized accounts cadres.

It was agreed to take action on priority for filling up of posts in Postal Accounts wing. The question of discrimination in promotion against the MTS officials to the cadre of LDCs after 2006 including the seniors in the Sorting cadre will be examined. The staff side was also apprised that at present there is no proposal to decentralize the Postal Accounts.

17. COUNTING OF PAST SERVICE AS RTPS FOR PROMOTION AND MACP

In the light of the Supreme Court judgment on the subject, there is no scope for further examination of the proposal.

18. IMPLEMENTATION OF APEX COURT JUDGMENT IN CASE OF RELAXED RULES OF RECRUITMENT (RRR) CANDIDATES

The judgment of the apex court has been implemented in letter and spirit which clearly state that this should not be treated as precedent for the purpose of any other case or cases. In view of the above there is no further scope of re-examining the matter.

19. STOP VICTIMIZING UNDER CONTRIBUTORY NEGLIGENCE FACTOR

The Chairperson explained to the staff side that it would not be possible to issue any sweeping order in the matter as each case needs to be decided on its merits and the competent authority while disposing of the matter does take into account all the relevant factors including involvement of the official and the appellate channels are available.

20. STOP DISCRIMINATION TOWARDS PO & RMS ACCOUNTS CADRE

It was decided to refer the matter to the committee constituted for cadre restructuring for examination. The issue of redistribution of LSG/HSG II posts, taking date of passing the examination for seniority will be considered.

21. ENHANCEMENT OF LR STRENGTH

It was not found possible to enhance the LR strength as demanded by the staff side as per the DOP & T instructions on the subject. The staff side pointed out that the existing 10% LR posts are remaining vacant in Postmen and MTS cadre. It is agreed to issue instructions to all Heads of Circles to ensure filling up of all sanctioned posts which are vacant.

22. ENSURE PROMPT GRANT OF CHILD CARE LEAVE

Suitable instructions in this regard already stand issued. It was agreed to issue further instructions to all concerned.

23. REVIEW OF MACP CLARIFICATORY ORDER AND RECTIFY THE ISSUES LIKE NON-DRAWAL OF SPECIAL ALLOWANCE ETC.

The issue was referred to the committee constituted on allowances. The committee has submitted its report which is under consideration in the Department. It was agreed to issue the following clarifications:

- a) Grant of MACP will not be deferred on the ground of contemplated disciplinary/vigilance proceedings.
- b) Instructions on review of ACRs/APARs by screening committees will be reiterated.
- c) Recovery ordered by DAP in AP and WB Circles in the matter of pay fixation on MACP in case of MTS is being looked into.
- d) Cases relating to declining promotion prior to issue of MACP ORDER (prior to 2009) would be examined and appropriate orders issued.

24. DROP FR 17-A ETC.

The staff side was apprised of liquidation of arrears in the matter of Rule 9 (Pension Rules) disciplinary cases with further clarification that all out efforts are being made to clear the pendency. As regards imposing of FR 17a, the staff side was explained that the Department's instructions on the subject provide for invoking the said provision only in case of incitement, violence etc. The instructions were reiterated on 9-1-2012.

25. LEGITIMATE RIGHT TO AVAIL HOLIDAYS ETC.

The staff side expressed their serious concern about deputing of officials at odd hours in the name of organizing melas etc. Instances were brought to the notice when officials were called as later as 8 to 9 pm and 1.30 am for holding meetings/melas etc. special mention was made by the staff side about Karnataka Circle. It was agreed to call for a report from the Karnataka Circle based on which suitable action will be taken. The earlier Directorate order on this subject has been reiterated.

In view of the detailed discussions held and decisions held and decisions taken, the staff side was requested to call off the proposed strike.

The meeting ended with a vote of thanks to the Chair.

CADRE RE-RESTRUCTURING

1.1 Two concept papers were circulated to the Federations in Aug. 1994. The then Director-General had outlined a scheme for restructuring post offices, field formation and postal functions.

1.2 Due to resistance of both the Federations, it was stopped.

1.3 At the same time our Federation re-affirmed our concurrence to purposeful re-organisation of the postal and RMS services which basically would keep the integrated Postal system and RMS intact.

1.4 Our Federation reiterates the concept which was proposed by my predecessor former Secretary-General, Sri K. Ramamurthy.

1.5 In the last 15 years, in the Railways three cadre restructuring have taken place. The Staff Side demanded fourth cadre restructuring.

1.6 The Telecom underwent massive cadre restructuring in 1992 for which a committee was formed under the Chairmanship of Sri M.B. Athreya in 1992.

1.7 For Both Railways and Telecom a committee was formed under the Chairmanship of eminent officers and some public representatives including staff side members.

1.8 In regard to re-structuring of cadres in our Dept, the preliminary meeting on the subject was taken place on 16-9-2008. In the meeting, my Federation demanded a proposal on cadre review from the Dept.

1.9 On 13-1-2009 a meeting was convened by the Chairperson, Postal Services Board. My Federation pleaded that the concept paper on the subject may be supplied to the service

unions so as to discuss the issue purposefully.

1.10 Till date the proposal of the Dept. was not made known to the Federations/unions.

2.1 Promotional Avenues to P.As/S.As

Based on the Fourth Pay Commission Recommendations, cadre re-structuring took place in the Postal Accounts in the year 1987 on the ratio of 20:80 (Feeder and promotional cadre).

2.2. When the above was done, the Railways and Income Tax Dept. followed suit.

2.3 In 1983 the Dept. introduced Time-Bound one promotion scheme to the employees after the reduction of 15% supervisory posts and 5% operative posts.

2.4 The Dept. introduced second promotion with effect from 1-11-1991 after making reduction of 5% supervisory posts and 1% operative posts.

2.5 Before this, in 1974 during the Railway strike, an agreement was reached in the JCM Dept. council to create 20% SCO LSG Posts (supervisory cum operative posts)

2.6 On 19-11-1984 the promotion of SCO LSG was withdrawn with the view that it became infructuous after introduction TBOP scheme.

2.7 In between 1985 and 1991, the Directorate issued five orders reiterating that TBOP scheme is equivalent to LSG.

2.8 Between 1992 and 1998 the Directorate reiterated that BCR promotion is equivalent to HSG II .

2.9 No DPC was conducted in connection with promotion of HSG II after introduction of BCR scheme since all norm-based posts were

to be filled up from among the senior BCR officials as per the DG's order.

2.10 The Fifth Pay Commission recommended ACP-1 and ACP-2 for the Central Govt. employees without reducing single post in any Establishment by terming it as financial upgradation.

2.11 In our Dept. we had already surrendered 20% Supervisors posts and 6% operative posts at the time of introduction of two promotion scheme (viz., TBOP/BCR).

2.12 In the year 1999, the Dept. announced that TBOP and BCR promotions are not promotional posts but it is only financial upgradation.

2.13 The VI Pay Commission did not recommend separate pay scale for LSG and HSG II promotional posts.

JUSTIFICATION FOR CADRE REVIEW

3.1 24th May 2007 the Directorate issued orders for fifth cadre review of Indian Postal Services Group 'A' officers. But it was not extended to Group 'C' and Group 'D' cadre.

3.2 The above review was conducted in the year 2007 with the prime aim of restructuring the cadre to meet the challenges to the Dept. and especially to cater to marketing and business development.

3.3 Business process restructuring is under-way for (i) savings Bank & Insurance (ii) Mail Operations (iii) E-enabled services and BD activities including logistics posts (iv) Human resources and Establishment and (v) Accounting Finance & Audit.

3.4 Plans are on avail for setting-up of an exclusive Rural Division to cater to the populace of Rural areas.

3.4 Restructuring through technology.

3.5 Operationalisation of Postal Life Insurance Fund and Rural Postal Life Insurance Fund.

3.6 Further at present the Dept. faces twin challenges by the private couriers industry and continuing advances in communication technology especially mobile telephony and world-wide web.

3.7 To face the above challenges, cadre restructuring is required for the Group 'C' cadres Postmen, Mail Guard, MMS Staff and Group 'D' cadres in order to boost the morale of the employees.

3.8 Keeping in view the forthcoming changes in the Dept., both the Federations suggested to enhance the minimum qualification as Graduation for Group 'C' cadre. But it was not acceded by the VI CPC.

3.9 For the Staff working in Post offices and RMS offices, their duties and responsibilities are comparatively higher than the staff of other Central Govt. Departments.

3.10 Therefore Cadre Restructuring with enhanced scales of pay for P.As/S.As, Postmen/Mail Guard, MMS Drivers/Workshop staff, Staff of administrative offices and Group 'D' staff is required.

The Member (P), Postal Services Board convened a meeting on 16-9-2008. One of items for discussion in the meeting was Cadre Re-structuring. At that time, the FNPO demanded that a committee should be constituted for cadre Re-structuring. Further, the FNPO wanted a paper on Cadre Re-structuring from the Department. It was not agreed to by the Department.

After this the FNPO circulated a paper among the FWC Members and CHQ Office-bearers of NUR 'C' on cadre Re-structuring.

In regard to cadre Re-structuring in RMS and MMS, our broad views were published in the November 2008 RMS Sentinel as editorial. Subsequently a detailed note was sent to the Directorate for information.

One of the web-sites posted in their news that FNPO has not submitted their proposal and hence cadre Re-structuring is pending.

Immediately we gave a fitting reply intimating the date of detailed letter on cadre Re-structuring sent by us to the Directorate. After, that, the detailed letter sent to the Directorate was published in the March 2009 RMS SENTINEL.

Now the Department has constituted a committee. It is not out of place to mention here that similar committee was already constituted in the year 2006 under a different name vide DG Posts letter No. 6-3/2006-SR dated 8-6-2006 in regard to reducing the periodicity of TBOP/BCR and grade of 3rd upgradation of pay scale on completion of 25th year of service. This committee consisted of 4 staff side members.

Based on this, the FNPO demanded that the present committee should be represented by four members from staff side. It was not agreed to by the Department.

The draft proposal of cadre re-structuring is furnished below for the information of our Circle Secretaries / Divisional Secretaries, Branch Secretaries/Members. Kindly go through the proposal, which is subject to modification and send your views within fort night. Further FNPO is of the firm opinion that the MACP scheme and the Cadre re-structuring promotion shall run concurrently.

The following points will be worked out on receipt of your views.

1. Methodology : (a) Strength and weakness of the present set up in our organization.
(b) Financial and other implications.
(c) Impact on the existing staff.
2. Customer Orientation : (a) Service
(b) Relations
(c) efficiency.
3. Technological :
(4) Future changes possibilities

POSTAL

PA Cadre

At present the total staff strength in Gr. C cadre as follows:

Entry level	48194
TBOP	26567
BCR	11499
	86260 (approximately)

and the supervisory posts are as follows.

LSG	6900
HSG II	1622
HSG I	1622

FNPO propose, the promotional opportunity to be raised as follows.

LSG (6900 X 3) = 20700 in PB II with grade pay 4800

HSG II 1622 X 3 = 4866 in PB II with grade pay 5400

HSG I 1622 X 3 = 4866 in PB II with grade pay 6600.

We have 442 Postal divisions , 46 Postal Store Depots and 19 Circle Stamp Depots throughout nation one group B Post per division may be sanctioned for general line officials, the method of selection of Group B and pay structure will be discussed latter. In regard to promotion to the cadre of LSG/HSG II and HSG I, it should made based on seniority cum fitness

POSTMEN

At present the total staff strength in Postmen Cadre is 50200 (approximately) including Stg. PM, mail overseer, cash overseer Head Postmen, Overseers Postmen etc.

Postmen (Entry)	27922 (app)
TBOP	12990
BCR	3125
Others (Stg. PM, MO, CO, HPM, OPM etc.	6163
	50200

MAIL GUARD

HMG	228
MG	1096

FNPO suggests the following promotional avenue for cadre re-structure.

Sr. Postman Grade III	7500 Posts (15%)
Sr. Postman Grade II	3000 Posts (6%)
Sr. Postman Grade I	3000 Posts (6%)
Sr. PM Gr. III in PB II with grade pay 4200	
Sr. PM Gr. II in PB II with grade pay 4600	

Sr. PM Gr. I in PB II with grade pay 4800

In the case of Mail Guards it is prosed as

Sr. MG I	78
Sr. MG II	78
Sr. MG III	195

GROUP D (MULTI TASK STAFF)

At present the total Group D strength in Postal 17700 (approximately) and 14000 in RMS wing.

POSTAL

Gr. D (entry)	6492
TBOP	3600
BCR	991
RMS	
Entry	5188
TBOP	4374
BCR	1882

That is exclusive of the posts, packer, Mail peon, LB, duftry, Sweeper, Peon, Farash, Waterman, Chowkidar etc.

FNPO suggests the following promotion for MTS (Gr. D)

POSTAL

Sr. MTS Grade III	1800
Sr. MTS Grade II	750
Sr. MTS Grade I	750

RMS

Sr. MTS Grade III	1800
Sr. MTS Grade II	750
Sr. MTS Grade I	750

Sr. MTS Gr. III in PB II with grade pay 2800

Sr. MTS Gr. II in PB II with grade pay 4200

Sr. MTS Gr. I in PB II with grade pay 4600

P.O. & RMS ACCOUNTANT

Present staff position in this cadre, ie Accountants including APM (Accounts) and AHRO approximately 4686.

FNPO suggests the following

Accountant / LSG	: 816 in PB II with grade pay 4800 (Each HPO)
Sr. Accountant II/ HSG II	: 280 in PB II with grade pay 5400 6%
Sr. Accountant	: 280 in PB II with Grade I/HSG I grade pay 6600 6%

And 22 posts i.e. one for each Circle in the status of Group B, the mode of selection and pay structure will be discussed latter.

SBCO

As on date, the staff strength may be 4100 FNPO suggests that all the Head Post offices should have one post of LSG, therefore it is suggested as follows.

LSG	816 posts in PB II with G.P. 4800
HSG II	48 posts in PB II with G.P. 5400 6%
HSG I	48 posts in PB II with G.P. 6600 6%

And 22 post in Group B cadre i.e. one post per circle the mode of selection and pay structure will be discussed letter.

SYSTEM ADMINISTRATOR/ MARKETING EXECUTIVE

This cadre now existing due to computerization/modernization/B.D. Activities Norms were not fixed so far.

Therefore FNPO suggests that, throughout the country 155035 post offices are existing for monitoring computerization and other network activities, at least 10% of the P.O. strength may be identified as the staff strength of this cadre i.e. 15,000 (posts).

At entry level, in PB II with G.P. 4200

15% as LSG in PB II with G.P. 4800
6% as HSG II in PB III with G.P. 5400
6% as HSG I in PB III with G.P. 6600

MMS

Present staff position i.e. working strength approximately 1271.

15% as Grade III Driver 195 posts in PB II with G.P. 4200
6% as Grade II Driver 75 posts in PB II with G.P. 4600
6% as Grade I Driver 75 posts in PB II with G.P. 4800

ARTISANS

The staff strength is 500 approximately.

15% as Grade III mechanic 75 posts in PB II with G.P. 4200
6% as Grade III mechanic 30 posts in PB II with G.P. 4600
6% as Grade III mechanic 30 posts in PB II with G.P. 4800

RMS

The RMS Gr. C strength i.e. Sorting Assistants is 17000 the details are as follows.

Entry	7599
TBOP	5544
BCR	3311
Total	16454 (approximately)

And the supervisory posts are

LSG	1053
HSG II	415
HSG I	415

FNPO suggest, the following,

i.e. LSG 1053 X 3 = 3159 in PB II with G.P. 4800
HSG II 415 X 3 = 1245 in PB II with G.P. 5400

HSG I 415 X 3 = 1245 in PB III with G.P. 6600

We have 68 divisions throughout nation, one Group B post may be sanctioned for general line officials, pay structure and method of selection will be discussed later.

