

**FEDERATION OF NATIONAL
POSTAL ORGANISATIONS**

10th October 2017 to 12th October 2017

Chennai - 600 008.



FEDERAL WORKING COMMITTEE REPORT

and Audited Accounts

Dedicated to our Beloved Leader

K. RAMAMURTHI

Agenda for the FWC meeting

- 1) Felicitation to the retired office bearers of FNPO.
- 2) To Celebrate the 49th Federation day on 10/10/2017.
- 3) To elect New office bearers in the vacant place of retirement/Promotion of the erstwhile office bearers.
- 4) Report on the activities & Accounts of the Federation after the federal congress.
- 5) Any other subject with the permission of the Chair.

Yours Fraternaly,
- Sd-
(D.THEAGARAJAN)
Secretary General

FEDERATION OF NATIONAL POSTAL ORGANISATIONS

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FEDERAL WORKING COMMITTEE REPORT

On behalf of the Federation of National Federation of National Postal Organisation I submit this report to the federal working committee as an interim report.

BRIEF NOTE ON 10TH FEDERAL CONGRESS.

Our 10th Federal Congress was held in Kolkata

from 3-11-2015 to 6-11-2015. The venue of the congress Moulali Yuba Kendra, Kolkata 700 014. 39 delegates and Circle Secretaries, Regional Secretaries and Divisional Secretaries of FNPO affiliated Service unions participated in the Federal Congress.

On 2-11-2015, the Federal Secretariat met and decided to meet on 3-11-2015. On 3-11-2015, the Federal Secretariat met at 10 a.m. under the Chairmanship of Sri T.N. Rahate. All the FNPO affiliated union General Secretaries and FWC Members were present. The working committee discussed the triennial report and audited accounts. After a debate, the working committee recommended the SG to place the report in the Congress. Open Session: The open session was held at the same venue at 4 p.m. Before the session, there was a rally which started from the Circle office, West Bengal to the venue of the congress. A

good number members participated in the rally.

Slogans were raised in the rally against the policies of the Government and demanded to implement VII CPC recommendations from 1-1-2014. The rally reached the venue after one hour from the starting point. The open session was presided over by Sri Raman Pandey President West Bengal INTUC. The session was addressed by the following dignitaries. S/Sri J. Srinivasan, GS Defence Union, Sri Vinod Sharma, ERM, Subrata Chowdhry, President NUR 'C', General Secretaries of FNPO affiliated unions and Secretary General. Smt. Soma Ghosh, Deputy Circle Secretary, P IV West Bengal Circle compered the programme. With the Closing remarks of Sri T.N. Rahate, the open session ended Congress Proceedings and other details enclosed as Annexure 1.

HOMAGE

Many National and international personalities and active leaders and members of the union passed away during the period. Notable among them were S/Shri N. Unnikrishnan, V. Manikavelu former Org Secretary Shri. Des Raj Sharma Ex.Dy.S.G.NFPE, Veteran CPI leader A.B. Bardhan. This Federal working committee places respectable homage to known and unknown persons died during the period in the flood,

cyclone and other natural calamities.

Felicitation to Shri Rajat S Das working president FNPO.

Shri Rajat S Das was retired from service on 31.12.2016 as Fgn Post Supdt. He served as Circle Secretary for more than a decade in West Bengal Circle. He also held All India President of NAPEC and working president of FNPO. During his tenure, he enrolled more members of the NAPE Group C union. & NUGDS union.

A grand felicitation was arranged by Murshidabad colleagues. During the felicitation SG FNPO, GS NAPE-C, GS NUGDS, Shri Bishwakumat, ASG, Shri Shivaji Vasi Reddy, C.S. NAPE-C Andhra Circle, Shri Baghwan, Finance Secy NAPEC and Shri Koushik former C.S Delhi Circle recalled the glorious services of Shri Rajat S Das. FNPO wishes Shri Rajat S Das "A happy and peaceful retired life."

R.S. Yadav, Vice-president now promoted as AAO FWC wishes him to get all success in the new post.

25.03.2017: comparative study on IPPB and Japan Post Bank held at Visakhapatnam on 22.3.2017 to 23.3.2017. Details enclosed as Annexure 2.

Federal Secretariat Meeting:

On record, no meetings is conducted, however, FNPO affiliated unions General secretaries met many times and discussed issues.

46th Session of Indian Labour Conference New Delhi details available

in (Annexure 3)

FNPO affiliated unions conferences.

UNI Post and logistics world conference

Dublin is the venue for the UNI Post and the logistics world conference. Over 250 post and logistics world leaders are engaged in a passionate debate about the future of postal services in a digital world. The unions gathered, represent 5 million post workers worldwide who are responsible for delivery of over 650 billion letters and almost 7 billion parcels from 663,000 post offices around the world. Shri D. Theagarajan, SG FNPO participated the conference.

Post & Logistic Sectoral Conference: Kuala Lumpur, Malaysia. 25th-27th August 2017.

The Post and logistics sector and ICTS conference were inaugurated by the Ministry of Communication, Malaysia. UNI Global Union GS, Philips J Jennings and UNI APRO Bro. Christopher addressed the conference. S/Shri D. Theagarajan, D. Kishanrao and PU Muralidharan participated the conference.

15th AIC OF NUGDS.

15th AIC of NUGDS was held at Prajapati lodge Kharagpur, West Bengal from 01/10/2015 to 3/10/15.

On 02/10/2015 before open session leaders & General secretaries pay the respect to the father of the Nation & martyrs. The open session was presided by the Chairmen Reception committee Shri Debasis Chowdhury, Hon Member

of the Parliament Subhendu Adhikari ingrate the 15th AIC of NUGDS. S/Shri D.Thegarajan,P.U.Muralidharan , D. Kishan Rao, B. Shivakumar & Shivaji addressed the open session.

On 03/10/2015 Shri P.U Murlidharan placed Activity report and B. S. Venu placed Finance report both were adopted by the house. More than 40 representatives addressed the Delegate session.

In the conference S/Shri CH Lakshmi Narayanan, P.U. Muralidharan & B.S.Venu were elected as President, General Secretary Finance Secretary respectively.

Shri Rjat s.das Secretary Reception committee & his team made an excellent arrangement for Lodging & Boarding within a short period.

20th NUPM&MTS AIC.

NUPE-IV AIC held at BINANI BHAVAN, Kolkata on 10.08.2016. SHRI. Rajendra Prasad Singh, former Minister of State was present in the meeting. SGFNPO inaugurated the meeting. Sri Ramen Pandey, President INTUC addressed the audience and appealed to all delegates to make a grand success of the 2nd September 2016 strike. General Secretary T.N. Rahate, P.U.Muralidharan ,K.Sivados FNPO affiliated union were addressed the meeting. Shri G.M.Rabbanni presided over the meeting. Smt. Soma Ghosh C/S NUPE IV delivered the vote of thanks. The AIC resolved to participate in the strike of 2nd September based on the National situation.The AIC passed more than 20 resolutions on different issues pertaining

to Postman &MTS.

S/Shri G.M.Rabani ,T.N Rahate & Jagdish Sharma were reelected as President, General Secretary and Finance Secretary respectively.

AIC OF AIAPAOA(FNPO)

On 17/08/2016 Our AIC of AIAPA (FNPO) inaugurated by Shri Ajay Maken Former Central Minister. Shri O.P.Khanna welcomed the gathering. 54 delegates across the Nation Participated the conference.

S/Shri T.N.Rahate, President FNPO& S.G. FNPO D.Thegarajan& FNPO affiliated union Circle secretaries addressed AIC.Shri O.P.Khanna reelected as General Secretary.

22 ND NAPE Group -C All India Conference.

22 nd NAPE Gr-C All India Conference open session was held at Bhagyamala Auditorium, Tiruvanthapuram on 5.2.2017 at 5 PM. Sri.D.Kishan Rao G/S inaugurated the open session and addressed the gathering. Sri.D.Theagarajan S/G FNPO addressed the gathering on 7th CPC issues and other related issues.Sri.T.N.Rahate G/S NUPE Postman & MTS ,Sri.P.U.Muraleedharan G/S NUGDS ,Sri.N.Ramappa G/S NURMS ,Sri.P.S.Babu Ex.G/S NAPE Gr-C,Sri.Rajat S Das were addressed the conference.Shri D.Kishan Rao reelected as General Secretary.

NATIONAL UNION OF RMS & MMS MTS & MG AIC

21 St All India Conference was held in Alandi, Pune, Maharashtra Circle. From

22 to 24th June 2017 under the chairmanship of Shri. Sri P.D. Bavikar president NUR-4. FNPO president T. N. Rahate inaugurated the conference. Shri N. Ramappa General Secretary placed the report on the activities of the Union for the period of 2015 to 2017

During the open session, the following are addressed S/Shri D. Theagarajan SG FNPO, S. Noor Ahmed, former General Secretary NUR-4, Satish Chander, former General Secretary NUR-4, Nisar Mujawar Vice President FNPO & FNPO affiliated union circle secretaries of Maharashtra Circle.

S/Shri. Tarak Dutta, Calcutta RMS, West Bengal Circle & P.D. Bavikar Pune RMS, Maharashtra Circle is elected as President and General Secretary respectively.

Nation union of Postal Civil wing Employees AIC.

The National Union of postal civil wing employees AIC held from 13/09/2017 to 15/09/2017 at Nagpur Shri K. Sivados reelected as General Secretary.

Global economy

Global growth has been tepid since the global financial crisis broke out almost 10 years ago, has declined from an average of 4.5% during the five years preceding the crisis to 3.5% over the past five years.

Indian economy

The Indian economy is projected to grow at a lower than expected rate of 6.7 percent this fiscal due to the "transitory effects" of demonetisation and the GST implementation, according to the Paris-

based think tank Organisation for Economic Cooperation and Development (OECD)

Goods and Services Tax (GST) :

Goods and Services Tax (GST) is an indirect tax, which was introduced in India on 1 July 2017 and was applicable throughout India, which replaced multiple cascading taxes levied by the central and state governments. In the longer run, the GST is expected to boost investment, productivity and growth. If FWC wishes it may discuss positive, the negative impact of GST in India.

Demonetization:

On November 8, 2016, Prime Minister Narendra Modi announced the biggest-ever demonetisation exercise in India. Currency notes of Rs 500 and Rs 1,000 denomination were withdrawn from public use. It was said that these notes accounted for 86 percent of the currency in circulation at that time. Demonetization affected Indians badly, Former Prime Minister Manmohan Singh termed demonetisation of Rs. 500 and Rs. 1,000 notes a Monumental Failure, an "organised loot and legalised plunder."