In regard to LSG, HSG II and HSG I, it should be made based on seniority cum fitness.

CIRCLE OFFICE (ADMINISTRATIVE OFFICES)

Present Staff position as follows.

Group C 2500 (approximately) 15% of total staff may be upgraded as LSG With G.P. 4800 in PB II

6% of total staff may be upgraded on HSG II With GP 5400 in PB II 6% of total staff may be upgraded on HSG I With GP 6600 in PB III 22 Group B post may be sanctioned on the basis of one post per circle. Selection and pay structure will be discussed later.

Gr. D 1500 (approximately)

15% Gr. MTS Gr. III with G.P. 2800 in PB II.

6% Gr. MTS Gr II with GP 4200 in PB II

6% Gr. MTS Gr II with GP 4600 in PB II

CIVIL WING

In regard to Civil Wing, our Federation is waiting for some particulars. After receipt of the particulars, this will be worked out and published in the next issue.

N.B.:

The Department may not agree to grant Pay Band 3 for Group 'C' officials saying that PB-3 is applicable only for Group 'B' and Group 'A' officers. In the event of the Department not agreeing, our demand will be - for LSG 4600 PB-2 for HSG II - Rs. 4800 PB-2; for HSG I Rs. 5400 PB-2.

CADRE REVIEW SOME DETAILS

Cadre review is an important aspect of cadre management. It ensures a healthy balance between the functional requirements of an organisation and legitimate career aspirations of its officers. The thrust of such an exercise is on scientific manpower projection and recruitment planning in order to rationalise the cadre structure as also to enhance efficiency, morale and effectiveness of the service/cadre. In terms of the extant guidelines, ideal periodicity of cadre review is once every five years .

The Department of Personnel and Training, being the nodal Department for cadre review of all Group 'A' Central Services/ Cadres, has issued various guidelines to facilitate the process. Cadre Review as a subject has been allocated to the Cadre Review Division, which also acts as the Secretariat for Cadre Review Committee constituted to review individual service/cadre. The cadre review proposals are scrutinised in this Division keeping in view the broad factors like functional requirements, stagnation at various levels, financial implications, measures for saving, organisational proficiency, etc . The proposals are then referred to the Department of Expenditure for financial concurrence and placed before the Cadre Review Committee for its approval. The Division also renders advice to the Cadre Controlling Authorities for better cadre management.

The status of Group 'A' Services is reviewed regularly. After first such review this year in April, all the concerned Departments were advised by the Cabinet Secretary to formulate appropriate cadre review proposals. Further, Para 1(ix) of the Government of India, Department of Expenditure Resolution No.1/1/2008-IC dated 29 August, 2008, whereby its decisions on the

recommendations of 6th Central Pay Commission have been conveyed enjoins upon all the Cadre Controlling Authorities to review the services/cadres under the administrative control within a year. The Cadre Controlling Authorities have been reminded again October 2008.

There are 58 Central Group 'A' Services, out of which 44 services are due for cadre review this year, i.e., 2008. The cadre review proposals of five of the remaining forty four Group 'A' Services are already under active consideration. These are Indian

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS

CADRE REVIEW

Defence Service of Engineers and Military Engineering Service (Surveyor Cadre), Military Engineering Service (Architect Cadre), Indian Inspection Service and Indian Supply Service The progress is being monitored constantly.

The Cadre Review Division also compiles and analyses statistical information of all the Central Group 'A' Services. The inconsistencies, if noted during the analysis, are brought to the notice of the concerned Cadre Controlling Authority. This exercise is undertaken on half yearly basis in January and July every year. The data as on 1st January, 2008 has already been compiled and analysed. The detailed report in this regard is also posted on this Department's website. However, it has been decided that the next analysis would be done only after completion of cadre review of all the services envisaged in the Government's Resolution mentioned above.

OBJECTIVES OF A CADRE REVIEW

3.3 The main purpose of a cadre review is to restructure a cadre in such a way as to

remove the deficiencies which might be existing at the time of the constitution of a service or have crept in subsequently and ensure that the cadre structure satisfies the functional, structural and personnel considerations. Cadre review provides an opportunity to overcome various bottlenecks, remove existing distortions and bring about rationalisation of cadre structure so as to improve the efficiency and morale of the cadre officers and thereby enhance the effectiveness of the Service in the fulfilment of the objectives for which it has been established.

3.4 The major part of the cadre review exercise concerns advance projection of manpower requirements over the review period and the planning of recruitment for this period. Rationalisation of the cadre from the functional, structural and personnel angles is the other major objective of a cadre review. Specifically, the main objectives of cadre review are to:

- i) estimate future manpower requirements on a scientific basis for a period of 5 years at a time,
- ii) Plan recruitment in such a way as to avoid future promotional blocks and at the same time prevent gaps building up,
- iii) so restructure the cadre as to harmonise the functional needs with the legitimate career expectations of its members and thus
- iv) to enhance the effectiveness of the service.

3.5 The methodology of the cadre review is fully explained in the Detailed Guidelines (1978) appended to this Monograph (Appendix III). Salient features of the methodology are highlighted in the following link. Please click the link to see the details:

http://persmin.gov.in/DOPT/CSWing/CRDivision/CRD_Monograph_2010.pdf

POINTS TO BE FOLLOWED BY THE CADRE CONTROLLING AUTHORITIES WHILE FORMULATING PROPOSALS FOR CADRE REVIEW

1. The proposal for cadre review may be formulated in accordance with the guidelines and instructions issued by the Department of Personnel and Training and Department of Expenditure. If there are any deviations, full justification therefore may be given.
2. The proposal should begin with a brief background of the Service and the development which have taken place since last cadre review.
3. It should contain the requisite data in prescribed proforma.
4. All contents may be chapterised suitably.
5. The abbreviations used in the proposal may be clubbed alphabetically in a list at the end of the proposal.
6. Full justification may be given individually for each upgradation/creation of posts, especially those at S.A.G. and higher levels.
7. While sending cadre review proposals to Department of Personnel & Training, the Cadre Controlling Authorities may indicate precisely the functional requirements of various categories of posts and group them in terms of duties and responsibilities. This can be done by conducting a general job evaluation exercise, which would help in ensuring that different grades in a cadre reflect distinctly different level of functions and that higher posts do have higher level of duties and responsibilities.
8. The existing level of stagnation vis-à-vis that after the proposed cadre review may be brought out clearly.
9. Various kinds of reserves may be shown separately (Training, Deputation, Probation, and Leave).

10. The existing training facilities and proposed augmentation, if any, may be indicated.

11. The existing strength and proposed strength (grade/pay-scale wise) may be given in a tabular statement.

12. Different mode of recruitment/promotion to various grades may be indicated.

13. All Instructions of the Government concerning downsizing the Government are duly taken into account.

14. Confirmation to the effect that the proposal will not result in any increase in the overall strength of the cadre or in introduction of new scales / grades.

15. Matching savings may be provided from within the cadre and financial implications of the proposal (which should be budget neutral) should be amplified.

16. If the posts in the lowest grade are proposed to be abolished, its effect, if any, on the promotion prospects of the incumbents of the feeder posts may be indicated.

17. While forwarding the cadre review proposals of Group 'A' Services, it may be ensured that cadre review of feeder posts from Group 'B', 'C' and 'D' be completed beforehand, so as to reflect the impact of the same on the induction into Group 'A' Services, whenever the same is envisaged in the Statutory Rules.

18. The position of a pending SIU Report, if any, may be stated. The concerned Ministry/ Department should give a certificate that there is no ongoing SIU study having a bearing on posts covered in the Cadre Review Proposals and that no recommendations of SIU study pertaining to the cadre are pending implementation.

19. The position regarding applicability or otherwise of NFSG instructions to the Service may be brought out.

20. The status of the recommendations of the Sixth Central Pay Commission, if any, about the Service, may be given.

21. A copy each of the latest Civil List of the Service and the latest Service Rules (Recruitment Rules) together with all amendments may be enclosed.

**CADRE RE-STRUCTURING -
DOPT CIRCULAR**

In pursuance of the decision taken in the 2nd meeting of the National Anomaly Committee held on 27.03.2010, a Joint Committee to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS) was constituted vide Department of Personnel & Training (DOPT)'s O.M. No.11/1/2010- JCA dated 03.05.2010.

The issue of providing an option to organisations/cadres to have a choice for the benefits under the earlier ACPS or the MACPS was also discussed in the meeting of the Joint Committee. While the issue would require further deliberations, it is reiterated that MACPS (as was the case with the ACPS) is a fall back option in the event of promotions not taking place. Cadre structure needs to be reviewed periodically to harmonise the functional needs of the organisation and career progression of employees. Accordingly, all concerned are advised to review the cadre structure in a time bound manner with a view to mitigate problem of stagnation.

**VIEW THE ORDER BELOW:
NO.35034/9/2010-ESTT.(D)
GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC
GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)
ESTABLISHMENT (D), NORTH BLOCK,
NEW DELHI**

DATED: 10TH FEBRUARY, 2011

OFFICE MEMORANDUM

**Subject: Review of Cadre structuring -
Regarding.**

In pursuance of the decision taken in the 2nd meeting of the National Anomaly Committee held on 27.03.2010, a Joint Committee to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS) was constituted vide Department of Personnel & Training (DOPT)'s O.M. No.11/1/2010- JCA dated 03.05.2010.

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3. All Ministries/Departments may give wide circulation to the contents of this O.M. for guidance and appropriate action in the matter.

POSTMAN ISSUES

MINUTES OF THE MEETING HELD ON 1-7-11 WITH THE STAFF SIDE TO DISCUSS ISSUES RELATING TO POSTMAN

DG (Posts) No. 28-13/2010-D 11-7-2011 Draft Minutes of the meeting held on 1-7-2010 in the office of CGM (MB) in Dak Bhavan, New Delhi to discuss various issues relating to Postmen are enclosed for appropriate action.

A meeting was held on 1-7-2011 in the office of CGM(MB) in Dak Bhavan New Delhi to discuss various issues relating to postmen. The following officers/ Union representative were present.

2. During the discussions, the following issues were discussed.

a) It was agreed that the designation of sorting postmen, which was done away with the recent orders issued by the Establishment Division of the Directorate, may be restored. The post of Sorting Postmen, which might have been directed, redeployed or abolished by the Circles in the wake of the said orders may also be restored. It was also agreed that based on the quantum of mail, the need to complete beat sorting activity at least an hour before departure of the postmen for their respective beats and existing norms, concerned Divisional Head/Postmaster may decide the number of sorting postmen/postmen required for the purpose of beat sorting. Further, all postmen may be involved in beat sorting by rotation. Establishment Division may issue necessary clarifications in this regard. (Order issued)

b) Regarding extraction of data entry work from postmen, it was agreed to assess the work currently being taken from postmen by

calling a report from the Circles and consideration a study for this purpose. Establishment Division may call for the requisite report from the Circle.

c) Regarding irregular computation of working hours for postmen in the field units, the staff side was informed that the work study report will be once again studied by Establishment and Mails Divisions to assess if all areas of work were covered and if deviations were in the recommendations by Study unit and orders of revised norms issued by Establishment Division. Any further action will be taken after good through the work study report and orders of Establishment Division.

d) On renewal of minimum cyclable distance for grant of cycle maintenance allowance to postmen, it was informed that the matter has been taken up with Ministry of Finance.

e) Regarding payment of incentive to postmen for delivery of Speed Post, it was agreed that the work load may be assessed in order to further understand the issue.

f) It was agreed to assess the average beat length of postmen for the purpose of deciding the maximum beat length after calling for the details of existing beat length as the staff side informed that in some Circles the beat length stretched upto 40 Kms or more. It was also agreed by staff side that postmen will carry all articles in each beat (first class, second class, Speed post, registered post, money order etc.) After receipt of information from the Circles, the need for a revised work study can be assessed. Establishment Division may take necessary action in this regard. (Report called for from circle head).

g) The staff side also raised the issue of combination of beats/double duty in case postmen staff goes on leave. Establishment Division may issue suitable instructions to the Circles in this regard.

After deferment of the strike, on 17.1.2012, Department has constituted a new Committee under the Chairmanship of Sri.S.K.Sinha, CGM (PLI). Two meetings took place in the PLI Directorate. The President FNPO and Secy.Genl.FNPO attended the meeting. The following subjects were discussed during the meeting.

(i) Extraction of Data entry work from Postmen.

(ii) Irregular computation of working hours for postmen working in field units.

(iii) Removal of minimum Cyclable distance for grant of Cycle Maintenance Allowance of Postmen.

(iv) Scheme for payment of incentive to postmen to delivery of speed post.

(v) Minimum and maximum area of beat to be covered on foot/bicycle during duty hours.

The extracts of the Minutes is furnished in Annexure. The next meeting of the committee was held on 05.03.2012 and the following have been agreed.

(i) Agreed to impart necessary computer training to Postmen.

(ii) Time factors given for various activities in Postmen module may also be provided to postmen.

(iii) Time factor will be provided as if other plain area to the multi stories building.

(iv) Speed Post to person specific will be provided the time factor of 2.5 mts.

(v) Time factor provided for travelling distance by foot and bicycle will be relaxed.

(vi) Cycle Allowance granted without requirement of any minimum distance.

(vii) All incentive bills shall be cleared by 31st March 2012.

(viii) As per review and measurement of beat length rationalization of beats will be carried out.

(ix) Combination of beats shall not resorted as routine affair.

(x) Cooly charges for heavy parcels will be revised.

(xi) Suitable amendment to note 8 regarding congested/less congested area will be issued.

The above are the major decisions taken in the committee.

Fixed Monetary Compensation to Delivery Staff

At last, after repeated demands from our side, the Department has revised FMC to delivery Staff from Rs.29/- to Rs. 50/- for performing single handedly and from Rs.14/- to Rs. 24/- for performing by two postmen similarly for postman who performed holiday duty will get Rs. 85/- instead of Rs. 43/- This is not in consonance with hourly rates. Our repeated requests did not yield any results and the rates have been fixed only as per the OTA rates which was fixed by the Fourth Pay Commission.

CIVIL WING ISSUES AND MINUTES OF THE MEETING

MINUTES OF THE MEETING HELD BETWEEN THE REPRESENTATIVES OF JOINT COMMITTEE OF ACTION AND THE CHIEF ENGINEER (CIVIL) IN THE CHAMBER OF THE CHIEF ENGINEER (CIVIL) DEPARTMENT OF POSTS, DAK BHAWAN, NEW DELHI ON 1ST JULY 2011.

THE MEETING HAS BEEN ATTENDED BY THE FOLLOWING:

ADMINSITRATION SIDE REPRESENTATIVES OF JCA SIDE

- | | |
|--|--|
| 1. Shri N.K. Tyagi, C.E. (Civil) | 1. Shri. S. A. Raheem, General Secretary, AIPCWEA, NFPE. (Head Clerk, PCD, Hyd) |
| 2. Shri V.K. Jain, SE(Civil),HQ. | 2. Shri G.Anthony Arumai Raj, DGS, FNPO |
| 3. Shri Deepak Sharma. Member, NFPE | |
| 4. Smt Sarita Todi, ,Member, AIPCWEA, NFPE | |
| 5. Shri Murali Krishna, Member,AIPCWEA, NFPE | |
| 6. Shri Sudhir Kumar, Member,AIPCWEA NFPE | |
| 7. Smt. Anju Bala, Member,AIPCWEA, NFPE | |

The following staff problems of the staff as referred by the representative of the JCA has been discussed and decisions taken as stated below:

1. Filling up of posts as per CPWD norms:

Staff side represented that the posts in the existing offices of the Postal Civil Wing are not as per CPWD norms and needs to be reviewed and vacant posts should be filled up. The norms of the CPWD have been submitted by the staff side to the Chief Engineer. The posts in all cadres like Junior Engineer (Civil/Electrical), Architectural Assistants Gr.II, Architectural Assistants Gr.I, Office Superintendent Head Clerks, Stenographers Gr.I/II, Draughtsman Gr.I/II, Works Clerk Gr.I, Works Clerk Gr.II, Drivers Gr.I/II Multi Tasking Staff, all cadres of Civil and Electrical Maintenance are reviewed and immediate action taken for filling them as the present staff are overburdened and being subjected to heavy physical and mental strain. The staff are required to sit very late and attend the office on almost all holidays for completing the work as each of the official is required to do the work of two or three seats in general.

The Chief Engineer has agreed to look into and will take it up at appropriate level for revival of abolished posts and decision will be taken within 3 months. Till that time as per Chief Engineer's Office Order No.8-7/2009-CEND/1469 dt 30/8/2010 no clerical staff will be transferred from one station to the other. The Chief Engineer has agreed to write a letter to all the Superintending Engineer's to work out justification of maintenance posts as per prevailing norms. SEs would be asked to give proposal within 2 months.

1. CREATION OF NEW OFFICES IN CIVIL WING:

From the staff side, it has been requested for creation of one Civil Circle, one Electrical Division and one Architectural Division at the Headquarters of all CPMsG in consonance with territorial jurisdiction. The staff side at the outset pointed out that it is a matter of great regret

to note that the Central Headquarters and that too capital of India does not have Postal Civil Circle i.e., S.E.(Civil) office at the place where all the apex officers of the Department of Posts and in particular at the Head quarters of the Chief Engineer (Civil)are located. Similarly, in many big States such as A.P. whose territorial jurisdiction is quite vast, only one Civil Division and one Electrical Sub-Division are functioning whereas in some States there are two to three Civil Divisions and one Electrical Division and one Architectural Circle and Division are functioning.

The Chief Engineer has stated that it may not be possible to open Civil Circle at all the Headquarters of CPMsG. However, the case will be reviewed and wherever necessary, proposal will be initiated with appropriate authorities for opening of new offices as per requirement separately.

However, the staff side has registered disagreement on this issue.

2. CADRE REVIEW IN CIVIL WING:

The cadre review in Civil Wing has not been commenced so far. Though there are clear orders from the DOPT for the cadre restructuring where there is limited scope of promotions for the staff. As such, the staff side requests the Administration that the case should be initiated immediately and pass orders for the cadre restructuring of all the cadres in Postal Civil Wing.

The C.E. has stated that as far cadre review of Group A & B officers is concerned cadre controlling authority is D.O.T. A reference will be made to D.O.T. in this regard. As far as Technical cadres like JEs, Architectural Assistants, Draughtsman, Ministerial and Maintenance and other staff action will be taken as per the Departmental Rules and procedures and case will be processed at the earliest and the progress will be reviewed after 2 months.

3. TRANSFERS AND POSTINGS OF MINISTERIAL STAFF:

The staff side requested for limiting the transfers of non-gazetted staff to the jurisdiction of the Postal Circle as per earlier order prevailing in the Civil Wing. The staff side also mentioned that they are low paid employees and cannot afford for transfer from one State to other because of financial crises, children's education, language problem and above all the old age parents' responsibility. Within the limited earnings, it is not possible for them to establish two headquarters one at native place and the other at the place of posting. Hence, the staff side earnestly requests the Administration to consider this demand on sympathetic grounds and pass orders as requested above immediately.

The Chief Engineer stated that the matter will be considered favorably as per the views of the staff side and decision will be intimated in two months.

4. RETENTION OF DESIGNATION OF HEAD CLERKS IN POSTAL CIVIL WING:

The staff side requested the administration that in similarly situated departments like CPWD, CCW of All India Radio despite 5th CPC recommendations the designation of Head clerk has not been changed for the reasons that HEAD CLERK in these departments do perform the duties of supervision unlike other Departments like GSI, Customs, Income Tax, Commercial Tax, Railway where prior to 5th CPC Head clerks without supervisory duties existed. Hence, the Staff side requests for the retention of Head clerk designation in Postal Civil Wing at par with the similarly situated Departments and declare the Head clerk as supervisory cadre in Divisions as they supervise the works of establishment, correspondence and MTs staff working in the Division. In Divisions Head clerks are directly under the control of

Executive Engineer's and perform the supervisory duties as per the directions of the Divisional Head.

In the absence of Head clerk in Divisions there are none to supervise the work in correspondence Branch where two Works Clerks Gr.I, Four Works Clerk Gr.II and four MTS staff are working. So far the Head Clerks were reporting in the Confidential Reports of the staff working in the Corresponding Branch of the Divisions. In support of their arguments the staff side has submitted letters dated 24/1/11 of the CPWD and extract of CPWD manual-1 pertaining to staff set up and yardsticks of the staff pertaining to CPWD for the information in support of the argument.

The Chief Engineer has stated that the matter will be reviewed favorably on the facts submitted by the staff side and decision will be conveyed within 2 months.

5. FORWARDING OF APPLICATIONS OF THE OFFICIALS TO OTHER DEPARTMENTS ON DEPUTATION OR ON PERMANENT ABSORPTION TO HIGHER POSTS:

Official side has brought to the notice of the Chief Engineer that in almost in all Circles Superintending Engineers are not forwarding the requests of the officials applying for higher posts to other department. As such they are losing the chances and monetary benefits which is noted by the staff as curbing their rights for development. Staff side requests the administration that all co-ordination Circles Superintending Engineers may be issued orders for considering the applications received from staff to go to other departments on deputation for consideration and for forwarding within the prescribed time limit.

The Chief Engineer stated that the matter will be taken up with coordination Circles in the light of the existing guidelines and orders issued with positive directions.

6. ALLOWING CLERICAL STAFF FOR EXAMINATION LIKE IPOS/JAO ETC. IN THE DEPT. OF POSTS:

Staff side has raised discussion and pointed out that Postal Civil Wing staff are not being allowed for competitive examinations like IPOs/JAOs being conducted by the Department of Post which is incorrect and our staff may also be permitted to appear in the said examinations along with others as they possess the required qualifications and service conditions for appearing in the said examinations.

The administrative side replied that it is not in their purview and suggested for taking up at appropriate level.

7. FINALIZATION OF RECRUITMENT RULES:

Recruitment Rules of all cadres including maintenance in Postal Civil Wing have not been finalized yet in the light of 6th CPC orders. Hence, the staff side requests the administration for the early revival of Recruitment Rules and finalize it within a month.

The Chief Engineer replied that the matter will be taken up immediately and the revision of Recruitment Rules will be completed within a period of 4 months.

8. Forwarding of administrative orders to the Association:

The staff side has brought it to the notice that the administrative orders/circulars being issued from the CE's Office are not sent to the Associations and requested for furnishing the same with immediate effect.

The Chief Engineer has accepted and orders will be henceforth marked to the Association.

The meeting concluded with thanks to every one.

Sd/-

(V.K. Jain)

Superintending Engineer (Civil) HQ.

Dated 6th July 2011.

No.10-7/2009-CEND/1196 Dated 7th July, 2011

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.

OFFICIAL SIDE	STAFF SIDE
1 Ms. Radhika Doraiswamy, Secretary(P)& Chairperson, Departmental Council (JCM)	1 Shri K.V. Sridharan, Leader
2 Shri S. Samant, Member (Tech)	2 Shri D. Kishan Rao
3 Shri P.K. Gopinath, Member (P)	3 Shri Giriraj Singh
4 Ms. Kalpana Tiwari, CGM MB&O	4 Shri M. Krishnan
5 Shri S.K. Sinha, CGM PLI	5 Shri D. Theagarajan
6 Ms. Annie Moraes, JS&FA	6 Shri K. Ragavendran
7 Shri A.K. Sharma, DDG (Estt)	7 Shri Ishwar Singh Dabas
8 Shri Salim Haque, DDG (P)	8 Shri P. Suresh.
9 Shri P.K. Sinha, DDG (PAF)	9 Shri S.P. Mukerjee.
10 Ms. Aruna Jain, DDG (Trg)	10 Shri P. Rajanayagam
11 Shri A.S. Prasad, DDG (FS)	11 Shri S. Karunanidhi
12 Ms. Meera Handa, DDG (PO&I, MM& Estates)	12 Shri Surinder Pal
13 Shri V.K. Tiwary, DDG (R&P)	13 Shri T.N. Rahate.
14 Shri Subhash Chander (Director (SR & Legal)	14 Shri A.H.G. Siddiqui.

2. The meeting started with introductory remarks of the Chairperson, Departmental Council in which she explained in brief the ambitious projects undertaken by the Department, especially regarding mail and technology, aimed at projecting an altogether new face of the India Post. This was followed by introductory remarks from the Staff Side which began with expressing sincere gratitude to the Chairperson for having convened the Departmental Council (JCM) meeting. The Staff Side made a special mention of closure of Post Offices/RMS Offices as also depriving of large number of officials of the benefits of MACP due to lackadaisical approach of officers in writing ACRs/APAR's. The Staff Side requested for issue of an order of clarification in the matter of MACP urgently. It was also requested to convene meetings under JCM Scheme both at Departmental and Regional level at regular intervals. Thereafter item wise discussion on the agenda items took place as summarized below:

ITEM NO.1. CADRE RESTRUCTURING FOR ALL NON-GAZETTED GROUP B & C CADRES

The change of postal operations from merely the traditional mail handling and delivery to a modern commercial oriented with multifarious operations including a lot of diversified non-traditional operations in both Postal and RMS justifies a cadre restructuring and cadre training to be placed in better scales of pay. More over no such cadre restructuring exercise was undertaken for a very long time even though such exercises were periodically undertaken and implemented for Group A and Gazetted Group B. Other Departments have taken action for restructuring their cadres after the 6th CPC. This issue was discussed in the meeting held by Secretary [P] on 13/01/2009 and was decided that the department would go into the

whole issue on submission of full restructuring proposals from the Staff Side. The same were submitted by the Staff Side also but no further progress was made. The Staff Side urges for immediate finalisation of cadre review.

ITEM NO.2. CREATION OF SYSTEM ADMINISTRATORS CADRE

The computerization of several postal operations has been carried out with the help of System Administrators without creation of such a cadre in the Department of Posts. The whole infrastructure of computerized network in the department has been laid in place by these System Administrators thus saving crores of rupees of expenditure. The role of Mysore PTC technology wing System Administrators in developing our own softwares for different operations of the department is also a marvel. The work of System Administrators is equal to Computer Engineers who attend to system faults; software installation; imparting training to staff supervisory and operative; attending to trouble shooting of all nature; installation of computers in offices; ensuring back up of all data; attending to networking in offices and several other operations for the smooth functioning of the system etc. The Staff Side urges for creation of a separate cadre 'System Administrators' with the nomenclature of "Computer System Assistant" in Pay Band 2 with Grade Pay of 4200/- and allow a walk over for the existing System Administrators into the new cadre as one-time measure. It can be referred that the All India Council for Technical Education which is a statutory body of Government of India has notified seeking volunteers on deputation basis to work as Computer System Assistants with the above Pay Band and Grade Pay.

3. COMPUTATION OF PROPER NORMS FOR WORK ALLOTMENT TO EXISTING SYSTEM ADMINISTRATORS AND GRANT OF CERTAIN ESSENTIAL AMENITIES.

The System Administrators are at present working without any standard work norms and work hours. There are no fixed responsibilities assigned to them. They have not been provided with several essential amenities and allowances commensurate to their work. Taking these into consideration the Staff Side proposes for introduction of the under mentioned facilities to System Administrators:

1. **Special Allowance:** - Notwithstanding with our demand of formation of separate cadre of Systems Administrators in the Department of Posts with separate pay scale till the augmentation, the existing incumbents may be granted special allowance to the extent of 10% Pay plus Grade pay as it is granted to care takers.

2. **Issue of uniform duties & responsibilities:** - There is no uniformity in the duties and responsibilities. This varies from circle to circle even regions within the circle. A uniform viable duties & responsibilities may be circulated from the Directorate. Identify adequate number of systems Administrator's post in each division/circles.

3. **Providing Laptops:** - The Systems Administrators find it difficult to download and test the given patches and software with the non availability of systems. One laptop may be provided for smooth facilitation of the process and for mobility purposes in attending computer related works in other stations.

4. **Incentive for installation/upgradation:** - Many software could be installed only after the closing hours and will end in the midnight. Incentive for installation/upgradation may be fixed and paid.

5. **Training Allowance/honorarium:** - For imparting training at WCTCS and for MSE, the Systems Administrators may be granted Training Allowance/honorarium.

6. **Accidental insurance:** - For travelling extensively through two wheelers to attend the technical problems, an accidental insurance coverage may be provided.

7. **Grant of Special disability leave:** - The S. A. of Delhi West Division met with a road accident after installing software in the night. No special disability leave was granted to the official. Provision of special disability leave on such happening should be ensured.

8. **Grant of Excess Duty Allowance:** - For keeping beyond 8 hours on any day for any work, they should be granted with 'Excess Duty Allowance' or OTA.

9. **Provide cash imprest:** - To meet out the immediate requirements while attending problems

in computers, a separate cash imprest may be provided.

10. Grant of TA & Road Mileage Allowance: - Within urban cities, the road mileage allowance and out stations, TA may be granted for the journey performed for attending computers.

11. Mobile Phone & Recharge coupons: - Mobile phones may be supplied to the system administrators & a minimum of Rs.500/- may be allowed per month for recharging the coupon for the Mobile connection.

12. Providing kit box: - They should be provided with kit bag containing net driver set, CD bag, pen drive, handy vacuum cleaner etc.

13. Providing a seat in office: - They should be provided a seat at server. Now in many places, they have not been provided with separate seating facility.

14. Keeping Panel: - A panel should be maintained at Divisional level and the SAs should not be reverted back as Postal Assistant without any sound reasons.

15. Possession of SQL Password: - The possession of SQL Password may be conferred with the Head of the office after imparting training to overcome the problem of immediate solution of technical problems as this is now vested with the divisional heads.

ITEM NO. 4. GRANT OF OFFICIATING PAY WITH ALL CONSEQUENTIAL BENEFITS FOR STAFF OFFICIATED IN HSG-I VACANCIES:

On introduction of TBOP and BCR promotions to Postal Staff as per the decisions of the Postal Departmental Council JCM, TBOP officials were treated as LSG and BCR Officials were treated as HSG-II for all purposes. All the posts of LSG and HSG-II were manned by these officials and the holding of DPCs for filling up the posts of LSG/HSG-II was virtually abandoned. The senior BCR and TBOP officials were posted for officiating against HSG-I and HSG-2 vacancies. However the drawal of HSG-I and HSG-2 officiating pay and allowances to the Officials officiating against such vacancies was withdrawn all of a sudden without taking into account of the whole background. The intervention from the Staff Side was also negated. This situation had led to

litigation that ended in favour of officials who officiated against HSG-I / HSG-II vacancies. In this background the Department instead of granting HSG-I / HSG-II officiating pay and allowances to all such officials has reportedly taken a stand to grant it only for those officials who have gone to Court. This is ethically an incorrect stand and the Staff Side urges upon for reconsideration of the stand to facilitate drawal of HSG-I and HSG-II officiating pay and allowances with all consequential retirement benefits to all the officials from whom the higher responsibilities of HSG-I or HSG-II were extracted through officiating arrangements.

ITEM NO. 5. FILLING UP OF RESIDUAL VACANCIES

Despite clear orders to fill up the residual vacancies vide Department letter no. 60-5/2007-SPB-I dt. 15.05.07, this has not been implemented in many circles like Gujarat, Jharkhand, Rajasthan, Orissa, Madhya Pradesh, Punjab, Haryana, West Bengal etc. 858 Posts are still kept unfilled up in Tamilnadu Circle. In Maharashtra Circle also, this has not been filled up due to some threat of a political party. In short, all the circles are seeking Clarifications or approval from the Directorate resulting in unwarranted delay in filling up such vacant posts. An RTI filed in this regard has revealed that many circles have failed to fill up these residual vacancies. Action is required to initiate the process of recruitment against all the residual vacancies within a time frame.