Former Finance minister P. Chidambaram said the GDP of India would take a hit of at least one percent if not two owing to the demonetisation move by Prime Minister Narendra Modi. "We will all have to suffer because of the folly of one person of this country... The country will face a loss of Rs 1.5 lakh crore," Modi had made an emotional pitch on demonetisation – "Give me 50 days, then punish me if I am wrong" – which was

the lead story in all newspapers. Today who remembers that?

We don't want to discuss here more about Demonetisation and its political gain to BJP government, however, it is our duty to view the annual report of RBI on Demontisation.

RBI annual report on Demonetisation: The annual report of the Reserve Bank of India, released last week of Aust 2017, estimated that almost 99 percent of the scrapped Rs 1,000 and Rs 500 notes after demonetisation have come back to the central bank. The announcement has analysts discussing the success and failure of demonetization. What does it all mean?

What is Demonetisation?

Demonetisation is the withdrawal of a particular form of currency from circulation. Notes of a particular denomination cease to be legal tender. In other words, the notes lose their value as a currency.

How did it affect people and the economy?

Initially, it caused hardships to citizens. People had a hard time withdrawing money from ATMs because most of them went dry. Though they were allowed to exchange their old notes for valid currency, it saw long queues outside banks and ATMs. Banks struggled to meet the cash demands of people, who had to make do with cash of denominations Rs. 100 and below. People scrambled for 'physical cash' to pay for goods and services and in fact, deferred purchases altogether. This, in

turn, hit businesses and the country's economy. The situation came to normal after the introduction of new Rs 500 and Rs 2, 000 notes.

What were the earlier demonetisation efforts?

India sees demonetisation twice before the one in 2016. In 1946, notes of Rs 500, Rs 1,000 and Rs 10,000 were scrapped. In 1978, the then Prime Minister of India Morarji Desai announced the currency ban withdrawing Rs 1,000, Rs 5,000 and Rs 10,000 from circulation. The aim of both the events was to curb black money.

What is the result of the 2016 move?

Currency worth Rs. 15.44 lakh crore were banned and the RBI has found that Rs. 15.28 lakh crore has returned as on June 30, 2017. The results suggest a damning failure and a wide difference would have given the government an estimate of black money. But the report makes it clear that there is no significant black money 'in cash' in India or that black money holders made their illegal income legal by exchanging them at bank counters either directly or indirectly. Experts say that the government can still claim success because now the black money holders face the risk of getting caught by the taxman. Demonetisation has encouraged people to embrace digital payments.

RBI's findings as proof that demonetization had failed FWC wish it may discuss more.

How Demonetisation affects Postal officials:

Though directorate has issued orders to supply fake deduction machine many SSPs/SPs have not supplied machine to many post offices which have resulted in staff who worked to make the Government scheme successful, face problem due to receipt of fake currency from the public during heavy rush. Further Heads of circles did not pay Renumeration to the postal employees many places. Consequent on Demonetization, the business hours of Post Offices have changed as 8.00 am to 8.00 pm to meet the needs of the public.

DEMONETISATION – OUR LETTERS TO DIRECTORATE enclosed as

Annexure -4

Efforts to modify labour laws via consensus details available in (Annexure 5)

All India General Strike by Central Trade Unions – 2nd September, 2016 – reg. details available in(Annexure 6)

Why we are participated in the 2nd September 2016 strike.

National Trade Union Centres of our Country have given a clarion call for workers to participate in the 2nd September strike on 12 point Charter of Demands. The strike matters were discussed among the FNPO affiliated General Secretaries personally and debated on a marathon hours and consensus was reached to participate in the 2nd Sep 2016. Strike taking into consideration of anti-labour attitude of the Government. Mainly FNPO General secretaries discussed issues relating to

7th CPC and its implications which affect the Central Government employees in the long run. Though the Government appointed three committees on minimum wages, allowances and new Pension Scheme, we cannot presume the favourable recommendations of the committees at this stage. Unilateral amendments to the Labour laws by the present Government will affect the trade union movement of the country. If we are away from the strike, we will be blamed by the future generations.

By participating in the one day strike can we change the scenario of the nation was also discussed by the General Secretaries at length.

Finally we decided non-participation in the strike will affect the organization. The results are not important but organization is important. That is why we are participated in the strike. Lessons learnt from the 2nd September strike details available in(Annexure 7)

Verification 2015: in the verification process 2015, the sister federations and their affiliated unions caused damage to our membership by using all sorts of unfair means. They may say there is no rules and regulations in war (Verification of Membership) . We to agree that this a war, but even in a war there are codes of conduct to be observed by both the sides. But in this verification process, NFPE&BPEF federation and their affiliated unions targeted only our unions. Unfortunately, the Department also supported both federations and their affiliated unions by issuing favourable orders in favour of them in the verification process. This has very

much affected the morale of the rank and file of our union. The behaviour and conduct shown by the rank and file of the sister federations towards our rank file spoiled the normalcy. NFPE Federation had given direction to all their office bearers to project the sanctioned strength in the verification process instead of working strength indirectly. In the first step they made maximum dual membership in the verification process at Divisional / Branch level, but their plan was not succeeded and then they came with another plan openly to project sanctioned strength to pave way to reduce the percentage of FNPO affiliated unions their plan ended with tragedy.

Our Department sent verification results for approval to the Hon'ble MOS but the minister did not send the file to the Department with approval still the file is pending with our Hon'ble MOS Communication. Our affiliated unions secured requisite percentage for recognition. The percentage of our unions furnished below.

NAPE-C= 21%, NUPM&MTS 24%, NUR-C 26%, NUR-4 27%, NUCW 23%, AIPAOA(FNPO) 15%.

The above percentage calculated based on RTI information the above figures excluding membership of the following 2 circles Jhrkhandand Northeast.

Our Federation met than chairperson and submitted a letter copy of the letter reproduced here.

Ref : Verification/116/2016

Dated : 11-3-2016

To

FWC Report

Ms. Kaveri Banerji
Secretary
Dept. of Posts
Dak Bhavan,
New Delhi – 110 001.

Madam,

Sub : Biased acts on the part of SR Section of the Department.

The SR Section of the Directorate is openly indulging in favouritism towards sister Federation and its affiliated unions on account of their big brother attitudes. On the other hand, SR Section is afraid of the Minister office and its orders and doing undue favours to the another sister Federation.

My Federation and its affiliated unions are meted out step-motherly treatment by the SR Section in all matters. The SR Section of our Directorate acts like Alibaba cave which opens only to the persons who know the slogans for opening the doors of the cave. The undersigned has well acquainted with the SR Section for more than 12 years. My past experience reveals that during the verification, the SR Section was impartial and treated all the Federations in equal terms. If any time was honoured and give due importance. But now it is totally different. Earlier, the membership position of each circle was shown to all the Federations openly in a transparent manner. Though my Federation pointed out mistakes, at the time the SR Section accepted some mistakes and not all. They stick on in their stand. We also accepted the then stand of SR Section after viewing their open and transparent approach. But what is going on now? To favour

one Federation, the SR Section is demanding Annexure IV again and again from particular circles to get the recognition to affiliated unions of the sister Federation. Same Circles are also changing the figure of working strength more than four times. The SR Section chooses the figure according to the needs of the affiliated unions of the sister Federation.

This is unfair, unethical and unacceptable. Apart from the above favouritism, steps are taken to inflate the working strength in order to reduce the percentage of the membership of my affiliated unions openly through circles. The errors pointed out by my union are not given proper attention, though it has documentary evidence. But the oral complaints of the sister Federation were given undue importance and D.O. Letters were sent to the Heads of Circles from the Directorate to get favouritism done to the sister Federation. It is not known why the Directorate is afraid of the complaint was received from the Sister Federation.

We suspect the activities of the SR Section of the Directorate based on their activities in hiding all the facts to my Federation. But at the same time, its activities are visible to other two Federations. Suspecting the activities of the SR Section of the Directorate, my Federation wants to inform the following to put on records.

1. In Group 'C' Postal excluding Postmen, the working Strength of the employees comes roughly to 95000 approximately. Our NAPE 'C' Secured nearly 20000 members and its percentage comes to more than 21%.

2. In Group 'C' RMS including MMS, the working strength arrives at 16207 approximately. The NUR 'C' secured 4158 members and its percentage comes to more than 25%.

3. In Group 'D' & MTS including Postmen, the working strength comes to 70000 approximately. The NUPE PM & MTS secured nearly 15162 members and its percentage comes to nearly 24%.

4. In Group D/MTS RMS & MMS including Mail Guards; the working strength is 11035 approximately. NUR IV secured 3102 members and its percentage is more than 26%.

5. In Postal Civil Wing, the working strength comes to 503 approximately. NUCW secured 114 members and its percentage comes to more than 21% roughly.

Out of 22 Circles, we obtained Annexure IV only from 16 Circles. Therefore, we are unable to give exact working strength in each cadre. We calculated the figures of remaining six circles based on the last verification working strength. Therefore it may be slightly high or slightly less here and there. But it will not affect in getting the requisite percentage for the purpose of recognition for my above-affiliated unions.

In regard to the Administrative union, AIPAOA (FNPO) secured 433 members. According to us, the working strength is only 2617. But according to the information furnished by the Circles, it may be 3381. If the latter figure is taken into account, it will affect recognition of AIPAOA (FNPO). Therefore we have given two objection letters with documents. But

our letters have been dealt with in a casual manner.

My Federation wants to inform the Directorate if the SR section of the Directorate attempts to inflate the working strength in respect of Group 'C' (Postal), Group 'C' (RMS), Group 'D' (Postmen), Group 'D' (RMS) and Civil Wing, my Federation will be forced to take up the matter in the parliament through our M.P.s who belong to INTUC and also to move the court of law in this regard to get justice.