All the above five items 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. However, it was agreed to refer item No.3 for consideration of the Committee constituted to consider restructuring of Group 'C' & 'D' Cadres in the Department of Posts.

ITEM NO.6. IMPARTING TRAINING TO NON-MATRICULATE GROUP D EMPLOYEES PROMOTED TO POSTMAN / MAIL GUARD OR PA/SA CADRES AFTER 1.1.2006 – REG

The Non-Matriculate Group D employees promoted to Postmen / Mail Guard Cadre or PA/SA Cadre on or after 1.1.2006 but before the implementation of 6th

CPC pay scales are being denied 1800/- GP from 1.1.2006 for the duration of their Group D employment on the grounds that they were not being imparted with the required training. No action is also being taken in such cases to impart the same training as like other non-matriculate Group D staff. The Staff Side urges for causing instructions to arrange for imparting the same training to such promoted non-matriculate officials also and grant 1800/- GP from 1.1.2006 to their date of promotion or else they may be deemed to have been imparted the said training on the strength of their passing the examination for a higher cadre.

The Official side expressed its agreement with the view point of the Staff Side but said that the proposal finally needs the approval of the Ministry of Finance for which necessary action will be taken. The Chairperson directed for issue of consolidated instructions on the subject.

Action: DDG (Estt)

ITEM NO. 7. IRREGULAR MENTION OF PB SLAB FOR CERTAIN CATEGORIES OF STAFF IN THE MACP ORDERS ISSUED BY THE DEPARTMENT OF POSTS.

The MACP orders issued by the Department of Posts vide No.4-7/(MACPS)/2009-PCC Dated 18.09.2009 contains certain irregular mention of lower Pay Band Slab in respect of PA/SA and Postmen/Mail Guard even after their Grade Pay gets elevated to 4200/- which comes under PB-2. This irregularity is not committed while mentioning the Pay Band Slabs of other cadres like IPOs/ASPOs in the same orders. The Staff Side urges for setting right this irregularity through appropriate corrigendum since this irregularity will adversely affect the minimum pay entitlement of the concerned cadre as well as the fixation of minimum pension entitlement in future.

The staff side was apprised that there was perhaps a typographical error in the basic order issued by DOPT and further clarification/corrigendum on the issue is likely to follow shortly from DOPT, in consultation with Department of Expenditure, Ministry of Finance.

ITEM NO. 8. RESTORATION AND IMPROVE MENT 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. At least 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 POSTMASTERS.

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 depositions 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.

ITEM NO. 45. MORE BONUS IN RESPECT OF PLI POLICIES TO THE DEPARTMENTAL EMPLOYEES.

It is pertinent to mention that the LIC is offering low premium to its employees while comparing the tariff collected from the public for the policies taken by the staff. Similarly the Bank employees working in some nationalized banks & others are being offered more interest for their investment made in their banks than the general public for their investments. As such, similar concession may also be extended to the postal employees either by reduced premium or by granting more bonuses for the policies taken by them in PLI/RPLI. It will motivate them further and will have the satisfaction about the concern of the Department in the welfare of the staff.

The matter will be looked into.

ITEM NO.46 PAYMENT OF SPECIAL ALLOWANCE TO THE STAFF WORKING ON MPCMS.

The letter No. 1-11/2008-PC dt. 30.10.08 withdrawing the payment of special Allowance to the staff working on MPCMs without verifying the previous decisions is causing a concern. After the Fifth CPC, the issue was discussed by the Staff side and it was agreed to continue the drawal of special allowance to the MPCM Counter Assistants considering their responsibilities and jobs and the Directorate has further clarified vide its letter No. 43/3/97-Tech. dt. 21.10.97 to grant the special Allowance only to the Counter PAs. As such, the withdrawal of the said allowance is arbitrary and unjust. Further the allowance is granted for the extraneous and hard work performed by the Counter PAs and not alone for the computer operations. It is therefore requested to withdraw the orders dt. 30.10.08 and allow the drawal of MPCM allowance to the officials deployed at the counter.

The matter will be looked into.

ITEM NO.47. GRANT OF TRIBAL AREA ALLOWANCE TO THE EMPLOYEES SERVING IN TRIBAL AREA OF IGADPURI AND OTHER PLACES OF NASIK DISTRICT.

The payment of Tribal area allowance to the officials working in Nashik District was stopped from 31.03.02 due to the Maharashtra State Governments order in replacing the allowance by a revised scheme by its notification dated 06.08.2002. The state Government has declared that its employees working in such areas which are declared as Naxalite Threat areas and where the special compensatory allowance was paid earlier are entitled for the new allowance which was fixed at the rate of 15% of Pay subject to the Minimum of Rs. 200/- and Maximum of Rs. 1500/-The same allowance has not been extended to the Postal employees working in the areas where the Tribal area allowance was drawn earlier. The nomenclature of the allowance has alone been revised by the State Government but the areas are still covered under the Tribal areas as notified earlier by the State Government. The Chief PMG, Maharashtra Circle vide his letter no. Estt/4-1 (2)/HRA –CCA/2008 dt. 12-09-2008 has sought clarifications about extension of such allowances to our postal employees as per the State Government notifications changing the nomenclature of the allowance and continues the payment of Tribal Area Allowance. It is requested to accord sanction at the earliest.

The Staff Side was apprised that their demand for Tribal Area Allowance without linking its payments to State Government employees was sent to Department of Expenditure and they did not agree for relaxation.

ITEM NO.48. GRANT OF FINANCIAL ASSISTANCE & RELAXATION OF RULES IN GRANTING SPECIAL DISABILITY LEAVE TO VICTIMS OF TERRORIST / BOMB BLASTS.

Postal Officials who became victims of terrorist action like bomb blast etc are not being granted financial assistance and not even the rules in granting special disability leave is relaxed in such cases. Such issues like the case of Bhubaneswar letter bomb blast victim were also tabled in the welfare meeting with the Communication Minister and though it was assured no settlement of such cases have taken place. It is requested that such

officials who are the victim of terrorist activities through Postal bomb should be granted the above assistances early.

Necessary action has already been taken in the matter and as such the item is closed.

ITEM NO.49. GRANT OF ROAD MILEAGE ALLOWANCE TO THE STAFF ENTRUSTED WITH THE WORK OF CLEARANCE OF CHEQUES.

The work of clearance of cheques should not be brought under the net of Conveyance Allowance since every day the officials entrusted the work of Cheque clearance has to travel 40 to 45 Kms for local and other area. A minimum of Rs.50/- is being spent by the official for cost of petrol alone. In addition, he has to pay parking charges for his vehicles every month for attending clearance work. For Example, the payment of Rs. 2/- per kilometer to the postal Assistant who entrusted with cheque clearance work at Chandigarh HO by using his own vehicles in order to ensure same day clearance has been stopped by the Senior Postmaster and a sum of Rs. 320/- per month is being paid due to the objection of ICI party. It is therefore requested to grant Road Mileage Allowance instead of Conveyance Allowance to the staff entrusted with cheque clearance work besides granting some incentive as if available in banking sectors.

The matter will be examined.

ITEM NO.50. UNILATERAL DECISION TO CLOSE DOWN FOREIGN POST OFFICES

(i) Consequent upon the withdrawal of booking of international parcels by surface mail and restricting the service only to Air Post, the volume of international outward parcel will be reduced leading to financial loss to the department.

(ii) In the name of improvement of Quality of international mail service, Government has decided to consolidate all incoming foreign parcels mails available in Chennai & Kolkata Foreign Post offices. We urges upon the department to withdraw such retrograde decision which will lead for closure of Foreign Post, Kolkata & Chennai.

(iii) The Department has unilaterally decides to discontinue the services of international surface letter mail both inward & outward at Chennai,

Kolkata & Mumbai Foreign Post offices and has also decided to transfer the said services to Air Foreign offices in respective circles which will lead to shut down of Foreign Post offices.

(iv) The senior officials of Foreign Post, Delhi who were transferred along with the work to DIMC I & DMIC II unilaterally shall be brought back to Delhi Foreign Post.

The Staff Side was informed that there was no decision to close down foreign Post Offices.

ITEM NO.51. STOP HARASSING STAFF ON CONTRIBUTORY FACTORS FOR SIMPLE AND FLIMSY REASONS BY MISUSING THE PROVISION OF 'UNBECOMING OF GOVERNMENT SERVANT' DEVIATING THE RULING CONTAINED IN VOLUME III, FHB ETC.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 9.7.1959, 25/49/60-Disc dt.30.11.60 and 15-9/74-1NV dt. 10.2.75, and subsequent orders are being violated and the officials being preceded under contributory negligence factor for flimsy reasons and awarded with huge recoveries. The provisions contained in Rule,106,107, 108 & 111 of Postal Volume III and the provision of honest errors can be condoned contained in Rule 204 A (1) vol II and the provision of Rule 58, Appendix 4 of F.H.B. volume I in dealing of recovery have been totally ignored and sidelined.

The main intention of the Government while deciding the degree of an officer's pecuniary liability, it will be necessary to look not only to the circumstances of the case but also to the financial circumstances of the officer, since it should be recognized that the tendency should not be such as to impair his future efficiency. The Staff Side urges for proper guidelines in the matter of contributory negligence to protect the officials being harassed.

The matter will be examined.

ITEM NO.52 RECOVERY OF ALLEGED OVER PAYMENT OF PAY AND ALLOWANCES TO POSTMAN ON ACCOUNT OF FIXATION FROM THE OFFICIALS OF ACCOUNTS BRANCHES OF HPOS

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol. I, any excess payment can be

recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims. On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders. It is therefore requested to stop such recovery and drop action if initiated anywhere to recover the amount from the DDOs.

The matter will be reviewed.

ITEM NO.53. ENHANCEMENT OF HONORARIUM TO RD PREMATURE CLOSURES

The rates fixed for RD PMC work a decade back needs revision. The norms were also revised. During 1996, the PMC was permitted without interest after one year. Now PMC is allowed only after three years with SB interest. Resultantly IBB has to be worked out for more than three years consuming more time. After RD decentralisation, it become very difficult and risky too.

It is requested to revise the honorarium upward at the following rates.

Sub Postmaster - Rs. 5.00 per account

Postal Assistant - Rs. 10 per account

The matter will be reviewed.

ITEM NO.54. COUNTING OF SPECIAL ALLOWANCE FOR PAY FIXATION – CASE OF PO AND RMS ACCOUNTANTS

A kind attention is invited to the letter No. 9 (1)/2004-PA Admn. I/501 to 504 dated 29-10-2006 from Shri T.K. Mitra, ADG (PA and Admn) of the Directorate wherein it is informed that the Special Pay which is now called as Special Allowance drawn in lieu of higher pay scale may be taken into account

for fixing pay under ACP to the JAO examination qualified candidates on ACP promotion.

The above said instructions were issued in consultation with DOP&T and the same and similar analogy should be applied in the case of PO and RMS Accountants also and their Special Allowance should be taken for fixation of pay in the higher cadre on promotion.

Further, vide letter No. 8 (1)/2004-PA-Admn/1/54 to 76 dated 23-04-07, it was mentioned that this issue relates to operative offices, the matter may be taken up with Directorate through CPMG which exhibits lack of coordination among the branches in the Directorate.

It is, therefore, requested to cause immediate orders on the issue which is hanging over ten years. Further the orders applicable to JAO qualified official be applied to the similarly situated official working in the post offices on acquiring TBOP / BCR promotion.

The item is linked with item No.17.

Item No.55. DRAWAL OF PAY TO SENIOR BCR OFFICIALS IN HSG I POSTS AS THE PAY SCALES OF HSG II & BCR IS ONE AND THE SAME & SETTLEMENT OF EARLIER OFFICIATING CASES OF TAMILNADU, WEST BENGAL & OTHER CIRCLES AS ONE TIME MEASURE

i. The provision of officiating in higher post and grant of higher pay for the officiating period beyond 14 days is very much in existence in the Department of posts. This was not practically termed as adhoc promotion. The officiating arrangements are being made for short term arrangements.

ii. Further pay scale of HSG II & BCR is one and the same. BCR officials are holding the pay scale equal to HSG II and when they have been ordered to officiate in HSG I, they are entitled for officiating pay. The CAT Bangalore decision in OA No. 74/2008 dt. 18.08.09 categorically held that as the pay scales of BCR & HSG II are identical, the applicant is entitled to the salary of the HSG-I post. Further, Supreme court has also dismissed the SLP filed against writ petition No. 13527 of 2008 of A. P. High Court confirming the decision of entitlement of higher pay for the officiating arrangement in HSG I. The CAT Jabalpur in a similar case held that higher pay for officiating in higher post should not be denied.

iii. In some circles, regular HSG II officials have been ordered to work in HSG I posts without any extra remuneration which is highly irregular.

iv. In some circles like Tamilnadu, West Bengal, some senior officials have been ordered to officiate in HSG I posts of more than one year during 2002 to 2005 in the absence of clear cut clarifications and circle heads has already referred the cases to Directorate to regularize the arrangements beyond one year as one time measure which is pending over two years. The due officiating pay had neither drawn nor taken for retirement benefits.

1622 HSG I posts have been upgraded only on matching schemes by axing 680 PA posts and as such the denial of due benefits/higher pay is arbitrary, unjust

The matter will be reviewed.

ITEM 56. TENURE POSTING OF OFFICIALS IN SINGLE & DOUBLE HANDED POST OFFICES – REQUEST TO WITHDRAW THE CONDITIONS

The condition that the SPM / PA working in Single / Double handed offices should not be posted back to the same office during their entire service is against the statutory rules of P&T Manual Volume IV. The doubts about the integrity of all Postal Assistants / Sub Postmasters will mar the interests of the officials and it is requested to withdraw the conditions forthwith.

The matter will be reviewed.

ITEM NO.57. ENHANCEMENT OF HONORARIUM FOR ENGAGING THE OFFICIALS IN DEPARTMENTAL EXAMINATIONS

At present, the following rate of honorarium is being paid to the officials who are brought by the department while conducting the departmental examination as per the sent letter No. 18/16/98-E dt. 31.12.93.

- | | |
|-------------------|-----------------------|
| (i) Supervisor | Rs. 30/- per session. |
| (ii) Invigilators | Rs. 20/- per session. |
| (iii) Clerk | Rs. 25/- per day. |
| (iv) Group 'D' | Rs. 15/- per day. |

The remuneration is very meagre while comparing the strenuous job carried out by the officials.

Despite there is justification, either to grant OTA or compensatory off, atleast the honorarium sanctioned shall reach atleast to the extent of satisfactions of those employees engaging for this purpose.

The matter is being looked into.

ITEM NO.58. RESTRICTION IN POSTING OF SPM DUE TO MINOR PENALTIES / CR ENTRIES

The Directorate has given instructions to all the Circle Heads from investigation section dated 06-11-2006 that if an official is awarded with anyone of the minor or major punishments or adverse entries in the CR, he should not be posted as SPM throughout his career.

The suggestion given by the Investigation wing as a preventive measure to minimise and eradicate the losses and frauds has been circulated for implementation not only in the RT 2007 but also in the existing cases.

The suggestion is practicable only if the department is having full staff strength and it is not feasible to implement when the shortage exceeds 30% in the Postal Assistant cadre.

This will create hardship to the officials. That too reverting the existing SPMs from their SPM posts as Postal Assistant before completing their tenure is unjust and bad in law and against to the natural justice. This will spoil their reputations earned from the public by shifting them from SPMs post before completing their tenure.

The other suggestion given by the same section earlier that not to keep vacant in B & A class offices and fill up the Postal Assistant posts has not been implemented. As such this will create many hardships to all the officials who are unwilling to take position as Postmasters.