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

GDS verification 2017:

GDS verification is just over it will take time to get RTI information. Our Federation send a letter to all our affiliated union's Circle secretaries. Copy of the enclosed as Annexure -8

7th CPC related issues :

The 7th CPC has given its recommendations to the Government in November 2015. The recommendations have hit the employees badly. Particularly in P.A./S.A. Cadre, the revision is very meagre contrary to the expectation. 5th CPC recommended Rs. 4000/- as basic pay for PA/SA cadre, of course, it caused anomaly for erstwhile TBOP/BCR cadres. However, that is a boon for Pas/SAs. In 6th CPC, we got a very good package. We got Rs. 4200/- as GP for II MAPC. This also created differences between direct recruits and promotes. The 7th CPC has spoiled all our gains which we

earned earlier. We demanded higher pay scale for LSG, HSG II and HSG I grades. This was totally rejected without considering our merits. At the same time, the 7th CPC has recommended a higher pay scales for IP, ASP and SP citing court case and relativity with identical posts in other Department. They conveniently forgot the post of LSG/HSG II/ HSG I which are equivalent to IP and ASPOs. The duties and responsibility of LSG/ HSG II/HSG I cadres are more while comparing to IP and SPSOs. In regard to Postman cadre, our demand was rejected citing the case of the constables of Central Police Organisations. They conveniently forgot the vast changes in the duties and responsibilities of the of postman after the emergence of IT and modernization projects. Other important demands such as PO & RMS Accountants, MMS cadres, system administrator, Civil & Electrical wing, Circle office, cadres and SBCO cadres have summarily been rejected without considering the merits of the demands. Nature of work in respect of MTS working in Post office & RMS offices is totally different from that of other Central Government Departments. Our demand has not been considered by the 7th CPC in a realistic manner. In regard to GDS, our demand for inclusion of GDS cadre in the ambit of 7th CPC has been rejected. The views of the Department on GDS cadre is reproduced by the 7th CPC in their report verbatim which shares that 7th CPC is not considering any of our demands based on merits and justification. The sorry state of affairs is that our Department of Posts did not submit recommendations supporting our demands. This is highly objectionable. It

shows the Department is not interested in improving the financial status of the employees. This is unacceptable for ever and unforgettable. 7 the CPC has reduced all our financial benefits under the pretext of rationalizations same analogy was applied while revised pay scales were implemented for Bank employees. Initially, the Government raised Bank employees wage hike to the extent of 10%. But they got 15% wage hike from retrospective effect on account of their tireless efforts and uncompromising struggle.

Steps taken by NJCA

NJCM has given a call to all Central Government employees to hold a demonstration from 19 to 21 January 2016 at all our workplaces and hand over the copy of the NJCM letter to the Heads of Divisions for onward transmission to the cabinet Secretary demanding immediate settlement of the issues. NJCA letter and charter of Demands enclosed as Annexure-9.

Modifications sought for on the recommendations of the 7th Cpc on various codes/issues relating to the Department of Posts enclosed as Annexure—10.

Settlement of Pay Commissions related issues PJCA issued a notice to the Department of Posts. Enclosed as Annexure 11.

INDEFINITE STRIKE FROM 11th APRIL-2016 :

The NJCA met on 08.02.2016 as scheduled. The meeting after taking into account various factors decided that the proposed indefinite strike will commence

from 11.04.2016 if no settlement is brought about on the charter of demands by that time. decision taken NJCA enclosed as Annexure—12

7th CPC implementation- Minutes of the Meeting of Nodal Officers held on 2-2-2016. Annexure—13.

Standing Committee (National Council-JCM), A Meeting was held under the chairmanship of Joint Secretary (Implementation Cell), Department of Expenditure, Ministry of Finance, with the Members of the Staff Side of the Standing Committee (National Council-JCM) on 19.2.2016 to discuss the issues raised by the National Joint Council of Action (NJCA) {Joint Consultative Machinery (JCM)} in their letter No. NJC/2015/7th CPC dt. 10.12.2015, addressed to the Cabinet Secretary, regarding their Charter of Demands on the recommendations of the 7th Central Pay Commission. The Secretary, Staff-Side of the Standing Committee (National Council- JCM), who is the convener of the NJCA, along with other office bearers attended the meeting details enclosed as. Annexure—14.

THREE DIFFERENT VIEWS PROJECTED BY THE DEPARTMENT OF POST

Request for providing a copy of Memorandum given to 7th CPC implementation cell.FNPO addressed letter to Secretary Post dated 05/03/2015

Implementation Cell called a meeting.

On the Invitation of Shri R.K. Chaturvedi, Convener, Implementation Cell, Ministry of Finance Dr M. Raghavaiah, Chairman/

NJCA & GS/ NFIR and Shri Guman Singh, Member/NJCA & President/NFIR representing Central Government Federations/Associations attended the meeting at North Block, New Delhi at 11.00AM on 19th February 2016 and explained NJCA's 1 to 26 charter of demands with full justification details enclosed as . Annexure—15.

Strike notice served on 9-6-2016: details enclosed as. Annexure—16.

NJCA deferred the strike of 11 th July 016. NJCA deferred the strike of 11 th July 016 unanimously after the meeting with the Hon'ble Minister for Home Affairs on 6th July 2016. It was formally announced by the NJCA after the Press Notification by the Govt. of India. The crux of the agreement is the formation of a high-level committee with the group of Ministers. The committee would submit its report within four months on minimum wage and fitment formula.

Reason for the strike Notice and developments :

The 7th CPC was constituted in November 2015 by UPA II Govt. Headed by Dr. Manmohan Singh. The commission submitted its recommendations within 21 months. The commission has fixed Rs. 18000/- as minimum pay and Rs. 2 lakhs 50 thousand as maximum pay. 13.8 times more is allotted to top officers. Further, the Commission recommended for reduction of HRA from 30%, 20% as 10% to 24%, 16% and 8%. It also recommended the abolition of 52 allowances and interest-free advances such as Festive advance, Natural calamity Advance and LTC advance. The commission did not spare women

employees also and in that salary for the second year of child care leave should be reduced to 80%. The commission rejected our demand of five promotional avenues and abolition of New Pension Scheme. The commission has recommended contract and out-sourcing to avoid further regular appointment. It also rejected the regularization of GDS and increase in minimum pension percentage and fixed medical allowance and increment rate to the regular employees from 3% to 5% opposing the above retrograde recommendations, the NJCA conducted various programmes at different levels. Consequently, the Govt. appointed a committee under the chairmanship of Cabinet Secretary and other Departmental Secretaries to look into the demands of staff side. The committee conducted series of meetings with all recognized unions. Postal unions were also called for discussion. The committee submitted its report to the Govt. the recommendations of the Committee were not disclosed by the Government. On 29th June 2016, the Cabinet approved the recommendations of 7th CPC without any changes. This has created shocking waves among the Central Govt. Employees across the country. On 30th July 2016. The Govt. Invited important leaders of NJCA and discussed. But we do not know what discussion was taken place on each items. No minutes were issued in this regard. The NJCA met on the same day and announced that the proposed strike will take place due to non-issue of the minutes to the NJCA leaders. Accordingly, the NJCA constituent unions conducted series of programmes in favour of strike. On 6th July 2016,

NJCA met again and during the meeting, the Home Minister called the leaders and gave assurance the Finance Minister would issue a press statement on the same day. After the Press Statement, the NJCA deferred the strike unanimously. Meanwhile, the Govt. machinery indulged in big publicity telling that the Govt. has increased minimum wage from Rs. 7000/- Rs. 18000/- Under no circumstances the same Govt. did not reveal the colossal increase of pay to top officers. The Govt. claims the increase of minimum wage from Rs. 7000/- to Rs. 18000/-. But the real difference is only Rs. 2250/-. It is a low increase of less than 14.29%. In the past, II CPC increased the salary to the tune of 14.2%. III CPC increased 20.6%. IV CPC increased 27.6%. V CPC increased 31% and VI CPC increased to 54%. From the above table, it transpires that each commission increased the rate of salary in ascending order. In regard to VII CPC, the rate of increase is in descending order that is 29.71%. This very retrograde step on the part of VII CPC. The employees are mentally convinced that the demand of NJCA is genuine and mentally prepared the strike. The NJCA deferred the strike considering the assurances of the Govt. Further the NJCA clarified clearly if the demands are not fulfilled by the Govt. within the stipulated time-frame, the NJCA will revive the strike plan. We may have anger. But we are only minor partners in the NJCA. We cannot do major role independently. We have done our duty. No regrets. Let us march forward further with hope. More details enclosed as Annexure 17.

7 th Central Pay Commission recommendations approved

The Union Cabinet chaired by the Prime Minister Shri Narendra Modi has approved the implementation of the recommendations in 7 the Central Pay Commission (CPC) on pay and pensionary benefits. It will come into effect from 01.01.2016. The Cabinet has also decided that arrears of pay and pensionary benefits will be paid during the current financial year (2016-17) itself, unlike in the past when parts of arrears were paid in the next financial year. More details Enclosed as Annexure 18.

NJCA letter enclosed as Annexure—19.

Brief of the meeting held on 30/08/2016 between the Government of India and the National Council enclosed as Annexure—20.

On 03/11/2016, a meeting was conducted under the Chairmanship of Finance Secretary & Secretary (Expenditure) with regard to the postal department. During the meeting India Post Chairman, Postal board, Member (P), DDG (Esst.), DDG (P) & Director (Esst.) were present. Secretary Generals of the three Federations represented the staff side. The Department of Posts submitted a proposal for retaining the following allowances. · Fixed Monetary Compensation to Postman. · Special Allowance to PO & RMS Accountants. · Cycle allowance to Postman. · Cash handling and Treasury allowance. · Headquarter allowance · Fixed Medical allowance. · Overtime Allowance After a long discussion on the revision of

above allowances, the Finance Secretary asked to furnish the quantum of Fund required by the Department of Post to meet the Expenditure. Our departmental officers who were present at the meeting agreed to give the required fund details. According to our information, our department has sent the details to the Finance Secretary. 3) Anomaly committee was constituted department vice. Awaiting to know the outcome. 4) NPS Committee: According to our information the committee is constituted but no official information. 5) Pension option committee: To examine the feasibility to implement option -1 Now four months have lapsed, we are yet to know the committee's decision on the issue of Minimum Wage, Pay Fixation Formula, Allowances and National Pension system (NPS) etc. as on date. Besides these, after implementing the 7th CPC (only pay), the Government is accepting all the recommendations affecting the employees one by one such as the benchmark for MACP from "GOOD" to VERY GOOD" which has created unrest in the minds of every employee. FNPO cannot be a mere silent spectator after reading the employer's mind, therefore FNPO and its affiliated unions have decided to observe protest week from 12th to 19th December 2016. Details enclosed as Annexure—21.

Extension of time limit for forwarding of 7th CPC Anomalies for consideration in the National Anomaly Committee: DoPT Order Annexure—22-a.

BETRAYAL TO CENTRAL GOVT EMPLOYEES BY NDA GOVERNMENT.

GOVERNMENT REJECTED ALL THE MODIFICATIONS SOUGHT BY THE NJCA

NO INCREASE IN MINIMUM PAY AND FITMENT FORMULA.

NDA Government has once again betrayed the entire Central Govt Employees. The demand of the employees to restore HRA at 30, 20 & 10% are denied. The date of effect for allowances is fixed as 01-07-2017 denying 18 months arrears. The BJP led NDA Government deliberately delayed the legitimate right of the employees. The assurance given by cabinet ministers regarding the increase in Minimum Pay and Fitment Formula is also not honoured till date. Federation of National Postal Organisations organised demonstrations in front of all Divisional Offices on 10/07/2017.

Items of agenda for National Anomaly Committee Meeting

Item No 1: Anomaly in the computation of Minimum Wage. Item No. 23 % Increment at all stages

Item 3 : Removal of condition of 3% stipulated to grant bunching benefit: Item No 4 Fixation of Pay on Promotion Item No 5 Removal of Anomaly in Pay Matrix Item No 6 Anomaly due to index rationalization Item No 7. Anomaly arising from the decision to reject option No. 1 in pension fixation Item No 8 Lesser Pay in higher Level of Pay Matrix Item 9: Bunching of steps in the Revised Pay structure Item No 10 Minimum Pension Item No 11 Date of Effect of Allowances -HRA, Transport Allowance, CEA etc. Item No 12: Implement the recommendation on Parity in Pay Scale between Sr Auditor/ Sr Accountant of IA & AD and organized Accounts with Assistant Section Officer of CSS.

Item No 13 Parity in Pay Scales between Assistants/Stenographers in field / subordinate offices and Assistant Section Officer and Stenographers in CSS.

Revenue receipts for Department of Posts up 25% to Rs 11,733 crore in 2014-15 details available in(Annexure 23)

Complete Exam paper pattern or syllabus for India Post Recruitment 2015 details available in(Annexure24)

Problems faced by the staff in rolling out financial and CSI software and our action: Our Federation met than chairperson and submitted a letter copy of the letter reproduced here (Annexure 25.

Protest on the non-implementing of agreement on Cadre Restructuring.Our Federation met than the chairman, Postal Board and submitted a letter details available in (Annexure26.)

Modified Assured Career Progression Scheme Resolve the issues amicably through discussions NJCA Letter details available in (Annexure 27)

FNPO'S APPEAL TO GRANT MACP TO ALL ELIGIBLE OFFICIALS/RETIRES WITHOUT ANY DIFFERENCE IN

ACCORDANCE WITH SLP 4848/2016 DT 16-08-2016 details available in (Annexure 28)

GDS COMMITTEE

FNPO & NUGDS submitted a memorandum to Sri. Kamlesh Chandra, Chairman, GDS Committee on 03/03/2016

FNPO tendered evidence before the GDS pay Committee headed by Sri Kamalesh

Chandra

FNPO tendered evidence before the GDS pay Committee headed by Sri Kamalesh Chandra, Chairman, from the official side Sri TQ Mohammad Secretary, Sri Susheel Member and from the staff side Sri D Theagarajan, Secretary General FNPO, Sri TN Rahate, President FNPO, Sri Rajat S Das, working president , FNPO, Sri D Kishan Rao, General Secretary, NAPE Group-C, Sri PU Muraleedharan, General Secretary, NUGDS, Sri CH. Laxmi Narayana President NUGDS Sri B Shivakumar, Asstt. General Secretary, NAPE Group-C, & Sri L Krishna Prasad RR, NAPE Gr-C, AP Circle have tendered the evidence.Details available in(Annexure 29)

Indefinite delay in the Publishing GDS Commission Report. our steps enclosed as Annexure—30 Our view summary of the committee enclosed as Annexure-31

ENHANCEMENT OF CEILING OF BONUS TO GDS&OUR STEPS:

Success is having many fathers always but.....

GDS Bonus struggle end with the victory. Now everyone claims , victory is ours.

FNPO & NUGDS steps on this issue required to be recorded here.

1st September 2016 Department of post issued an order revising bonus to Rs.7000- to Departmental employees excluding GDS.

3rd September 2016 the Nugds General secretary wrote a letter to The Secretary, Department of Post revise the Bonus ceiling to GDS employees.

15th September 2016 Our Federation sent a letter to The Chairman , Postal Board request to revise Bonus ceiling to GDS Colleagues.

16th September 2016 Postal JCA sent a letter to The Chairman, Postal Board request to revise Bonus ceiling to GDS

23rd September 2016 NFPE announced Dharna programme without consulting FNPO for this we posted our view on the website the following, We don't want comment more on this issue now. FNPO representatives will meet concerned officers next week. Till such time we don't want to announce any agitation programme . GDS colleagues are requested to understand the situation. FNPO will not aggravate any issues under any circumstances, at the same time, we will not compromise core issue at any cost.

26th September 2016 We met the officers and understand the Developments.We feel some kind of agitation programme is necessary

28th September 2016 Postal JCA issued Joint programme

Meanwhile, some of the colleges viewed SGFNPO & NUGDS stand differently.we just ignore it at that.

19th October Member (P) called us and requested to withdraw the strike decision. we refused to withdraw.27th October department issued order revising ceiling from 3500 to 7000 .

It is a victory of Postal JCA. Not single Federation.we strongly believe unity.

Our sincere thanks to colleagues who journey with us. We also thank

colleagues who placed different views against our programme.

Our sincere thanks to Chairman, Postal Board ,Member (P),DDG(Esst)& Director (VP&DE) for their steps to settle the emotion issue of poor GDS employees.

POSTAL JOINT COUNCIL OF ACTION.

A meeting of PJCA comprising NFPE, FNPO, AIPEU-GDS & NUGDS was held at NFPE office North Avenue Post Office Building, New Delhi on 16th November 2016 under the presidentship of Shri D. Theagarajan Secretary General FNPO. All General Secretaries of both the Federations participated in the meeting. After threadbare discussion resolution, programme of action and Charter of Demand was finalized.details enclosed as Annexure —32.

PROTEST LETTER ADDRESSED TO THE SECRETARY (POSTS) AGAINST IRREGULAR ALLOTMENT OF ONE SEAT TO BPEF IN JCM (DC) details available in (Annexure 33)

POSTAL JOINT COUNCIL OF ACTION
NFPE & FNPO

No.PF-PJCA/2016

Dated: 15th March, 2016

To
Ms. Kavery Banerjee,
Secretary,
Department of Posts,
Dak Bhawan,
New Delhi-110 001

Sub: Submission of Memorandum on 7th CPC related issues to the Implementation Cell by the Department of Post: Request to supply the copy.

Madam,

Your kind attention is invited towards both Federation letters dated 07.03.2016 on the subject cited above. In this connection, we would like to bring to your kind notice that a JCM Departmental Council Meeting was held on 08.12.2015 under your Chairmanship in which the issues related to Pay Commission were discussed in detail and it was decided that a copy of Memorandum to be submitted to Implementation Cell will be given to Federations, but in spite of several requests verbal and in writing made to you and Member(Personal), the copy of the same has not been supplied yet.

Again it has been informed vide Director, SR & Legal letter No. 06-04/2015-SR dated 09th March, 2016 that one meeting will be held on 31.03.2016 under your Chairmanship at Directorate on the same pay Commission related issues and prior to it one meeting will also be held on 28th March 2016 with Director (SR).

We are very sorry to inform you that in such circumstances we shall not be able to attend the meeting as scheduled. When any decision is taken in highest forum and assurances are given and if the same is not materialized and subordinate officers do not comply with the orders of highest officers than what's the use of holding such meetings again and again. This is merely wastage of time.

Further, we would like to mention here that at the time of submission of Memorandum to Pay Commission we had requested several times to supply

the copy of the same but it was not supplied but it has been obtained by some retired officials under R.T.I.

Therefore it is beyond to understand as to what is there which is to be concealed from the unions.

Even now we have time. Therefore PJCA requests to kindly supply the copy of memorandum submitted to implementation cell and Pay Commission so that the matter can be discussed in the meeting.

It is therefore, requested to kindly take necessary action in this regard.

With regards.

Yours faithfully,

| | |
|-------------------|-------------------|
| (D. Theagarajan) | (R.N. Parashar) |
| Secretary General | Secretary General |
| FNPO | NFPE |

Copy to:

1. Member (P). Postal Services Board
Department of Posts.
2. DDG (SR), Department of Posts,
3. Director (SR & Legal), Department of Posts .

VIEWS OF NC/JCM STAFF SIDE TO THE COMMITTEES ON NPS

A meeting of the Committee constituted to suggest measures for streamlining implementation of the NPS for the Central Govt. Employees —enclosed as Annexure (fs Jan 2017page7). VIEWS OF NC/JCM STAFF SIDE TO THE COMMITTEES ON NPS enclosed as Annexure—34.

Minutes of the meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held on 17.03.2017 Annexure—35.

Grant of one-time relaxation to the Central Government Employees who have availed LTC-80 and travelled by air, by purchasing Ticket from other than authorized agents. enclosed as Annexure—36

FNPO affiliates went on a day's strike on March 16th, 2017. Details available in(Annexure 37)

Bonus : The revision of bonus ceiling was discussed during the September 2nd strike as one of the demand. The ministry of labour agreed to revise the bonus ceiling from 3500 to 7000 with a cap of Max payment of Rs. 20,000/-. Accordingly the ministry of labour sent a proposal to the cabinet for enhancement of ceiling Cabinet duly approved the amendment w.e.from 1-4-2015

DEPARTMENTAL COUNCIL MEETING

During the period under review, one meeting was conducted details available in www.fnpo.org dated 22/3/2017.

SPORT BOARD MEETING:

During the period under review, one sports Board meetings was conducted but the department did not invite the union representative in the meeting citing the rules.

12TH MEETING OF THE 16TH POSTAL SERVICES STAFF WELFARE BOARD

12th meeting of the 16th Postal Services staff welfare board was held on 22/08/

2017 under the chairmanship of Honourable M.O.S.SG FNPO participated in the meeting with the black shirt. SG FNPO requested the Honourable Minister to discuss the GDS issue before the agenda items but it was not permitted. Items of the meeting were discussed.

The minister was very positive on all the welfare issues. SG FNPO recorded the following at the end of the meeting.