This is most pertinent to mention that after lapse of certain periods, the officials inflicted with punishments become eligible to write the promotional exams like IPO, JAO, Group B etc. As such, mere imposition of even a minor penalty will be the disqualification to be a SPM throughout his career is nothing but a farce and not maintainable.

If the suggestions implemented retrospectively, at one stage none will be available for the post of post

of SPM due to prevailing shortage, a well senior official has to work as Postal Assistant under the supervision of his most senior which will also be a punishment not improvised in the CCS CCA Rules.

It was agreed to review the matter.

ITEM NO.59. ALLOWING TO APPEAR IN THE DEPARTMENTAL EXAM LIKE IPOS – CASE OF PHYSICALLY HANDICAPPED OFFICIALS

The Directorate has clarified vide its letter No. 7-8/04-SPB dated 28-07-2005 that physically handicapped officials should not be allowed to appear in the IPO Examination as they are unable to perform the physically demanding nature of work.

This is unfortunate and total injustice to the physically handicapped officials who fulfil all the required qualifications, skills etc. and could perform the duties efficiently and effectively. There are many jobs in IPO cadre which did not require any outdoor duties.

Even in the case of physically handicapped officials, they could also do the outdoor duties with the vehicle, advance equipments or with the assistance.

Their disability should not be construed or taken as a ruse to deny their justified right to appear in the examination which is against to the canon of natural justice. It is, therefore, requested to reconsider the decision and allow all physically handicapped officials to appear in the exam under relaxed terms or at least fix some reservation of the posts of IPOs which do not require any outdoor duties like circle, regional offices.

The matter will be examined.

ITEM NO.60. FIXED CONVEYANCE ALLOWANCE TO MARKETING EXECUTIVES

The nature of duties of Marketing Executives has no fixed working hours and they have to travel miles together to complete their assignments. In metro cities, the amount spent by them to cover vast areas by vehicles exceeds their capacity.

Taking into account of these, and indispensability of their services, a fixed sum of Rs. 1000/- p.m. may be paid as Conveyance Allowance.

The matter will be examined.

ITEM NO.61. REVISION OF FSC

The Fixed Stationery Charges fixed to office / officials does not commensurate with the expenses being incurred for the purpose due to spiral increase of commodities & inflation. The GDS are now getting ten times higher than the amount being paid to the Postal Assistants now. The present amount does not meet the 1/10th requirements and the SPM In-charges are incurring expenses at their own cost. It is requested to consider the same and revise the FSC with retrospective effect.

The matter is being examined.

ITEM NO. 62. ENHANCEMENT OF SPLIT DUTY ALLOWANCE

Even though the MOF vide its OM No. 09 (11) – E II B dt. 29.08.2008 has enhanced the rate of split duty Allowance to Rs. 200/- P. M, the same has not been communicated resulting non drawal of allowance in the enhance rate. It is requested to cause orders at once.

The matter is under examination in consultation with Integrated Finance Wing/Ministry of Finance, Department of Expenditure

ITEM NO.63. TRANSFER OF ALL HSG I POSTS TO GENERAL LINE

After upgrading the status of the ASPOs into gazetted one, continuing their posting against non-gazetted HSG I posts is irregular. It is requested that all HSG I posts earmarked now for IPO line may be converted to General line Posts immediately. In addition intervention is required to effect payment of Split Duty Allowance in places like Punjab where arbitrarily the Circle Administration stopped payment of this allowance.

The proposal is already under consideration.

ITEM NO.64. DENIAL OF ROHSC CLAIM FOR EMERGENT TREATMENT DUE TO NON CIRCULATION OF HEALTH MINISTRY OMS

The following two OMD issued by Dept of Health pertaining to relaxation of Power for granting medical on emergency have not been circulated so far.

i. OM No. S 14025/7/2000 – MS dt. 28.03.2000

ii. OM No. S 14025/46/92 – MS dt. 04.02.1993

Resultantly in many divisions, the ROHSC claims on emergent treatment have not been entertained.

It is requested to communicate the same. Similarly, the OM related to extension of CS (MA) rules to pensioner residing in areas not covered by CGHS vide No. S-14025/4/96-MS dt. 05.06.98 has also not been circulated yet resulting denial fo Medial treatment to pensioners.

The Staff Side was apprised of the fact that the orders issued by the Ministry of Health and Family Welfare are available on its web site. However, on the request of Staff Side, it was decided to circulate instructions dated 28.03.2000 and 04.02.1993.

ITEM NO.65. PAYMENT OF HONORARIUM TO SUPERVISORS & STAFF OF DIVISIONAL OFFICES FOR PROCESSING OF PLI AND RPLI PROPOSALS.

The CGM PLI Directorate in the meeting held on 01.10.2007 has agreed to revise the existing rate of honorarium and convert the same as incentive since the cap of Rs.4000/- per annum as total ceiling per officials has not been removed so far. However no orders have been issued so far. It is requested to revise the rate and brought it under incentive without any ceiling.

The matter will be examined.

ITEM NO. 66. PROVIDING ADMINISTRATIVE POWER TO GRANT LEAVE TO STAFF BY HSG-I POSTMASTERS.

At present, the administrative powers to grant earned leave in the absence of casual leave are vested with the HSG I Postmasters IPO line. But the said provision is not available to General line Postmaster. This is a clear discrimination. The administrative powers provided to IPO line HSG-I Postmasters may be extended to general line HSG-I Postmasters also.

The proposal of the Staff Side was agreed to.

ITEM NO. 67. GRANT OF OTA/EXCESS DUTY ALLOWANCE TO THE SPMS WORKING IN SINGLE/ DOUBLE HANDED POST OFFICES.

(i) In the absence of PA, the SPMs working in 'B' class offices may be granted minimum of 3 hours OTA to look after the duty of PA.

(ii) Similarly, in 'C' class offices, where the work load exceeds 8 hours and more, compensation in the shape of Excess Duty Allowance may please be considered.

This issue comes under the ambit of Government of India instructions and, therefore, it will not be possible for the Department of Posts to take a view in the matter in isolation.

ITEM NO.68. COUNTING THE TRAINING PERIOD FOR BENEFITS OF PROMOTION UNDER TBOP / BCR SCHEME

Despite the clear instructions contained in Directorate letter No. 44-47/98-SPB.II dated 31-07-2000 & 27-07-2001, that the period of induction training may also be counted as qualifying service for the benefit of TBOP / BCR promotions, this has not been implemented in many circles.

To cite an instance, the circle IFA, Tamil Nadu Circle has denied such kind of benefits to those recruited and deputed for training before 01-01-86. Based on the opinion, the Chief Postmaster General, Tamil Nadu Circle has issued instructions vide his letter No. STA/80-1/00/Rlgs dated 21-02-2003 in which it was stated that the period of Induction training can be taken for the benefit of promotion under TBOP / BCR only if the person selected was under training on 01-01-86 or deputed for training on or after 01-01-86, apart the fulfilment of other conditions such as obligatory nature of such training, immediate promotion on completion of such training.

Resultantly, the officials granted with BCR promotions based on the Directorate orders dated 31-07-2000 taking into account of their training period for promotion have faced recovery and re-fixation. The opinion of the circle IFA to cut short the benefits from 01-01-86 is wrong and arbitrary one. It is, therefore, requested to cause necessary instructions to all the circle heads to count the training period without any restriction and stop recovery immediately. Similarly, the induction training period of the promotes to LGOs may also be taken as service rendered in Postal Assistant cadre if opted for fixation and other benefits.

On the persistent demand of the Staff Side, the Official Side agreed to make an attempt with the Department of Personnel and Training.

ITEM NO.69. GRANTING SERVICE BENEFITS TO ERSTWHILE RTP CANDIDATES DEPUTED TO APS TAKING INTO ACCOUNT OF THEIR SERVICE RENDERED ON RTP

Consequent upon the dismissal of civil appeal No. 5739 of 2005, the benefit was extended to the officials who approached court. Meanwhile, all circle heads were called for to collect the particulars of the similarly situated persons to extend the benefits. It is requested to cause appropriate orders to extend the benefits to the similarly situated persons.

The matter will be discussed in detail in a meeting separately.

ITEM NO.70. CREATING HSG-I POSTS IN MMS.

1622 HSG-I Posts were sanctioned during March 2001 by upgrading the HSG-II and LSG posts to HSG-I for operative offices. No HSG-I post was allotted to MMS divisions. Necessary steps may be taken to sanction at least one HSG-I post in each MMS Division.

The matter will be examined.

3. Item Nos. 71 and onwards could not be discussed for want of time. On the demand of the Staff Side, the Chairperson agreed to discuss these items in a subsequent meeting. The date and time for the meeting will be decided with the approval of Chairperson, Departmental Council (JCM) and Staff Side will be apprised of it.

4. The meeting ended with Vote of Thanks to the Chair.

A meeting of the Departmental Council (JCM) under the Chairpersonship of Secretary(Posts) was held on 10.02.2012. The following were present

OFFICIAL SIDE

1. Ms. Manjula Prasher, Secretary(P) & Chairperson, Departmental Council (JCM)
2. Ms. Yesodhara Menon. Member(P)
3. Ms. Suneeta Trivedi, Member(Plg.)
4. Shri Santosh Gauriar, Member(O)
5. Kalpana Tiwari, CGM MB&O
6. Shri S.K. Sinha, CGM PLI
7. Shri Tilak De, DDG (MM & Estates)

8. Shri V.P. Singh, DDG (Estt.)
9. Shri Salim Haque, DDG (P)
10. Ms. Aindri Anurag, DDG (PO&CP)
11. Shri A.S Prasad, DDG (FS)
12. Shri V.K. Tiwary, DDG (R&P)
13. Shri Subhash Chander, Director (SR & Legal)

STAFF SIDE

1. Shri K.V. Sridharan, Leader
2. Shri Giriraj Singh
3. Shri M Krishnan
4. Shri D. Theagarajan
5. Shri D. Kishan Rao
6. Shri Ishwar Singh Dabas
7. Shri T. N. Rahate
8. Shri P. Suresh
9. Shri Pranab Bhattacharjee
10. Shri A.H. Siddiqui
11. Shri K. Ragavendra
12. Shri S. Karunanidhi
13. Shri Surinder Pal

The meeting started with introductory remarks of the Chairperson wherein she apprised of the staff side about the proposal of recognition of federations having been taken up for consideration and approval of the competent authority. This was followed by the staff side thanking the Chairperson for convening the meeting as per the schedule. Thereafter agenda items were taken up for discussion. The gist of discussions held during the meeting is as follows:-

ANNEXURE-I

1. LONG DISTANCE SCHEDULES OF MMS

The staff side was apprised of the instructions having been issued to Heads of Circles on 15-6-2010 to increase the utilization of vehicles by extending the existing schedules upto 300 kms. The position about clearance of Ministry of Finance regarding purchase of new vehicles as also replacement of old vehicles happening much faster was also explained to the staff side.

The contention of the staff side was that the aforesaid instructions are not being observed and it was agreed to reiterate the said instructions.

2. DIVERSION OF MMS VEHICLES

The staff side averred that the vehicles allotted to MMS for operational purposes were diverted to Circle/Regional offices, which is adversely affecting the efficiency of mail delivery. They desired issue of strict instructions in the matter so that vehicles are used for the purpose for which they are procured.

The instructions issued in this regard by the Department from time to time were brought to the notice of the staff side with an understanding to reiterate the instructions once again.

3. HOLDING OF EXAMINATION FOR FILLING UP THE POSTS OF AMM IN MMS

The staff side pointed out delay in finalization of Rules of Recruitment for the post of Assistant Manager in MMS, with a request to finalise it on priority. The Chairperson advised the official side to complete the pending action in regard to finalization of Recruitment Rules within 2 months.

4. HOLDING OF DPC FOR FILLING UP THE POSTS OF DEPUTY MANAGER MMS

It was agreed to complete the process within 2 months.

5. APPOINTMENT TO THE GRADE OF SUPDT. STG. IN RMS

The contention of the staff side was that the 4 posts of Supdt Sorting in RMS which were meant for general line officials are either manned by ASPs or by PSS/PMS Group B officials. Further, the Circles in which these posts exist are also not known. During discussions a reference was also made to 4 posts of AD (Recruitment) out of which 3 are lying vacant. Besides requesting for filling up of the above posts, the staff side mentioned about their merger with main stream of Group B posts and increasing quota of General line officials from the existing 6% to a higher percentage.

The Chairperson advised the Personnel Division to find out the availability of posts and to fill all the posts meant for general line officials from that category only within three months.

6. ACUTE SHORTAGE OF 'C' BAGS

The staff side was explained that for the year 2011-2012, much of the supply has already started and

there are only 2 companies which are yet to start it Further, action has already been initiated to ensure timely supply of bags for 2012-2013 & 2013-2014. The staff side was also apprised about the constitution of a Committee which will consider decentralization of procurement of stores of other than prescribed Sizes, and the Committee will submit its report within one month.

7. CHANGE OF NOMENCLATURE OF CLEANERS IN MMS

Redesignation of Cleaner as Helpers may go against their interest and, therefore, it was agreed to drop the item.

8. Change of Recruitment Rules ensuring parity in recruitment to the posts of Postmen and Mailguards in the Department of Posts

The Recruitment Rules for the posts of Postmen and Mailguards have been revised and notified in the Gazette of India after due deliberations. In the background of the above, the Item is treated as closed.

9. Recruitment in the cadre of erstwhile Group D upgraded as Multi Skilled Employees in the Department of Posts

In the background of Revised Rules of MTS it was agreed to close the item.

10. Providing additional hand to single handed offices due to decentralization of RD Work etc.

The staff side drew attention to the agreement reached in an earlier meeting of the Departmental Council (JCM) in 2006 in the wake of which a Sub Committee was constituted, which submitted its report in favour of the proposal. In turn, it was explained to them that norms for the work of decentralized schemes like RD/MIS have already been finalized and further redeployment was within the power of the CPMSG.

11. Implementation of recommendations of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post Offices.

The Staff Side was informed that the proposal was taken up with the Ministry of Finance in 2010 but it

was not agreed to. However, it was decided to once again take up the matter with the Ministry of Finance.

12. Payment of OSA and other benefits to MMS staff on par with RMS Staff.

The proposal of the Staff Side was agreed to Order in this regard will be issued shortly.

13. Allot 19% Group B vacancies for General line and permit all Group C officials in Postal, RMS, Admn. And Postal AICs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.

It was agreed to constitute a Committee which will look into the matter (other than Postal Accounts) and submit its report within 2 months.

14. ACP Scheme to wiremen and electrical staff

In the background of instructions issued by the Department vide No. 2-13/2009/PCC dated 12.08.2012, it was agreed to close the item.

15. Streamlining the work of Cash Certificates and causing uniform work procedure.

The staff side was informed about the norms having been issued on 26.04.2010, a copy of which was supplied.

16. Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation in unconstitutional and discriminatory and dropping of confirmation examination.

It was agreed to refer the matter to the Committee constituted to consider item No. 13

17. Ensure speedy verification of caste.

It was agreed to reiterate the instructions of DOPT to the Maharashtra Circle.

18. Merger of Despatch Riders with the Drivers.

In the background of different rules of recruitment for the post of Despatch Riders and Drivers the proposal could not be agreed to.

19. Allowing lift operators to sit for the LGO examination.

It was explained that it was a different category altogether and thus It would not be possible to allow the Lift Operators to sit for LGO examination.

ANNEXURE-II

1. Non absorption of Lift Operators

Referring to the case of 5 Lift operators working at Howrah Post Office building, the Staff Side was informed that it appeared to be a case of absorption of Casual Labourers and not Lift operators and therefore it was agreed to drop the item.

2. Relaxation of educational qualification in respect of widow applicant for compassionate appointment.

The staff side was apprised of the position that prior to implementation of the recommendations of 6th CPC, in case of widows the provision to relax the educational qualification existed subject to the condition that it would not adversely affect the work. The above clause has been found missing in the 6th CPC recommendation and, therefore, its continuance thereafter will be ascertained from the Department of Personnel & Training.

3. Request for correct identification of Speed Post Hubs.

The staff side was informed that selection of Speed Post Hubs was done as part of Mail Network Optimisation Project after a comprehensive study of the network and taking into account mail volume Air/Rail/Road connectivity into account. In regard to Asansol, the Chairperson explained her discussions with the CPMG West Bengal in which he was asked to increase the mail business during the next 3 months and the position will be reviewed thereafter. The point of Guntakal having better connectivity than Kurnool was justifying its identity as hub was also mentioned by the staff side. M B division will have this examined.

4. Request to issue instructions to the Heads of Circles to follow the Directorate order in respect of Speed Post Norms.

The instructions have already been issued and therefore it was agreed to drop the item. A copy of the instructions will, however, be made available to the staff side.

5. Request to extend the Station Tenure to Senior Manager Cadre in MMS.

The proposal of the Staff Side that rotational transfers should be done on time, was agreed to by the Chairperson.

6. Incentive structure for handling UIDAI (Aadhar) cards to the PO staff.

The contention of the staff side was that Aadhar Cards were being handed over to the Postmen for delivery along with other dak which form part of their normal duties without considering their limitations in this regard. Mention was also made about higher rate of incentive being paid in Andhra Pradesh Circle with a request to follow it in other Circles.

It was clarified to the staff side that there is a provision to ensure delivery of Aadhar Cards within 15 days from the date of booking and it was quite a relaxed condition, in comparison to other Speed Post articles. In the matter of payment of incentive, the Chairperson agreed to reiterate the instructions in relation to Speed Post articles (including Aadhar) of the Department to all Heads of Circles. Higher incentive cannot be approved.

7. Reassessment of the Role of the Office Superintendents Working in Circle Administrative offices including the office of the DPLI and upgradation of them as the holder of Gazetted Group-B posts.

It was not agreed to. The item may be closed.

8. Promotion of senior most HSG-I in each regional office as office Superintendent.

It was not agreed to. The item may be closed.

9. Release the Pension/DCRG of employees against whom minor penalty proceedings concluded after retirement.

In the light of instructions having been issued by the Department and reiterated vide letter dated 10.02.2012, it was agreed to close the item.

10. Pay protection to employees who seek transfer to a lower post under FR 15(a)/transfer under Rule 38.

It was agreed to have a relook into the matter.

11. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.

The Staff side was informed that all the 3 projects will be considered for construction during the 1st Plan period, subject to availability of funds.

12. To fill up the time scale Driver Post at MMS.

It was agreed to have a relook into the matter of filling up of all residual vacancies of Drivers In the MMS

13. Revival of Bandel and Barasat RMS in West Bengal Circle.

The staff side contended that the closure of these offices was against the agreement reached with them and requested for their revival. The staff side was explained that in view of the networking exercise, L 1 and L2 has to be followed and therefore this item become irrelevant. It was further clarified that in the wake of networking exercise, number of mail offices with less than 10,000 mails are being allowed to continue. In the light of the above discussions, the item is treated as closed.

14. Problem arisen subsequent on centralization of Tax related work at HO in S.B.Branch.

The staff side was apprised that TDS is a mandatory income tax requirement and IS part of the statutory requirement when commission is paid to agents There IS every Possibility that the issues raised by them will be sorted out by the new software. It was further stated that In case the issue does not get resolved with the new Financial Services software. this would be examined separately.

15. Posting of in charge of BPC - regarding.

It was agreed to look into the matter.

16. Request for procurement and supply of scanner to HOs and SOs in Maharashtra Circle effecting M5EDEL bills on e-payment.

The staff side was informed that the matter had been discussed with the CPMG Maharashtra Circle and the possibilities were being explored to split the existing Barcode of Maharashtra State Electricity Board so that it comes within 12 digit Bar code

reader. It was also explained that the Department would not be in a position to procure scanner so as to suit the requirement of different organizations, utilizing the services of the Post Office. In the background of the above, the item was closed.

17. Delivery/Remarks on Speed Post articles pertaining to Pass Port - Clarifications sought for.

After discussions, it was agreed to reiterate the instructions of the Department to all concerned

18. Irregularities in the accounting procedure in Post Offices - case of Delhi Circle.

It was agreed to look into the matter.

19. Postal Assistant Direct recruitment - compulsory education in regional language -regarding.

The staff side was Informed that in the new recruitment rules for PNSA, the condition has been changed as regional language/Hindi. After detailed discussions, it was agreed to close the item.

20. Reduction of tenure in the Naxalite threat areas in Baster division, Chattisgarh circle.

The staff side was informed that the issue falls within the purview of the Circle Office

21. Holding of JAO part II Examination - regarding.

It was informed to the staff side that the matter was earlier taken up with the Ministry of Law & Justice and IS now under consideration in consultation with the Department of Personnel & Training. It was also stated that in case of eligible candidates, the examination may be conducted without much delay.

22. Arbitrary & irregular Audit objection and recovery of licence fee from the officials provided with rent free recommendation.

In the wake of instructions issued by the CPMG West Bengal, it was agreed to close the item.

23. Removal of age limit for appearing in IPO exam.

The staff side was asked to take up the matter separately, with full facts.

24. Evolution of norms for all duties performed by Multi tasking staff (erstwhile Group-D).

The staff side was informed that norms for all the duties performed by MTS are being evolved.

25. Creation of justified additional posts while implementing new system for delivery work and allowing postmen to write correct remarks for non delivery.

The issue is under examination by the Postmen Committee under the Chairpersonship of CGM PLI.

26. Grant of uniform and kit maintenance allowances.

The fact of the matter having been taken up with the Department of Personnel & Training vide letter dated 02.02.2012 was brought to the notice of the staff side.

27. Providing Security to cash overseers.

The staff Side was informed that the present cash limits are not so high to provide for the security and further the Circle Heads would be instructed to ensure adherence to the line limits by all concerned. It was also agreed to examine the feasibility of raising line limits and to provide security guards in the Post Offices located in highly sensitive areas. The

issue of utilizing services of the bank branches located in the area will also be examined

28. Incentive to Mail overseers for procuring PRLI Business.

It was agreed to issue a clarification to the effect that Mail Overseers are also eligible for incentives on par with other departmental officials and depending upon the suitability, they can be engaged for this work.

29. Weight and size limit of express post parcels delivery of by Postmen.

It was agreed to reiterate the existing Instructions on the subject to all Heads of Circles.

30. To keep status quo in the post of Departmental Stamp Vendor.

The staff side was informed that the issue is covered by the standing instructions on utilization of surplus manpower and redeployment of posts and therefore, the plea to maintain status quo cannot be accepted.

The meeting ended with vote of thanks to the Chair.

**MINUTES OF THE MEETING OF DEPARTMENTAL ANOMALY COMMITTEE OF
DEPARTMENT OF POSTS HELD ON Osth FEBRUARY, 2010**

A meeting of the Departmental Anomaly Committee of the Department of Posts was held on osth Feb 2010 in Committee Room, Dak Bhawan, New Delhi on osth Feb 2010 under the Chairmanship of Deputy Director General (Establishment). A list of participants who attended the meeting is as follows:-

OFFICIAL SIDE	STAFF SIDE	
	NFPE	
1. Shri AK Sharma DDG (Establishment) - Chairman	1. Shri K V Sridharan	Leader Staff Side
	2. Shri Giriraj Singh	Secretary Staff Side
2. Shri Salim Haque DDG (P)	3. Shri K Raghavendran	Member
3. Shri Ajai Kumar Director T&C - Rep of JS&FA	4. Shri Ishwar singh Dabas	Member
	5. Shri S P Mukharjee	Member
4. Shri Subhash Chander Director SR & Legal		
	FNPO	
	6. Shri D Theagarajan	Member
	7. Shri D Krishna Rao	Member

2. 20 items in total as received from Secretary Staff Side were taken for discussion. One additional item relating to grant of pay scale to drivers equal to Postal Assistants of the Department of Posts was also included in compliance of judgment of Madras High Court dated 10th Sep 2009 delivered in WP No.21367 of 2004.

3. At the outset, Chairman of the Anomaly Committee welcomed the members of the Staff Side and explained the definition of the anomaly in the ambit of which the various items submitted by the Staff side will be discussed. Chairman of the anomaly committee explained that items not covered under the definition of term 'anomaly' will not be considered as anomalies arising out of the 6th CPC recommendations and will be dealt with outside the purview of the machinery of Anomaly Committee. Thereafter, all the anomalies items as per the agenda including five other items were taken up for discussion:

Item No. 1- TBOP/BCR PAISA Cadre of Postal placed at lower level in comparison to same cadre in Telecom:

The Staff Side demanded parity of TBOP/BCR, PAISA cadre of Postal staff with Telecom staff. In support of it was submitted that TBOP Scheme was introduced in the erstwhile unified P&T Department and the scheme was unique to the unified Department. While Telecom Department upgraded the TBOP/BCR pay scales to Rs. 5000 & Rs. 5500, it was not done in Postal & thereby TBOP/BCR PAISA cadre of Postal were placed at lower level in comparison to same wing cadre in Telecom and as such the anomaly that arose during 5th CPC is still continuing. It was explained that there is no anomaly involved as a result of implementation of 6th CPC recommendations and as such the issue does not fall within the ambit of term 'anomaly'. However, higher pay scale to the LSG supervisory staff will be examined separately outside the ambit of Anomaly Committee.

Item No.2- Denial of Higher Scale to PO&RMS Accountants and denial of special allowance for the purpose of counting for fixation of pay on promotion:

The Staff Side raised the issue of denial of higher scale to PO&RMS Accountants of Postal Department besides the denial of counting of special allowance for the purpose of counting for fixation of pay on promotion. The Chairman informed the Staff side that the issue was examined by 6th CPC and it was held that PO & RMS Accountants do not belong to Organized Accounts Cadre and as such they cannot be treated on par with them. Therefore, the item does not fall within the term anomaly arising out of 6th CPC. However, the

department will examine the issue afresh with a view to find out the justification of the same outside the purview of the anomaly committee and if need be, the department will take up the issue with Nodal Department for treatment of Special Allowance as part of basic pay while fixing pay on promotion.

Item No. 3- Omission of Grant of PB-2 to Postal Machine Assistants renamed as Technical Postal Assistants:

The Staff Side demanded placement of Postal Machine Assistants (renamed as Technical Postal Assistants) as entry grade II (PMA Grade II) requires the incumbents to have the essential qualification of matriculation with diploma in any trade of instrument from any Technical Institute recognized by the Central Government and 6th CPC has placed all diploma holders in PB-2.

The Chairman informed Staff Side that Technical Postal Assistants/Postal Machine Assistants were renamed as Technical Postal Assistants consequent upon closure of the then PMRO's. These Postal Machine Assistants are in Grade II & Grade I. The feeder cadre is in Grade II and the essential qualification for this entry grade is matriculation with diploma in any trade of instrument from any Technical Institute recognized by Central Government as laid down in the recruitment rules. The promotional cadre of PMA Grade I provides for direct recruitment and promotion quota as 50:50. For promotional quota, the essential qualification is not less than 5 years experience and for direct recruitment, the essential qualification is matriculation with diploma in any trade of instrument or apprenticeship certification or national trade certificate with desirability of knowledge of working and maintenance of postal machines for about two years as per the laid down recruitment rules. 6th CPC had recommended PB-2 with GP 4200 for all such cadres having entry qualification of diploma but this cadre was denied the higher pay band and grade pay obviously for the reasons that such officials are not utilized for the purpose they were recruited and on being rendered surplus, they are being utilized in the Postal Wing. The cadre was declared as dying cadre.

The Committee further observed that Technical Postal Assistants Grade I are allowed the scale of

5200-20200 (PB-1) with GP 2400 at par with Postal Assistant and Technical Postal Assistants Grade II are allowed the scale of 5200-20200 (PB-1) with GP 1900 and they are being utilized in the Postal Wing. It was observed that PMA Grade II had earlier demanded the higher pay scale and following CAT Orders, the department had considered the issue and rejected the demand for the higher pay scale. Chairman accordingly informed the Staff Side that the item does not fall within the term anomaly arising out of 6th Cpc. However, the department will examine the issue afresh with a view to find out the justification of the same outside the purview of the Anomaly Committee.

Item No.4 - Head Mail Peon - disturbance of relativity with Postman/Mail Guards following 5th CPC:

It was agreed that only senior most Group D officials now called Multi-skilled employee Group C should be posted as Head Mail Peon. If senior most Multi-skilled employee Group C is not willing then only junior Multi-skilled employee Group C need to be posted as Head Mail Peon.

Item No. 5 - Placement of Charge Hand PB-2 rather than merger with Artisan Grade I :

The Chairman informed the Staff Side that the issue of upgradation of pay scale of Charge Hand has been referred to the Ministry of Finance.

Item No.6 - Artisan Grade I - Common Cadre including Railways and Defence - Parity from 01.01.1996:

The Chairman informed the Staff Side that on implementation of 6th CPC, the pay scale of the Artisan Grade I have been upgraded to Rs. 4500-7000. Claiming parity with the common cadre including Railways and Defence with effect from 01.01.1996 is outside the purvie)N of the anomaly committee.

Item No. 7- Data Entry Operator - Lower placement than other Central Government Departments

The Chairman informed the Staff side that no recruitment rules for this cadre are in place and Sorters and LDCs posted against such posts created in PAO Chennai are already being allowed the higher scale. The issue has already been considered by High

Court of Madras also. The Department has already considered the representation and rejected the demand. The item does not fall within the term 'anomaly arising out of 6th Cpc.

Item No.8 - Cash Handling Allowance to PO & RMS Treasurers - allowing allowance at par with Cashiers in administrative offices:

The Staff Side demanded grant of same Cash Handling Allowance to PO Treasurers as admissible to cashiers in RMS Offices and administrative offices taking the plea that Cashiers in RMS draw the cash from PO Treasurers and distribute the same. Moreover, it was just a matter of change of nomenclature and nothing else.

Chairman informed the Staff Side that Cash Handling Allowance admissible to Treasurers has been doubled. Change of nomenclature of the allowance does not fall within the term 'anomaly'. However, the department will relook into the issue and will examine the possibility of allowing the same Cash Handling Allowance to Treasurers and Cashiers within the Department and in case justification exists for the same; the Department will take up the issue with Nodal Department.

Item No. 9 - Laboratory Technicians in Postal Dispensaries - non-granting of ACP promotions by 000 due to absence of clear cut orders:

The Chairman informed the Staff Side that 6th CPC has not recommended any upgradation of pay scale for this category. Para 3.8.14 of the recommendation of 6th CPC does not suggest any upgradation of existing pay scale of Rs. 4000-6000. The issue will, therefore, be referred to Ministry of Finance for clarification and based on that further clarification on ACP will be issued. However, the issue does not fall within the term 'anomaly'.

Item No. 10- Medical Store Keepers - Non consideration at par with Central Government Departments:

The Chairman informed the Staff Side that 6th CPC has not recommended any upgradation of pay scale of this category. Para 3.8.20 of the recommendation of 6th CPC does not suggest any upgradation of existing pay scale of Rs. 4000-6000 and Rs.4500-7000. The issue will, therefore, be referred to Ministry of Finance for clarification. However, the issue does not fall within the term 'anomaly'.

Item No. 11 - Staff Nurse - Non - ordering of respective ACP Scales :

The Chairman informed the Staff Side that Government has already upgraded the pay scale of Staff Nurse to Rs. 7450-11500 and allowed Rs. 9300-34800 (PB2) with GP 4600.