FNPO is not participating in the strike. However, we strongly feel that the demands of GDS are genuine. Shri Mahadevaiah was not permitted to attend this meeting. As per our view, it is wrong. FNPO recorded its displeasure for not permitting Shri Mahadevaiah in the meeting. The Minister heard our voice patiently. In the closing remark, the Minister said that they are very positive in settling the GDS issues. After the meeting, the Department holds lunch for the participants. SG FNPO boycotted the lunch informing to the officers that when our GDS employees are going on strike, we don't want to take any refreshment during the meeting Minutes of meeting enclosed as Annexure 38.

Agitation programmes of FNPO.

Our federation served notice to Department on 20/06/2017. Details of the letter, our programmes and Department reply enclosed as Annexure 39.

Anomaly committee:

Department constituted anomaly committee, our federation nominated S/Shri T.N..Rahate Prsident FNPO. & D Kishanrao D.S.G.FNPO as members.

NUPM& N.U.P.C.W Agitation programme:

Our affiliated unions NUPM& N.U.P.C.W served agitation programmes FNPO taken up the issues with Chairman Postal Board on the direction of Chairman, Additional Director General (Co-ordination) MAJ. Gen. Meena Dutta called meeting on 28/03/2017.

NUPM meeting held in the morning, evening N.U.P.C.W was held after a long discussion, an appeal was made that rather than resorting to agitation etc, mutual interaction is the way to resolve the issues in a harmonious manner it was agreed both unions and programme agitation was postponed. Minutes of the meeting issued later, unfortunately, minutes did not reflect our discussions again federation taken up the issues with Department. Mater is still pending.

LONG PENDING ISSUES :

PROBLEMS OF CASUAL LABOURS

In 2012 the committee was constituted under the Chairmanship of then Chief PMG Assam Circle the committee report was not implemented and also not disclosed to the staff side openly with the administration. Some issues were settled during the period under review but we are unable to find a solution for casual labour problems. The Department had issued Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble Supreme Court Judgement in Uma Devi case. this is not helpful to the casual labours working in our department.

RELAXATION APPOINTMENT: The Govt. had taken a decision that compassionate appointment may be made to an extent of 5% of the vacancies per year. The JCM standing committee discussed the issue several times. There is no improvement on the subject.

COUNTING OF PAST SERVICES OF RTP

There is no improvement from the department side to accept our demand.

FNPO initiated to file a case before Hon'ble Principal CAT.it was dismissed.

NON SETTLEMENT OF MEDICAL & T.A. BILLS:

The Directorate is ready to allocate sufficient funds to the heads of Circles but some circles do not furnish their actual requirement to the Directorate in time. This has resulted in pending of medical, TA Bills in the Circle.

NON-REVISION OF OTA: Our long pending issue was rejected by the 7th cpc.

NEW PROJECTS: No information is available about new projects introduced during the period under review.

SHORTAGE OF STAFF: With persuasion of both federations, Recruitment process is started and recruitment is taking place to fill up all vacancies

CGHS & P & T DISPENSARIES : Some P & T dispensaries are converted into CGHS. In some places, P & T dispensary is continuing. The CGHS, P & T dispensary Services are far from satisfactory.

NEED FOR CASUAL LABOUR AND PENSIONERS ASSOCIATION

The FWC may discuss establishing associations for the following cadres.

1. Casual, contingent and contract workers.
2. Association for pensioners

NEED FOR ORGANIZING THE WOMAN EMPLOYEES:

The UNI and INTUC is insisting our Federation to organize youth and women wings in our affiliated unions. Some of our affiliated Union is already initiated youth & Women wing within their association/union. However, the wing has not established in a big way like other Federation.

CIRCLE CO-ORDINATING COMMITTEE

In Circles, FNPO co-ordinating committees are functioning only in the paper. This should be revived.

SECTIONAL ISSUES

If FWC wish they may discuss in detail cadre wise.

UNI-GLOBAL UNION :

It was launched on 1st January 2000 Right from the beginning, FNPO is continuing as member

UNI – APRO :

The UNI-APRO, Regional Secretary Bro, Christopher Ng. Is encouraging FNPO and its affiliated union activities always. The FWC conveys its sincere thanks to Bro. Christopher for his solidarity support to the FNPO, during the period under review.

UNI ILC

UNI – ILC functions under the leadership of MilindNadkarni. Sister Anjali Bedekar co-ordinating the ILC matters among the Indian affiliates. The work of Sis. Anjali Bedekar is commendable. She is co-ordinating all the programmes in India tremendously, though Sri D. Theagarajan is selected as UNIC-ILC general secretary he was unable to perform UNI – ILC general secretary duty in a proper way. Sri JSR Prasad is continuing as finance secretary of UNI-ILC.

COMMUNICATION FROM FNPO TO VARIOUS OFFICERS/FORUMS:

During the period under review, the Federation made the communication (letters) with Postal Board, including the Chairperson, Heads of the circle and our affiliated union General Secretaries/ Circle Secretaries. The total number of communication is more than 500.

FEDERAL SENTINAL

We are unable to publish Federal Sentinel every month due to nonavailability of funds, however, 16 Federal sentinel published during this period.

FINANCIAL REVIEW

The audited accounts for the period under review are appended separately in the report. It is seen that we have not received proportionate quota from the affiliated unions properly and regularly

THANKS :

We conclude this report with a hearty vote of thanks.

Our sincere thanks to Shri. T.S. Parthasarathy, Ravichandran and Satish Chandra, who are helping SG FNPO activities.

1. To our members for their unstinted support.
2. To our General Secretaries/Circle Secretaries/Divisional Secretaries/Branch Secretaries for their selfless and 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 cooperation with our union office bearers.

5. To Bro. Christopher Ng. Secretary Asian Pacific Region UNI

6. To Sis Kanka Osaki, 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.

By Order

Federal Working Committee

D. Theagarajan
Secretary-General
New Delhi

FNPO Zindabad

INTUC Zindabad

UNI Zindabad



Annexure 1

Tenth Federal Congress was held at Kolkata from 3-11-2015 to 6-11-2015. On 6-11-2015, Federal councillors met and decided the policy and program for 2016-2018 which are furnished below.

The Congress conveyed its deep concern on economic devastation in Greece and its impact on Europe and world economy. The congress voiced its protest on the G-20 activities on the anti labour issues. The congress debated at length about the present Government's antilabour movement and change of labour laws which are detrimental to the workers.

The congress discussed the following issues of Central Govt. employees:

- i. Seventh CPC and related matters
- ii. Removal of restriction on compassionate appointments
- iii. CGHS and P & T Dispensary issues
- iv. PFRDA
- v. Removal of cap on Bonus payment
- vi. Non-grant of IR and merger of DA with pay

The congress conveyed its strong resentment on the recommendations of Task Force Committee report dividing Postal Dept. as holding companies. The congress condemned the inaction on the part of the Department of Posts on Finnacle and Mccamish issues and urged the Department to settle the issues on top priority for providing better and efficient service to the customers.

The congress criticised MNOP and related issues. The congress insisted the

Dept. of Posts to run e-commerce business on proper way to get more revenue and to become leader in the e-commerce market in future. The congress unanimously decided to co-operate with the administration in order to develop postal business without compromising the labour issues.

The congress welcomed the Post Bank and solicited the Government to make the Post Bank to run on par with other nationalized banks. The congress conveyed its unhappiness for tightening the norms for all cadres such as postman, CRC, Speed Post etc.

The congress demanded the Department to implement the cadre Restructuring proposals in respect of PAs, SAs, MMS Staff, staff of Civil and electrical and DAP. The congress discussed GDS issues deeply and voiced its bitterness for non-inclusion of GDS cadre in VII CPC and also on the issue of non-grant of civil servant status to the GDS.

The congress condemned the Department for granting recognition to Bharthiya Federation against the principles of RSA Rules, 1995.

The congress worried about the outsourcing in the Department. The congress took serious view on the matters relating to outsourcing.

The congress criticized the Department for non-settling the issues relating to Casual Labourers.

The congress urged the Department to settle the issues of Postmaster cadre, system administrator, Marketing Executive and PO & RMS Accountants. The

Congress requested the Govt. to settle the MACP anomalies before implementing recommendations of VII CPC.

The congress directed the Secretary-General, General Secretaries of FNPO affiliated unions and FWC members to take appropriate action to chalk out lasting solutions on the above mentioned policies and issue.

BRIEF NOTE ON 10TH FEDERAL CONGRESS

Congress Proceedings : On 4-11-2015. The congress met at 10 a.m. The SG FNPO placed the triennial report. It was debated, discussed, argued and after including the names of Sri A.B.J. Abdul Kalam, Sri Shivalkar, Ex. CS NAPE C, Maharashtra Circle, Sri Dhariya Singh, Ex President FNPO in the homage list the report was adopted.

Sri Brij Mohan, Finance Secretary placed the accounts and it was adopted unanimously. The session was adjourned for lunch. The session again met at 3 p.m. and discussed the agenda of the congress. The SG FNPO initiated the debate on the agenda.

1. International Relations : The congress discussed in detail on the relationship of UNI Global union and its functioning especially on Postal and Logistics. The congress also discussed the UNI APRO and its activities. The congress thanked Bro. Christopher for his solidarity support to the FNPO.

2. National Scenario : The congress discussed the present Govt's actions on the labour reforms and anti-labour

policies of the Govt.

3. Central Govt. Employees issues : The issues of compassionate appointments, PFRDA, Bonus issues, non-grant of IR and merger of DA and the co-ordinating committee of Central Govt. employees.

The following delegates took part in the discussion on the above subjects. S/Sri Shankar Goud, NAPE-C, Debashis Kundu, RPLI, Johnson Avokaram, NAPEC, P.U. Muralidharan, NUGDS, Bijit Das, NUR 'C'

4. Organisational Review : The congress debated the atrocities of NFPE affiliated unions at the base & high level and directed the Secretary General to avoid relationship as far as possible with the NFPE in future.

5. Financial Review : The congress deeply voiced its concern about the financial indiscipline in non-paying quota to the Federation by the affiliated unions.

6. Issues pertaining to the Department : The congress discussed the following issues

- i. Mail Business
- ii. Financial Business (Banking and Insurance)
- iii. E-commerce
- iv. Premium Products
- v. Finacle, Mccamish issues
- vi. Contributory negligence
- vii. Postmasters, Marketing Executive, System Administrators, PO & RMS Accountants related issues

- viii. MACP Anomalies
- ix. Norms – Postmen, CRC and Speed post
- x. Regularisation of RTP Services

The following spoke on the above issues.

Sri Johnson Avokaran, Sri Shankar Goud, Sri Venugopal Reddy, Sri Bijit Das and Sri Debashis Kundu. GDS issues : The congress seriously discussed the GDS issues for more than two hours. Discussion covered inclusion of GDS cadre in the 7th CPC, grant of Civil Servant Status and grant of recognition to NUGDS. The following took part in the discussion. Sri P.U. Muralidharan, Sri Johnson Avokaram, Sri Sivaji, Sri M. Thirumal Rao, Sri R.S. Yadav, Sri Bijit Das, Sri K.S. Lamjey, Sri M.R. Sarangi, Sri Rajat S. Das, Sri Kuradigi, Sri G.M. Rabbani and Smt Soma Ghosh. The congress took the following decisions.

i. If the department appoints Ex-Postal Board Member as Chairman for the GDS committee to review the wages, the Secretary-General should oppose the move tooth and nail and further course of action including strike should be organized in consultation with the General Secretaries of FNPO affiliated unions.

It should be approved by the Federal Working Committee members.

Casual Labour issues : The session discussed Casual Labour issues very seriously and took decisions to take appropriate action for absorption of the Casual Labourers who have performed duty for three years without imposing any cut-off date. The session nominated

Sri M. Thirumal Rao as Chairman, Resolution Committee, especially on Finacle and Mccammish issues. Postal and RMS Pensioners' Association The session dealt with the forming of Pensioner's Association with national – minded pensioners.

Publication of Federal Sentinel : The congress directed the Secretary-General to publish the Federal Sentinel every month as far as possible.

The second day session came to an end with closing remarks of Sri T.N. Rahate at 7.30 p.m. The session met on third day at 10 a.m. The main subject on the 3rd day was Postal JCA and strike.

The Session critically analysed JCA programmes took place in the last three years and their out come. There was positive as well as negative discussion on the strike matters.

The following participated in the discussion.

S/Sri Rajat S. Das, Soma Ghosh, Johnson Avokaram, K.V. Kurudigi, K.L. Lamjey, Sivaji, Shankar Goud, Thirumal Rao, Venugopal Reddi and Bijit Das. After a detailed discussion, the congress unanimously decided that the SG FNPO and its affiliated General Secretaries would take decision about the strike and issue strike notice whenever requires. However, before taking decision, FWC Members should be consulted.

The following have been elected as new office bearers for 2015-2018.

S/Sri President T.N. Rahate,
(Maharashtra)

Working President
Rajat S. Das, (WB)

Vice Presidents

1. Ghulam Rabbani, AP
2. R.S. Yadav, (UP)
3. T.K. Govindarajan, (TN)
4. Ranjit P. Gohil, (Gujarat)

Secretary General

D. Theagarajan (TN)

Deputy Secy. Gen.

D. Kishan Rao (AP)

Asst. Secy. Gens

1. N.N. Majawar, (Maharashtra)
2. B. Shivakumar (Karnataka)
3. A.K. Solanki (Gujarat)
4. Rabindranath Biswas (WB)
5. R.H. Gupta (Maharashtra)

Finance Secretary

Brij Mohan (Delhi Circle)

Asst. Finance Secy.

Jagdish Sharma, (Delhi Circle)

Departmental Council Members : The congress authorized the SG to nominate the following as the Departmental Council Members.

1. D. Kishan Rao, GS, NAPE 'C'
2. T.N. Rahate, GS, NUPM & MTS
3. D. Theagarajan, GS, NUR 'C'
4. N. Ramappa, GS, NUR IV

National Council Member : Sri D. Kishen Rao has been nominated as National Council Member.

Constitutional Amendments :

1. The Federation quota will be Re.1/- irrespective of cadres.
2. Vacancies arise due to retirement/resignation/death among the Federal working committee members will be filled up by the Federal Working Committee with minimum 15 days' notice.

Auditor : M/s. Lall & Co. New Delhi has been appointed as auditor.

On 4th day (6-11-2015) Federal councillors met and decided the policy and program for 2016-2018.

THANKS : Reception committee Chairman Shri Rabindranath & Secretary Shri Lakshuman Majumdar under the leadership of Sri B.M. Ghosh made an excellent arrangements for lodging & fooding.

Annexure 2

FNPO and JPGU organized a seminar on IPPB and Japan Post comparative study at Palm Beach Hotel, Visakhapatnam, AP on 22nd and 23rd March 2017. The programme was inaugurated by DDG IPPB Sri Tanveer

Ahmad. Sister Kankao Oshaki, UNI APRO Posts and Logistics Director welcomed the delegates. Bro Suma and Sister Seguchia from Japan Post explained about Japan Post Bank through a Power Point presentation. The presentation lasted nearly more than two hours. Thereafter, our DDG has given a presentation on India Post Payment Bank. After the above presentation, the Circle Secretaries of NAPE Gr-c and CWC members of the AP Circle union raised various doubts about the implementation and our future target. Our DDG patiently clarified the doubts of the participants without any agitation. The brainstorming session went nearly three hours. Our FNPO affiliated General Secretaries Sri D.Kishanrao, Sri T N Rahate and Sri P U Muralidharan presented their views and doubts and sought clarification. With a vote of thanks by Sri Sivaji Vasireddy, Local coordinator the first-day programme was concluded at 1900 hrs.

On the second day, the programme was started with a subject on personality development of union office bearers. The guest lecture was given by Sri Sanjiv Ranjan, Postmaster General, Kurnool region. The participants raised various doubts. All the doubts were clarified by the PMG with a smiley face. After the break, SG FNPO presented "Trade Union movement in India" after Independence to till date. After the lunch break Circle secretaries presented their views and future action plan. With closing remarks from SG and General secretaries of FNPO affiliated unions the seminar ends with a vote of thanks to JPGU for sponsoring the seminar. FNPO and JPGU conveyed their thanks to Sri Sivaji Vasireddy, L.Krishnaprasad and their

team for making excellent arrangements for participants and Guest.

Annexure 3

The 46th Session of the Indian labour Conference is being held on July 20-21, 2015 in New Delhi. The Prime Minister will inaugurate the Conference, dedicate National Career Service (NCS) Portal and will launch ESIC 2.0: Reform Initiatives of ESIC. Shri Arun Jaitley, Union Minister of Finance will be the Guest of Honour.

As a prelude to the Indian Labour Conference, meeting of Standing Labour Committee (SLC) takes place which reviews the Action Taken Report of the conclusions of the preceding labour conference and also decides upon the agenda item of the forthcoming Indian Labour Conference. The 46th Session of the SLC held in January 2014 set the agenda which was again fine-tuned in 47th Session of the SLC under the Chairmanship of Minister of State for Labour & Employment (Independent Charge) here on 10th July 2015. The shortlisted agenda include- - Implementation of the conclusions/recommendations of the 43rd, 44th and 45th Indian Labour Conference, particularly on Contract Labour, Minimum Wages and Scheme Workers and Tripartite Mechanism, -Social Security for the workers both in organized and unorganized sector, - Amendment of Bonus Act – Removal of conditions on payment ceiling, eligibility limits, decisions to pay minimum bonus without linking to loss when the performance indicator satisfy grant of bonus, -Labour Laws amendments

proposed/done either by the Central or State Governments and -Employment and Employment Generation.

The ESIC 2.0: Reform Initiatives of ESIC too will be dedicated. The Health Reform Initiative is a comprehensive package meant to transform the Public Service Delivery System in ESIC through effective use of Information and Communication Technology.

The Ministry of Labour and Employment is implementing the National Career Service (NCS) Project by transforming Employment Exchange processes to Career Centers. A portal developed with key functionalities associated with the employment exchange processes (including online registration, career counselling, job matching etc.) will also be launched.

The conference will be attended by Labour Ministers, Labour Secretaries, Labour Commissioners of all State Governments, Union Territory Administrations, several Central Ministries, Departments and senior leaders of the Central Organisations of Employees and Workers.

Concluding Session of 46th ILC

The 46th session of India Labour Conference concluded Yesterday at Vigyan Bhawan, New Delhi where the recommendations and conclusions were adopted on 5 chosen agenda items after the at length tripartite deliberations which lasted 2 days.

In his concluding remarks, the chairman of the ILC and Labour and Employment Minister of state (Independent Charge),

Shri Bandaru Dattatreya reiterated his Governments commitment to reform process with a tripartite consensus to promote the employment generation at a massive scale particularly for the aspiring youth population of this country.

The consensus conclusions/recommendations on each of the agenda items are reproduced here:

Implementation of the conclusions/recommendations of the 43rd, 44th and 45th Indian labour conference, particularly on contract labour, Minimum wages and scheme workers and tripartite mechanism Conclusions of the committee are as follows:-

The committee debated the recommendations of the 43rd, 44th and 45th Indian labour conference at length and expressed its concern over non-implementation of the conclusions, particularly on contract labour, Minimum wages, scheme workers and tripartism. It was therefore unanimously recommended that concrete measures should be undertaken to expeditiously implement the recommendations in letter and spirit. Periodic reviews should be undertaken by the stakeholders.

Recommendations of conference committee on "social security for organized, unorganized and migrant International workers" There was an in-principle agreement for coverage of all workers organized as well as unorganized under social security with support wage by Government, if required, for providing decent living conditions. The committee recommended that:

I. The mechanism for identification and registration of unorganized workers should be provided. A special drive should be launched for the said purpose and, if required, direct registration by the Government.

II. Schemes for organized/ unorganized workers should be made efficient.

III. Budgetary provisions should be made for those unorganized workers who are not covered under any specific social security scheme.

IV. The cost of registration of unorganized workers should be borne by the Central/ State Government.

V. There should be proper utilization of fund collected through building construction cess and administrative expensed should not be for what is not stipulated.

VI. The Anganwadi/ Asha/ Mid-day meal and other such workers, the committee reiterated that they should be extended coverage under ESI/ EPF.

VII. As regards ESIC, the following recommendations were given:-

a. ESIC to expand to cover all states/ UTs. All districts where scheme is running at present should be covered fully/

b. The ESIC scheme to be expanded to unorganized sector by reducing the threshold from present 10. Self-employed should be provided medical benefit, in phases.

c. The ESIC should directly run the health services in all the states. Stated should

not be asked to bear the cost of Medical expenses.

d. Medical Facilities should be expanded at a fast pace; establishments of hospitals and dispensaries should be decided based on geographical necessity.

e. All construction workers should be covered under ESI.

f. ESI coverage for round the clock for medical benefit.