Item No. 12 - Sorters in DA (P) - relativity disturbance from 5th CPC compared to Postman Cadre:

The Chairman informed the Staff Side that 5th CPC recommended identical scale to the Sorter cadre of DAP and Postman cadre. However, Postman cadre had the established parity with the Constables of CPO and as such scale of this cadre was brought at par with the scale of Constables of CPO with effect from 10.10.1997. The two cadres had-no established parity. There fore, the issue does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 13 - System administrators - non creation of personnel for handling of software and hardware problems:

The Chairman informed the Staff Side that the issue is merely of the nature of a suggestion for creation of new posts and does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 14 - Marketing Executive - Non recognition of services as in case of System Administrators:

The issue does not fall within the definition of 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 15 - Grant of Supervisory Allowance to LSG/HSG II/HSG I Supervisors - Non- grant of graded Supervisory Allowance:

The Chairman informed the Staff Side that the element of Supervision within the sphere of duty of the posts has already been taken into consideration by the 6th CPC while recommending revised pay scales. Therefore, the issue does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th Cpc.

Item No. 16 - Anomaly in connection with revision of pay scale of BeR Group D (now multi-skilled Group C) - Non- grant of PB-1 with GP 1900:

The Chairman informed the Staff Side that BCR Group D in operative offices was allowed the scale of Rs.3050-4590 under BCR. The replacement scale of this prescribed BCR scale is Rs. 5200-20200 (PB-1) with GP 1900.

Item No. 17 - Supervisory Allowance for Head Postman/Overseer Postman:

The Chairman informed the Staff Side that the item is in the nature of demand and does not constitute an anomaly.

Item No. 18 - TA/DA to Mail Overseers :

The Chairman informed the Staff Side that the category of Mail Overseer is allowed Night Halt Allowance as per TA Rules. Further, the item is in the nature of demand and not an anomaly arising out of 6th CPC.

Item No. 19 - Higher Pay Sale to PA/SA Supervisory Posts :

The Chairman informed the Staff Side that 6th CPC had recommended the pay scales for the Supervisory posts keeping in view the element of supervision as part of the sphere of duties of the Supervisory posts and as such the issue does not constitute an anomaly arising out of 6th CPC. However, the department will examine the issue afresh threadbare with a view to find out the justification for grant of higher pay scales to LSG & HSG II Supervisory posts only as 6th CPC has already upgraded the pay scale of HSG I, outside the purview of the anomaly committee and if need be, the department will take up the issue with Nodal Department.

Item No. 20 - Anomaly in pay scale of Stenographers :

The Chairman informed the Staff Side that PS in the field offices having pre-revised scale of Rs.6500-10500 have already been placed in the pay band of Rs. 9300-34800 (PB-2) with GP 4600 as per clarification issued by Nodal Department. Therefore, the issue stands resolved.

Item No. 21 - Grant of Pay Scale to drivers and artisans equal to Postal Assistant :

The Chairman informed the members of the Staff Side and other members of the anomaly committee that this issue relating to Drivers has been referred

to the anomaly committee as per directives of High Court of Madras. Perusal of the status right from 2nd CPC onwards reveals that the cadre of Drivers at no point of time was allowed the pay scale identical with that of the Postal Assistant. The case was filed only on the basis of equality of the minimum of the pay scale up to 3rd CPC. Recruitment rules of Motor, Jeep, Lorry and Staff Car Drivers in the Post & Telegraph Department were notified on 01st Nov 1983. The cadre of driver has been classified as General Central Service Group C Non Gazetted Non-Ministerial. Method of their recruitment is 50% by direct recruitment and 50% by transfer. The desirable educational qualification is Middle Standard Pass. The other essential qualification for direct recruitment of drivers is possession of a valid driving license for Light and Heavy motor vehicles, 04 years of driving experience of Light and Heavy vehicles with at least one year of driving experience of heavy vehicles with possession of valid driving license to that effect and ability to read and write local language and to make simple arithmetical calculations. However, the cadre of Drivers had all along been allowed higher pay scale as compared to Postman Cadre till implementation of recommendations of 5th CPC. following upgradation of pay scale of the cadre of Constables of CPO, Postman cadre was brought at par with Constables of CPO in the light of the established parity & this revision of pay scale of Postman cadre was made effective from 10.10.1997. Following this implementation, the entry pay scale of the cadre of Drivers came below the pay scale of the Postman cadre. Thereafter, after following implementation of 6th CPC recommendations, the entry grade of Drivers was placed in 5200-20200 (PB-1) with GP 1900 while the entry grade of Postman was fixed with higher grade pay of Rs. 2000 in the same pay band .. The Committee decided to refer the issue of upgradation of Entry grade of drivers on par with the Postman pay scale to DOP& T for consideration accordingly as cadre of driver is a common cadre.

**MINUTES OF THE 21st MEETING OF THE POSTAL SPORTS BOARD
HELD ON 05-06-2012 AT HYDERABAD UNDER THE
CHAIR PERSONSHIP OF SECRETARY (POSTS)**

The meeting started with introductory remarks of Secretary (Posts). In her address, Secretary (Posts) apprised of the Postal Sports Board about the sports activities being organised by the Department as also its budgetary provisions. Shri M. Krishnan, Secretary General, NFPE and Shri D. Theagarajan, Secretary General, FNPO thanked the Chairperson for taking follow up action on the decisions taken during in the wake of 20th Meeting of the Postal Sports Board and convening the 21st meeting of the Postal Sports Board. Thereafter, the Chair person allowed discussions on the agenda items and the following decisions were taken.

Confirmation of the minutes of the 20th Meeting of the Postal Sports Board held on 5th July, 2010.

Confirmation of the action taken statement on the minutes of the meeting. Thereafter agenda items of the current meeting were taken up for discussion and the gist of discussions is as follows.

Agenda items for 21st Meeting of the Postal Sports Board

1. Women Team in Chess event needs to be introduced. The number of women is increasing due to new recruitment and new entrants are showing interest in this game.

The Board agreed to the proposal of introducing women team in Chess event subject to the stipulation that nomination of players will be made on merit and only those players will be nominated who have the skill of competing at the all India level. For this purpose it would be desirable to have scrutiny of players by professionals.

2. All the players representing circle teams in All India Postal events may be allowed to travel in AC-III/AC-II Tier class irrespective of their posts as it will boost their morale.

The members of the Postal Sports Board were apprised that the proposal has financial implications to the tune of Rs. 40 lakhs (approximately) and it may not be feasible to meet this extra expenditure out of the present budgetary allocation. The possibility of effecting saving in the overall sports activities, in order to meet the expenditure on this proposal was also discussed but without any conclusion. On the suggestion of the staff side, it was agreed to take up the matter with the Railways for providing concession to the players travelling by train to participate in All India Postal Meets. The matter will be reviewed in the light of response received from the Railways.

3. Provision of economic class Airfare for the winning team.

No comments in view of item No.2.

4. Holding of all 14 selected events at Circle/Regional level.

The proposal was discussed in details could not be agreed to. No action.

5. Enhancement of TA/DA and Refreshment allowance.

The members of the Board were explained that in the light of prevailing rate of TA/DA in case of officials on tour, it may not be possible to revise, the existing rate of daily allowance being paid to the players at the rate of Rs. 150/- per day (Rs. 75/- per day in case local participants). However the Board agreed to enhance the rate of refreshment allowance from the existing Rs. 60/- per day to Rs. 75/-

per day even in case of All India Postal Meets so as to bring it on par with the refreshment allowance being paid in case of National tournaments.

6. Players participating in the All India Postal meets who are paid sleeper class fare may also be paid local conveyance from home to Railway station and back.

The board agreed to the proposal. The expenditure will be met out of the spons funds.

7. As per the current FIFA rules, the strength of the Football team should be 11+7. Changes may be made in our rules to raise the strength of our circle teams for All India Postal Meets from the present 11 +4 to 11 + 7 (Eighteen).

He Board agreed to the proposal of raising the strength of Football team to 11 +7 in place of the existing 11 +4, so as to bring it in line with the rules being followed by Football Federation of India.

8. Reallocation of posts of Sports Development Officer and Sports Coach to the Circles which send the maximum number of teams for All India Tour naments, as per existing guidelines.

The proposal was agreed to in principle. The fol-lowing decisions were taken in this regard.

(i) The posts of Sports Development Officer and Sports Coach will be relocated in a manner that no Circle will have more than one post.

(ii) The relocation of posts which are lying unmanned as on date will be done immediately, to provide relief to the Circles which are actively participat-ing in sports. There will be no disturbance to the existing incumbents till such time they compete their normal/extended tenure or retire on super-annuation, whichever is earlier.

9. Sanctioning and filling up the posts of Sports Inspectors in Uttarakhand for proper handling the sports activities.

The creation of post of Sports Development Officer did not find favour with the Postal Sports Board. However the Circle will be asked to entrust the work to a responsible official, as per existing instructions.

10. Increase in the number of players in Table Tennis Women and Veteran (Men) Teams to 4 and 2 respectively.

The Board agreed to increase the number of Table Tennis Women players to 4. However there will be no change in so far as partici pation of Vereran (Men) in the tournament is concerned.

11. Guidelines or Circle teams to participate in local league matches/tournament.

The members of the Board were informed that the Department never issued any instructions which would disallow the team to participate in the local league matches/ tournaments. As per discussions, It was decided to issue suitable instructions to Heads of Circles.

12. Affiliation of all Postal Teams in National Federation.

The Board Members were Informed that the De-partment is not averse to the ides of affiliation if the Department has really competitive teams. The members of the Board were also apprised of the inability expressed by Kabaddi Federation to affiliate the team of Department of Posts. The Board decided to make another attempt with the Kabaddi Federation of India. It was also decided to try to get the Volleyball teams affiliated to the National Federation.

13. Arranging for practice matches during the coaching camp before start of the All ndia Postal meets.

The item was agreed to; to the extent It is possible and practicable.

14. Grant of practice time for the players and treating the period of tournament/coaching camp etc. as duty.

The members of the Board were informed that instructions of the Department of Posts were based on the general instructions issued by the Department of Personnel & Training (DOPT) which is the nodal department in this regard. It was decided to reiterate the standing instructions on the subject.

15. Nominations of NIS Coaches duly approved by Sports Authority of India to be sent with Postal teams participating in national tournaments and All India Postal meets.

The proposal was agreed to in principle.

16. Revision of rate of increment for showing excellence in sports.

The Board was informed that the new rate of increment in the wake of implementation of recommendations of 6th Central Pay Commission, In regard to persons showing excellence in sports have yet to be issued by the DOPT. Necessary action will be taken immediately after the instructions have been issued by the DOPT.

17. Players should be sent for participation in all State/National sports events so that they can improve their skill and bring laurels to the Department.

The Board was informed that the Department is quite liberal in sending players for participation in States/National sports events, provided the proposal is received in time and the Department has a team which can be nominated for participation at that level.

18. Extend the tenure period of Sports Development Officer and Sports Coaches to 6 years instead of existing 3 years.

It was decided to examine the proposal in the light of existing instructions of DoP&T and take a final view with the approval of Chairperson Postal Sports Board.

18(ii) The official recruited under the sports quota should be exempted from deputation

and tenure transfer as it adversely affects, the performance of the players.

The proposal was not agreed to. However, the Board was apprised of the instructions issued by the Department in the matter of giving due opportunity to the players recruited under sports quota so as to improve their performance.

19. Outstanding sports persons recruited against sports quota in different circles may be allowed to undergo their training locally instead of at Postal Training Centre.

The Chairperson explained that the officials appointed against sports quota basically belong to Department of Posts and it is the responsibility of the Department to make their work foundation strong. It is in this background that training in the Postal Training Centre is imparted for all, including sports persons.

20. Recruitment of sports quota so as to enable the Circle to form its own team.

The above item was taken up with particular reference to the Circles which are small and where the recruitment under sports quota does not enable them to form its own team. In this context, the possibility of clubbing the Circle with some other Circle for the purpose in participation in All India Postal sports meet was discussed. The Chairperson decided to deal with the issue and issue suitable instructions at the Department level.

21. Provision of sports club, gym, common room in all the Circles.

Members of the Board were advised to take up the matter at the Circle level.

22. Provision of auditorium in the vacant land of Postal colonies.

The item did not find favour with the vacant land Sports Board.

23. Provision of medical facilities to players during plays/practice.

The proposal was agreed to. Suitable instructions will be issued to all concerned.

24. Increase in Kit allowance for All India Postal Tournaments.

It was agreed to increase the Kit allowance in case of players participating in the National Tournaments from the existing Rs. 750/- to Rs. 1500/-.

25. Supply of good quality sports track suit with Departmental Logo from the Postal Sports Board centrally.

The proposal did not find favour with the Postal Sports Board.

26. Nomination of Coaches for Circle Team.

The proposal is to give preference to international players of the particular discipline in the matter of nomination of coaches and was agreed to.

27.(a) Rolling Trophies.

In the interest of uniformity the proposal is that in case of All India tournaments Trophies may be supplied by the Directorate.

The Board did not approve the proposal.

27(b) Institution of Rolling Trophies for the Winners and Runner up teams instead of shields, in all India Postal Tournaments.

The proposal was agreed to.

28. Promotion of GDS to Group 'D' and 'C'.

The members of the Board were informed that there was no provision for promotion of GDSs to Group 'D' and 'C' under sports quota, GDSs have to compete with the outsiders in the form of open competition.

29. Formation of India Post Team in disciplines like Volley ball, Hockey, Football and Carrom.

This will be examined keeping in view the strength of the players working in various Circles in the Department of Posts. For this purpose, required input will be asked for from the Circles.

30. Recruitment under sports quota in the discipline of Hockey and Football.

The Board felt that in the matter of recruitment under sports quota in various disciplines, it is for the Circles to take a final view.

31. Introduction of Women Veterans in All India Postal Badminton and Table Tennis tournaments.

The proposal did not find favour with the Postal Sports Board.

32. Payment of Kit Allowance to Artists participating in All India Postal Cultural Meet.

The Board decided to grant Kit Allowance of Rs. 500/- to the artists participating in the cultural events. This allowance is to meet expenditure on costumes etc. which the artists are required to wear during performance.

33. Grant of prize money to players and artists securing first, second and third positions in the Postal meets.

The Board opined that the issue falls within the purview of Circles and may be taken up at that level. However, there is no scope to release any grant for the purpose, out of the Central Sports Fund.

34. Treat the players as on duty for participation in All India Postal Tournaments as well as in camp.

The proposal was agreed to as it is as per existing instructions issued by the DOP&T.

35. Uniformity in awarding prizes to the winners/ runners of All India Events.

The subject matter falls within the purview of Circle office and, therefore, the Board decided not to inter-vene in the matter.

36. Action may be taken for filling up of the vacant post of Sports Coach/Sports Inspector in Odisha Circle.

Necessary action will be taken in the light of action that becomes due in regard to the proposal at serial number 8.

37. Funds under Sports head may be allotted much earlier for proper utilization of money in time.

Members of the Board were informed that any delay in allotment of funds occurs due to late receipt of audited accounts of previous year from the Circles, which is mandatory for release of funds for the subsequent year. In order to avoid hardship to the Circles which send the audited accounts in time, it has been decided to process their cases in the first phase so as to release funds to these Circles by mid July. The issue of release of funds to Circles which are late in submission of audit accounts will be taken up separately.

38. All teams irrespective of events may be allowed to participate in All India Tournament/Meet without fail.

The proposal did not find favour with the Members of the Board as it is very important that the team participating in the All India event has adequate level of performance.

39. The Circles organizing All India Meet may also make arrangements for site-seeing and get-together program.

Does not merit any consideration. However get-together programme is generally there. No further action is required.

40. Instructions may be reiterated to the Circles to ensure that good accommodation as per the guidelines circulated by Directorate is provided for Manager/Coach and teams during the All In-dia events, with special attention to the safety of women, children participants.

It was decided to reiterate the instructions.

41. Circulation of booklet of guideline and up-date ruling in c/w All India Postal Tournaments / events.

Needful has been done. The participants were supplied copy of the compendium containing guidelines of welfare and sports.