VIII. As regards EPF, recommendations were:-

a. Medical Scheme to EPS pensioners from the surplus Corpus of EDLI Scheme.

b. Extension of coverage by reducing threshold from 20 to 10. 'Member of LUB opposed this'

c. Coverage of both inter-state and international migrant workers under EPF Act.

d. EPF pension should be enhanced and linked with a price index.

IX. Wages definition should be uniform for all labour laws.

X. There should be a mechanism so that employers can deposit social security contributions at single window.

XI. For construction workers, there should be a single contribution from the employer.

XII. Implementation of the decisions taken by 43rd, 44th and 45th ILC with regard to Social Security.

However, on the point of optional schemes for ESI & EPF, the employee's representatives strongly opposed whereas the employers' representatives were of the view that options should be available.

Removal of Conditions on payment Ceiling eligibility Limits, Decisions to pay Minimum Bonus without linking to loss when the performance indicator satisfy grant of bonus- The major conclusions emanating from the discussions in the committee are as follows:

The Conference committee on the amendment of Bonus Act – Removal of Conditions on Payment Ceiling, Eligibility Limits. Decisions to pay Minimum Bonus without linking to loss when the performance indicator satisfy grant of bonus constituted to discuss the Agenda item No. 3 of 46th session of the Indian Labour Conference met under the chairmanship of Captain Abhimanyu, Minister of Labour, Govt. of Haryana. Shri Om Prakash Mittal, General Secretary, Laghu Udyog Bharti (LUB) and Ms. Meenakshi Gupta and Mr. B.B. Mallick, Joint Secretary, MoLE respectively were the Vice-Chairman and Member Secretary of the Committee. The Committee had the representation of all the stake-holders (Workers' Group, Employers' Group and State Government).

2. At the very outset, the chairman of the committee welcomed all the representatives. He observed that the issue of bonus has been pending for long. He expressed the hope that all the partners would understand and appreciate the position of each other and

give recommendations keeping in the view the larger national interest. The Vice-Chairman also welcomed all the Members. Thereafter, the Member Secretary introduced the subject. The agenda has following 3 issues:-

- (i). Removal of calculation ceiling;
- (ii). Removal of Eligibility Limit; and
- (iii). Decisions to pay Minimum Bonus without Linking to loss when the performance indicator satisfy grant of bonus.

3. It was mentioned that last revision in the limits (Calculation Ceiling – Rs. 3500 and Eligibility Limit-RS. 10,000) was done in 2007 based on the recommendations of the 41st ILC.

4. The committee had very intense detailed discussions on all the aspects of the Agenda Item no. 3.

(i). The Trade Unions were of the view that all the ceilings under the payment of Bonus Act. 1965 i.e. eligibility ceiling, calculation ceiling and maximum percent of bonus payable need to be removed. They further expressed that they would like to reiterate the stand taken by them in the tripartite meeting held on 20 October 2014.

(ii). The Employers, representatives were of the view that total removal of various ceilings may lead to a spurt in industrial relation issues. They observed that while making any change in the payment of Bonus Act, 1965 productivity of the workers and paying capacity of the employers have to be taken into account. They further observed that they are not

in favour of indexation of cost of living for the purpose of ceiling and bonus calculation. The term 'Employee' should be substituted by the term 'workman' as defined under the industrial disputes Act. The present system of prescribing limits both for eligibility and calculation should be retained.

(iii).The State Government representatives were of the view that minimum, limit of bonus (8.33%) may continue. Regarding limits with regard to calculation and payment ceiling, it was stated that they had no comments to offer. They further observed that distinction between statutory bonus and productivity linked bonus is quite relevant in this regard.

(iv).The State Government representatives also suggested that the central Government may consider notifying the limits for eligibility of bonus and calculation of bonus through an administrative process based on tripartite mechanism rather than legislative process every time. Appropriate amendment to the payment of Bonus Act, 1965 may have to be carried out accordingly.

Labour laws Amendments proposed/done by central or State Governments
Conclusions of the committee are as follows:-

1. The committee reiterates historical role of tripartite mechanism functioning in the country before any enactment/ amendment of labour laws.
2. Any labour law amendments/ enactment should take into account

three purpose namely:

- (i). Rights and welfare of workers;
 - (ii). Sustainability of enterprises and job creation; and (iii).Industrial peace.
3. The labour laws need to be relooked and updated in a time-bound manner.
 4. The committee recommends that the overall exercise of the labour law amendments should be discussed in the tripartite forum and the broad and specific proposals should also be discussed in tripartite meetings.

Recommendations of committee on "Employment and Employment Generation" of 46 the Indian Labour Conference (ILC) are as follows:-

1. The committee noted that the recommendations of 43rd to 45th ILC on Employment & Employability need to be fully implemented.
2. Recognising the employment potential in the micro and small industry, especially in rural areas, an effective single-window system be established to promote agro-based and micro & small industries with a facility like concessional finance etc. A system for centralized marketing of products manufactured by these industries can also be developed.
3. Enhance the outlays and threshold for public employment generation programmes in both rural and urban areas.
4. Fill up vacant posts in Central Government, State Governments and Public Sector Undertakings in a time-bound manner.

5. Reiterate the necessity for publishing quarterly employment and unemployment data.

6. With Central and State Government moving to on-line systems for employment exchanges there is a need for capacity building of Employment Exchanges officers for their revised roles under National Career Service (NCS). Need for integration of Central and State IT initiatives to avoid duplication.

7. Utilization of idle capacity in Vocational and Educational Institutions and closed/ sick industry for demand responsive training.

8. Enhance and expand areas for Recognition of Prior Learning (RPL) with an effective assessment.

9. Enhance number and improve quality of assessors for vocational training and consider including ITI faculty for assessments.

10. To identify labour-intensive industries and new areas where jobs can be created like renewable energy and reusable resources etc. and providing employment liked training.

11. Evolve strategies for increasing female workforce participation in both public and private employment.

Bonus Ceiling issue to be discussed in Labour Conference – Amendment of Bonus Act with regard to removal conditions on bonus payment ceiling and Pay for bonus eligibility is one of the agenda points

47th Session of Standing Labour Committee revises agenda for 46th

Session of Indian Labour Conference

In a meeting held here on 10th July, 2015, 47th Session of Standing Labour Committee shortlisted agenda items for detailed deliberation in the 46th Session of Indian Labour Conference.

Sl. No.

Agenda Item

1. Implementation of the conclusions/ recommendations of the 43rd, 44th and 45th Indian Labour Conference, particularly on Contract Labour, Minimum Wages and Scheme Workers and Tripartite Mechanism

2. Social Security for the workers both in organized and unorganized sector

3. Amendment of Bonus Act – Removal of conditions on payment ceiling, eligibility limits, decisions to pay minimum bonus without linking to loss when the performance indicator satisfy grant of bonus

4. Labour Laws amendments proposed/ done either by the Central or State Governments

5. Employment and Employment Generation

The Standing Labour Committee (SLC), a tripartite body is a pre-cursor to the Indian Labour Conference (ILC). As a matter of practice, and to maintain continuous dialogue with social partners, meetings of these apex bodies are convened once in a year to discuss the topical issues concerning labour. All the 12 Central Trade Union Organisations, Central Organisations of employers, all

State Governments and Union Territories and Central Ministries/Departments concerned with the agenda items, are the members of the ILC and SLC.

Annexture 4

DEMONETISATION – OUR LETTERS TO DIRECTORATE

Request for supply of fake currency detecting machine to all HO/so's at once reg.

Ref:9/NAPE-C2016 09/11/2016

To
The Secretary,
Department of Posts,
Dak Bhawan, New Delhi-110 001.

Respected Sir

Sub: Request for supply of fake currency detecting machine to all HO/so's at once reg.

You are aware that our honourable. Prime Minister Shri.Modiji had announced that Rs.500 and, Rs.1000. Denomination currency will not be valid from 08.11.2016 midnight. Further, he announced that the exchange of these currencies will be done at banks and post offices. Since the majority of our HO/SOS does not have the fake currency detecting machine, during the exchange of old currencies it will be difficult to detect the fake currency. Hence it is requested to supply of fake currency detecting machines to all HO/SOs on a war-putting measure.

A line in reply is very much appreciated.

Thanking you,

Yours sincerely,
/Sd/-

Request to provide a necessary patch in our DOP Finacle

Ref:9/NAPE-C2016 11/11/2016

To
Shri. B.V. SUDHAKAR
Secretary,
Department of Posts,
Dak Bhawan,
New Delhi-110 001.

Dear Sir,

Sub: Request to provide a necessary patch in our DOP Finacle software Reg.

Kindly refer my earlier letter and savingram. Our staff in HO/SOs is finding difficulties while paying cash for the public due to nonavailability of software which alerts to arrest the daily payment of maximum limit i.e Rs.10000 & Rs.20000 per week as in the case of banks.

Necessary instruction may kindly be issued by authority Concerned to provide a necessary patch in our DOP Finale software to avoid future complication.

Your speedy action is requested in this regard.

Thanking you,

Yours sincerely,
/Sd/-

Ref:9/NAPE-C2016

14/11/2016

To
Shri. B.V. SUDHAKAR
Secretary,
Department of Posts,
Dak Bhawan, New Delhi-110 001.

Dear Sir,

Sub: Following issues to be
considered at once

1. Fake currency detecting machines not supplied to the Sub Post Offices despite of several reminders by our Union.
2. Patch in Finacle software is not provided to arrest the cash payment of Rs.4000/- daily and Rs.20,000/- weekly.
3. Sufficient money doesn't supply to the Post Offices by the Banks. This has resulted in public anger towards Post Offices.
4. Banks are not accepting the OHD notes from the Post Offices. We are compelled to deposit the OHD notes in the Post Office complex itself. It will create more complication in the future.
5. Cash line limits are not maintained.
6. Nationalised Banks are functioning from 1000hrs to 1700hrs only. Whereas in Post Offices there is no time limit. The staff are compelled to work up to 2200 hrs.
7. Banks are paying Rs.3000/- as remuneration for the staff who are brought on duty during holidays and Sundays to exchange OHD. Whereas, there is no mention about remuneration to the Post Office staff and GDS.

The Chairman, Postal Board is requested to find a solution for the above issues in a war footing manner.

A line in reply is highly solicited.

Thanking you,

D.Thegarajan, Secretary General

Ref:OHD/4/170/2016 Dt: 23/11/2016

To
MS MANJU P.PILLAI
The DDG (FS)
Department of Posts
Dak Bhawan, New Delhi-110 001.