42. Streamline of Sports Quota vacancies. Request for circulation of guidelines for filling up of sports quota vacancies.

The instructions are available on DOP& T website www.persmin.nic.in. No further action is required.

43. The strength of the shuttle team is at present only 4. Now the Veterans doubles are conducted by forming teams from different circles. In order to enable better team participation in singles and doubles the strength of the team be increased to 5 members with provision for two Veterans.

The proposal did not find favour with the Members of the Board.

44. 'Mohiniattam' a dance form for Kerala may also be included in the all India Cultural meet in future.

The proposal did not find favour with the Members of the Board, as no State is having more than one Dance form in All India Postal Cultural Meets.

45. The national records with Departmental records and current achievements of sports events may be consolidated at National level and circulated with an intention that it reaches every sportsman and sports lover at grass root level. This will help our sports persons for self assessment and become more aware of their position and to strive harder to scale up.

The Members of the Board were informed that the Departmental records will be circulated and will also be displayed on the Department's web-site. National records may be seen on the inter net.

46. Provision of 15 days coaching camps and 2 hours National Tournaments. daily off to be strictly observed so that players get adequate time for practice.

The Board was apprised that instructions regarding 2 hours off to players who actually practice are issued from time to time and the last reiteration of the instructions was done on 25.07.2011. The Chairperson directed to reiterate the instructions was done on 25.07.2011. The Chairperson directed to reiterate the instructions once more. As regards 15 days coaching time, the Board was informed that this item was earlier considered in 2008 and it was decided to maintain the coaching period of 7 days for participation in the National Tournaments.

47. Appointments under Sports Quota.

Issue of suitable instructions to the Circles to have field trials for making appointment against sports quota.

The Board was informed that the existing instructions on the subject issued by the DOPT are silent on the subject of conducting trials, though the instructions issued by Indian Audit and Accounts Department provide for it. It was decided to have detailed examination of the matter before taking a final view.

The meeting ended with a Vote of thanks to the Chair.

**MINUTES OF THE 11TH MEETING OF POSTAL SERVICES STAFF WELFARE BOARD
(PSSWB) HELD ON 16-5-2012 UNDER THE CHAIRMANSHIP OF HON'BLE MINISTER
OF STATE FOR COMMUNICATION & IT (P)**

DG Posts No. 1-01/2009-WL/Sports

Dated 11-6-2012

A meeting of Postal Services Staff Welfare Board(PSSWB) was held on 16.05.2012 in Shri G.P. Roy Committee Room, Dak Bhawan, under the Chairmanship of Hon'ble Minister of State for Communication & IT.

Secretary (Posts), while welcoming the Hon'ble Chairman, explained in brief the various welfare schemes being run by the Department of Posts, with special reference to the initiatives recently taken in regard to Gramin Dak Sevaks. It was assured that the schemes would be run more efficiently under the guidance of the Chairman.

After the Minutes of the Meeting of the Board and the action report thereon, was confirmed by the Board, discussion on the agenda items began. During the deliberations of the meeting, the following decisions were taken:

1. Opening of Holiday Homes

The members of the Board were explained that the power to set up holiday homes stands delegated to the Heads of Circles. However, the proposal to have Holiday Homes at various places was discussed and it was decided to issue instructions to all the circles to take action keeping in view the demand as also the powers delegated. In regard to booking of holiday homes on line, the Board was informed that this facility would become available shortly.

2. Timely allotment of Welfare Funds.

The Board was explained that whatever delay occurred in allotment of funds in the recent past was due to late receipt of audited accounts from the Circles. The matter has been reconsidered and it has been decided to ensure timely release of funds to those Circles whose audited accounts have been received in time. The Circles which delay

submission of accounts will be released funds in the second installment.

3. Enhancement of powers of head of circle for grant of financial assistance in case of prolonged illness/major surgical operations to postal employees/Gramin Dak Sewaks/full time and part time casual labourers.

The following decisions were taken in this regard.

In case of Gramin Dak Sewaks, the limit of Rs. 5000/- which is being observed for grant of financial assistance for prolonged illness/major surgical operations was raised to 10000/-.

All cases for grant for financial assistance under category (both regular employees as well as GDSs) will be considered by a committee comprising of the CPMG, DPS and DAP.

4. Enhancement of immediate death relief of the family / dependents on the death of postal employees and Gramin Dak Sewaks/full time and part time casual labourers.

All other things remaining unchanged, it was decided to raise the amount of financial assistance payable to family/dependents of Postal Employees/GDSs /full time and part time casual labourers from the existing Rs.7000/- to Rs. 10000/- in case of death due to accident while on duty.-

5. Enhancement of financial assistance under Education Scheme:

The following decisions were taken in this regard.

a) It was decided to increase the existing amount of scholarships both for technical and non-technical courses by 25%.

b) It was agreed to increase the amount of book award to Gramin Dak Sevaks by 25%. However, the grant of book award to regular employees

of the Department was dropped as this facility is now a component under CEA being granted for school education.

The issue of revision of pay ceiling for grant of Scholarship was also decided to be examined in the context of MTS where both husband and wife are working.

6. Introduction of scholarship for Post Graduation.

It was decided to grant scholarship for all technical courses at Post Graduation level on par with under graduate courses.

7. Grant of award for outstanding performance of children of employees in the Public Examination for 10th Standard.

The Board was informed that some of the education boards follow grading System in place of percentage of marks. Therefore, it was decided to examine the issue in the light of grade criterion fixed by various education boards, for which all Heads of Circles will be addressed.

8. Provision of Canteen in Circle Head Quarter.

The Board was explained that there are centralized instruction of the Department of Personnel and Training regarding provision of various categories of canteens, depending upon manpower of an office. All infra structural facilities are provided by the Department in the running of canteens and its employees are Departmental employees. There is no provision to grant any subsidy in this regard.

9. Implementation of health insurance scheme.

The proposal does not fall within the purview of PSSWB of Department of Posts and therefore no action is warranted.

10. To increase the subscription of Group Insurance Scheme.

The subject matter concerns Ministry of Finance.

11. Increase in subsidy to creche.

It was decided to examine the issue regarding revision of financial assistance being

provided for meeting recurring and non-recurring expenditure in the matter of creches which includes monthly remuneration to ayahs/helpers, visits by Doctors, remuneration to lady supervisor, expenditure of medicine, supplementary nutrition and contingencies like soap oil & deodorant etc.

12. Increase of grant of scholarship/Transport charges to handicapped/physically challenged and ward of Postal employees and GDS.

It was decided to examine the revision of financial assistance being provided to physically challenged Postal Employees/GDS and physically challenged wards of employees, including GDS.

13. Allocation of Funds under the Head SC-Sub Plan & ST-Sub Plan.

The item does not fall within the purview of PSSWB.

14. To make provision for including representatives of All India P & T SC/ST Welfare Association in all Circle Welfare Board and Circle Sports Board.

It was agreed to issue suitable instructions in this regard to all Heads of Circles.

15. To make provision of IQ for Circle/Divisional representatives of P & T SC/ST Welfare Association, irrespective of any scale/Posts.

The Board was explained that provision of IQ is not one of the trade union facilities where office bearers of the association could be given preference. The eligibility for the IQ is to be decided as per standing instructions.

16. To increase Postal Hospital as there is no facility in CGHS Dispensaries for indoor treatment, OPD in evening shift on working days and Sundays/Holidays.

The Board appreciated the view point of the Circle representatives about lack of adequate medical facilities being made available to the Postal Employees. The Board was informed that this matter also came up for consideration in the 10th Meeting of the

Board and as a result thereof, the matter was taken up at the level of Hon'ble Minister with the Ministry of Health & Family Welfare. The matter is being pursued and monitored very closely:

17. To fix time limit for deciding representation/appeals/petitions/Review Petitions etc. by the concerned Authorities.

Does not fall within the purview of PSSWB.

18. To make provision for granting festival advance on the Birth day Celebration of Dr. Br. Ambedkar and Sant Siromani Guru Ravidas Ji.

Does not fall within the purview of PSSWB.

19. To exempt from duty work the retirees on the day of retirement so that he/she may complete all formalities without any tension.

Does not fall within the purview of PSSWB

20. Issue of Plastic Card/Smart Card to all employees /Pensioners for availing medical facilities irrespective of places/areas.

The Chairman appreciated the suggestion and it was decided to start it in one or two Circles and based on their experience, it may be followed in other Circles also. The selection of circles will be finalized soon.

21. Opening of Postal Dispensary at Madurai or extension of CGHS scheme to Postal Staff at Madurai Corporation.

Does not fall within the purview of PSSWB.

22. Grant in aid to P& T Residential Welfare Association (RWA).

The issue was discussed at length to understand the activities of the RWAs on which the amount of financial assistance is to be spent. The Heads of Circles will be addressed to invite their comments in this regard.

23. Annual Medical check up for those who are above 45 years of age.

It was decided to have annual medical check up of employees of and above the age of 50 years. Suitable instructions in this regard will be issued to All Heads of Circles.

24. Sanction of loan from Circle/Regional Welfare Fund for purchase of a computer to

the wards of the employees studying Degree/ Engineering / Polytechnic etc.

Does not fall within the purview of PSSWB

25. Increase of voluntary contribution to Circle Welfare Fund.

The members of the Board were explained that being voluntary contribution, it may not be desirable for the Department to make it mandatory, to contribute towards this fund. However, if the representatives of the union give in writing to the Department conveying willingness of their members, the issue would be examined.

26. Enhancement of cost of memento presented to the retiring officials.

Not covered under any of the Welfare Scheme of the Department, and hence no action.

27. For all Postal Colonies constitution and membership of RWAs should make compulsory so that P&T Colonies could be managed well.

The item was well taken by the Board and it was decided issue suitable instructions to All Heads of Circles, taking into account the step taken by Rajasthan Circle.in this regard. It was also decided to ensure membership of RWAs while issuing letters regarding allotment of quarters as also their continuation.

28. Raising of the present limit for 500 KMS for Excursion Trip.

The Board, after deliberations, agreed to raise the limit existing 500 Kms. to 700 Kms. for Excursion Trip. Further, not more than one Excursion Trip will be arranged in a year.

In the summing up of the meeting, the Hon'ble Chairman stressed on the need to hold the meeting of the PSSWB at least once in a year. The need to have full utilization of the grant-in-aid for the benefit of the employees/GDSs was also highlighted by the Chairman with clear direction to the Board to submit a complete proposal towards that during the next 3 to 4 months.

The meeting ended with vote of thanks to the Chair.

FEDERAL WORKING COMMITTEE

Annexure - XXIV

The FWC was held at Federation office on 2-7-2012 under the Chairmanship Sri T.N. Rahate.

The following General Secretaries/ members attended the FWC.

1. Sri D. Kishan Rao
2. Sri Rajat Das
3. Sri B.S. Kashid
4. Sri G.P. Muthukrishnan
5. Sri B. Shiva kumar
6. Sri G. Shankar Goud
7. Sri O.P. Khanna
8. Sri T.K. Govindarajan
9. Sri C.P. Nayi
10. Sri Sekar Mukherjee
11. Sri A.K. Solanki
12. Sri Brij Mohan
13. Sri A.H. Siddiqui
14. Sri D. Rajendran
15. Sri P. Kumar
16. Sri K. Gunasekaran
17. Sri G. Anthony

The following guests have also attended

S/Sri

1. B.M. Ghosh
2. R.H. Gupta
3. K.M. Narendra Naik
4. R. Srinivasan
5. Shyam Singh

The SG FNPO placed the minutes of the last meeting for confirmation. It was confirmed, after brief discussion.

The SG FNPO presented a brief note on the activities fo the Federation for the period 8-8-2011 to 20-6-2012.

Detailed discussion took place on the report.

In the evening, Sri M. Raghaviah, General Secretary, NFIR and the Leader, JCM Staff side apticipated and addressed the FWC. During his address, he said that we were nearing a solution for MACP anamoly. He also explained need of the seventh pay commission.

On the basis of quota received by the Federation from the affiliates the number of delegates was decided by the FWC. The total number of delegates for the forthcoming Federal Congress will be 107. Details have been informed to all the General Secretaries of the affiliated unions. The names of delegates will be announced by the affiliated unions General Secretaries directly and not by the Federation.

The FWC directed the SG to send letter to the Directorate on the following.

1. Non-implementation of MOS assurance on the issue of protection of TRCA.

2. Failure of MNOP Project.

3. To send letter to all MPs explaining the GDS issue to highlight the same in the Parliament.

Sri O.P. Khanna, GS AIPAOA proposed a vote of thanks.

The FWC was extended by one day (viz., 3-7-2012) to complete the Agenda.

The Federal Working Committee met at Chennai on 8-8-2011 in connection with KR's hundredth birthday celebration.

Sri T.N. Rahate, the President FNPO presided the meeting. The Federal Working Committee passed the following resolutions after debate.

1. On his centenary birth anniversary statue of KR will be erected at the ensuing Federal Congress.

2. The venue of the next Federal congress will be Chennai.

3. FWC discussed all the strike settlements and passed the following resolutions :

i) FWC requests the Secretary, Dept. of Posts to write D.O. letter to all Heads of Circles not to close any post office in the wake of strike agreement.

ii) FWC conveys its bitterness for not incorporating the assurances of the Secretary Dept. of Posts in the strike agreement (Charter of Demand No. 1)

iii) FWC insists the Secretary, Dept. of Posts to have meeting with Administration union and Civil Wing union in the presence of the Secretary-Generals on Charter of Demands No. 7 and No. 15.

iv) FWC demands the Secretary, Dept. of Posts that in the name of MNOP, the RMS establishments should not be disturbed under any circumstances.

v) FWC discussed the issue relating to the New Pension rules and resolved

i) To hold a rally on 24-8-2011 to protest against the bill.

ii) To submit Memorandum to Prime Minister through the State Governors.

iii) To join one day strike called by Central Government Employees organizations to lodge our strong protest on the Bill.

ACCOUNTS :

The Finance Secretary, FNPO placed the Accounts of the Federation for the last two years.

The Federal Working Committee discussed the GDS issues including getting recognition for NUGDS and directed the SG to take appropriate action.

The FWC seriously discussed the issue of Cadre Re-structuring and directed the SG to act upon the issue by discussing with the members of Cadre Re-structuring committee and take decisions.

The FWC discussed the anomalies of MACP Scheme and directed the SG to take up the issue with National Council leader, Sri M. Raghaviah.

The FWC has empowered the SG to chalk out the programmes to implement the resolutions.

At the start of the meeting, the SG FNPO submitted a brief report on the activities of the Federation.

All the FWC members spoke on agenda.

The FWC mourned death of Sri Ashok Pawar, CS P IV Maharashtra, Sri Mishra, CS P III Bihar, Sri K.V. Narayanan, former GS NUR 'C' and others by observing two minutes silence.

The meeting concluded with the address of Sri T.N. Rahate, President and vote of thanks by Sri G.P. Muthukrishnan, Vice President.

PROPOSED AMENDMENTS TO THE CONSTITUTION

6 Quota of Subscription

For the Existing Clause - read -

- (i) The quota of membership subscription to the Federation shall be a fixed amount per month per member from whom membership subscription is realised and shall be as follows:

₹1.00 per member per month from all categories of officials, Postal/RMS Group 'C', Postmen, Mail Guard, Group 'D' etc.

- (ii) No Change

- (iii) No Change

- 8 (iv) For the purpose of sub clause (ii), the strength of membership of each affiliated union/Association shall be determined according to the quota of subscription received by the Federations with two financial years preceding the financial year in which the Federal Congress is held divided by two to arrive at the average yearly quota for calculating paid membership. If the average membership so calculated is more than the verified membership during the last verification, then the membership of delegates will be determine by verified membership divided by 500 or part thereof provided the balance is 250 or more.

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