Sub: –Deposit of old demonetized
notes of 500 and 1000 in Small
Savings Scheme

Ref: Ministry of Finance letter.No.1/
042016-NS dt: 22/11/2016

Kindly recall our conversation regarding the above subject. The order under reference created more confusion in the HO/SO/BO for accepting OHD notes in Small Savings Scheme. A clarification on the subject may be issued by the Directorate to clear the doubts.

Your early action is requested.

Thanking you,

D.Thegarajan, Secretary General

Annexure 5

Seeking to pacify trade unions, which is critical to the proposed sweeping labour reforms, Prime Minister Narendra Modi on Monday said the reforms would be attempted only with the consensus among all stakeholders, reports fe

Bureau in New Delhi. But he reiterated that “obsolete and unnecessary” laws needed to be weeded out. Addressing the 46th Indian Labour Conference (ILC), he said there was a thin line that separated the interests of workers and their unions and the same should be respected. “Efforts would be made to modify labour laws through consensus,” he stressed.

The draft labour code on industrial relations readied by the Modi government, among other things, suggests allowing more establishments to lay off workers without prior government approval, making it tough to form trade unions and bar professional politicians from becoming union leaders. However, even BJP-affiliate Bharatiya Mazdoor Sangh (BMS) is at odds with several of the proposals in the code and said that unions won’t allow reforms “at the cost of labour”.

Finance minister Arun Jaitley, in his address, warned of a threat to job creation if investments were blocked and appealed to the trade unions not to persist with ideas that harm the economic activity. “If we stop the fountain of investment, then employment will not increase, then economic activity will also not increase. And it becomes a threat to existing jobs,” he said.

While labour-related Bills are slated for consideration and passage in the monsoon session of Parliament, starting Tuesday, 11 central trade unions, including the BMS, have called for a nation-wide strike on September 2 to protest against the proposed reforms.

Modi, who met leaders of central trade unions on Sunday ahead of the ILC, said

talks with the unions on labour reforms would continue as the unanimous objective of all was to ensure the welfare of the workforce. Attempting to merge 44 extant labour laws into four codes, the government is trying to improve the ease of doing business in line with the stated objective of turning India into a manufacturing powerhouse. The simplification of the laws, the PM said, was meant to benefit the workers and would ensure that even the poorest are able to understand their rights and seek them.

Modi also pitched for giving importance to innovation among the workers. He asked industrialists to encourage innovative workers to become entrepreneurs.

The government has already set up a high-level ministerial committee, headed by Jaitley, to deliberate on the 10-point charter of demands of the labour unions. The committee had its first meeting on Sunday.

The draft labour code proposes to amalgamate three labour laws, including The Trade Unions Act, 1926, The Industrial Employment (Standing Orders) Act, 1946, and The Industrial Disputes Act, 1947. As per the code, firms employing up to 300 workers would be allowed to lay them off without prior government approval, against the current threshold of 100 workers.

Annexure 6

The INTUC and other Central Trade Unions in the country have decided to go on One Day General Strike on 2nd September 2016 on 12 Points Charter of Demands submitted to the Central Government as below:-

1. Urgent measures for containing price rise through the universalization of public distribution system and banning speculative trade in the commodity market.

2. Containing unemployment through concrete measures for employment generation.

3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.

4. Universal social security cover for all workers.

5. Minimum wage of not less than Rs. 18000/- per month with provisions of indexation (for unskilled workers).

6. Assured enhanced pension not less than 3000 p.m. for the entire working population (including unorganized sector workers).

7. Stoppage of disinvestment in Central/ State Public Sector undertakings.

8. Stoppage of contractisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.

9. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in quantum of gratuity.

10. Compulsory registration of Trade Unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions C-87 and C-98.

11. No. FDI in Railways, Defence and other strategic sectors.

12. No unilateral amendment to labour laws.

PART – B: (CGE & POSTAL DEMANDS) 1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay a fitment formula. Implement the assurance in a time-bound manner. 2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015. 3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972. 4. No privatization, outsourcing, contractorisation of Government functions. 5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees. (ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits. 6. Fill up all vacant posts by special recruitment. Lift ban on creationcreation of new posts. 7. Remove ceiling on compassionate appointments. 8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years 2014-15. Ensure payment of revised bonus before Pooja holidays. 9. Revive JCM functioning at all levels. 10. Implement Cadre restructuring in left out categories of the Postal Department. i.e RMS,MMS,PA CO, SBCO & Postal Accounts etc.. 11. Settle the problems related CBS, CIS & stop harassment and Trade Union victimization.

LESSONS LEARNT FROM THE 2ND SEPTEMBER STRIKE

According to the Department of posts, September 2 strike became successful throughout India. The percentage of Strike amounts to 48% to 51%. If FNPO and NFPE members go on strike, the strike percentage would be 98%. This has been proved in Kerala, almost in Assam and North Eastern Circle. The percentage reveals that FNPO and NFPE affiliated members to the extent of 45% have not joined the strike. The percentage may differ from States to States. But it is true that considerable members belonging to both Federations have not followed the directives of the respective CHQs except Kerala Circle. Why all the members of FNPO and NFPE did not join the strike enmasse is debatable one. According to our information, most of the members who performed duty on 2nd September were due to influence of the local leaders. Why local leaders went against the decision of the CHQ and Federation is questionable. FNPO local leaders are blaming NFPE and NFPE blaming FNPO. This has resulted in happiness on the part of the Government due to division among the workers.

There may be a question from the local leaders as to why there was no PJCA call on September 2 strike. FNPO is unable to join with NFPE for PJCA call due to differences on the policy matters and not on any personal reasons. That is why we were unable to give PJCA call though the demands of September 2 strike are the same for both the

Federations. According to the verification of membership NFPE membership is around 60% and that of FNPO is around 25%. 10% percent members have opted for both Federations. In short, FNPO and NFPE membership is around 95% among the Postal Employees. If the above percentage been reflected in the Sep 2 strike, the strike would have become a grand success and it would have sent a strong signal to the Government in settling the issues more powerfully across the table in future.

FNPO affiliated unions members should understand why FNPO is calling one day strike. Unless there are strong reasons, the FNPO would not resort to one day strike.

The members are aware that same long pending issues such as bonus ceiling, gratuity to NPS subscribers have found solution. If we do not participate in the strike, the entire credit would go to other Federation. Steps taken by FNPO in removing the bonus ceiling and scrapping NPS would have become in vain had we not participated in the strike.

Leaders of other Federation are expert in propagating that all victories came due to their efforts. If any defeat found in the struggle, they will easily put blame on us. This practice has been going on for the last 50 years. We are unable to curb this successfully.

Further they have created a brand for themselves that they are the only fighters and others are not. This is unfortunate that a good number of Postal employees believe this. We cannot rule out this fact.

Only for this reasons, we are not participating in the Sep 2 strike. There are many reasons to participate in the Sep 2 strike, which has already been explained in our last editorial.

The coming days are very crucial. The Department may take many austerity measures in future in order to reduce the deficit. We cannot go for indefinite strike for all times. Sometimes, we have to go on one day strike to show our protest to the Government.

Whenever the FNPO takes decision to participate in the one day strike in future, our affiliated union members should invariably participate in the strike forgoing the local conditions and political reasons.

We are workers and we are not politicians. We are not interested to politicalise our Federation for the last 50 years. Our interest is only the welfare of the Postal employees. Keeping this, I appeal to all our colleagues to learn lesson from the Sep 2 strike and participate enmass in future, whenever FNPO calls for one day strike.

To

1. All Circle/Division/Branch Secretaries
2. All the affiliated unions' / Association CHQ office-bearers

Dear Colleagues,

Sub : GDS verification.

The Department of Posts has started the process of the verification of membership of GDS for grant of recognition. At the same time the Department imposed hurdles by unnecessarily seeking

information of Divisional Secretaries nation-wide from the applicant unions against the provisions of verification process contained in the RS Rules of the Department of posts. NUGDS has already submitted applications in the ensuing verification process.

Now the issue before us is that the NFPE affiliated union. (All India Postal Employees union – GDS (NFPE) and AIGDSU are floating misleading information through their circulars in order to confuse the poor GDS employees. In this connection, our Federation issued separate circular which is enclosed herewith.

This verification process is entirely different from previous one.

Earlier there were only three Federations which participated. Among the three there was real contest between NFPE and FNPO. At that time, we were able to submit as many as 51000 membership applications in the verification, 2010. Out of 51000, we secured 34800 verified members. Nearly 16500 members became dual.

Now the AIGDSU is split into two groups. One group continues to function in the name of AIGDSU and the other is functioning under the name of AIPEU-GDS (NFPE). The split between the two groups was not made on ideological basis but made due to egoism between the top leaders.

Now both the groups are claiming that they will get number one position without understanding the GDS mind. Both AIGDSU and AIPEU GDS (NFPE) are expert to influence poor GDS employees by means of unfair methods.

One group uses official capacity by approaching postmasters and the other group uses their muscle and money power to intimidate the poor GDS. We should be very careful with the two groups. At the same time, we need not be afraid of the action of both unions- AIGDSU and AIPEU-GDS (NFPE). Verification of membership for regular employees has been over a few months ago. Before the verification, NFPE affiliated unions and Bharatiya affiliated unions have floated rumours nation-wide that FNPO affiliated unions would lose their recognition. But the result shows that we secured more number of members than the 2010 verification. If our FNPO affiliated unions of Divisional Secretaries of PIII, PIV, RIII, R IV worked together in the GDS verification, there is no doubt that we would have secured requisite membership for obtaining recognition.

To achieve the goal, all Circle/Division Secretaries of FNPO affiliated unions are requested to follow the instructions given below:

1. All FNPO Divisional Secretaries should ensure that they fully co-operate well with Divisional Secretary of NUGDS by burying all differences between them.
2. If there is no Divisional Secretary for GDS in any Division, the Divisional union should be formed for GDS immediately. On ad-hoc basis and intimate the same to NUGDS CHQ by email and also to the GDS Circle union.
3. NUGDS has more than 300 Divisional Secretaries names in the mailing list. However, it has to be updated immediately. Therefore it is

requested that the names of the office-bearers of NUGDS Divisional Secretaries should be sent to the General Secretary, NUGDS Sri P.U. Muralidharan through his email, mail id : muralipost@hotmail.com and fnpochennai@gmail.com

4. All Divisional Secretaries of FNPO worked well and proved their efficiency in the recent verification of regular employees. This alone is not enough. NUGDS union is the first child of our beloved leader, K.R. It is our duty to give all sorts of help to NUGDS union for obtaining recognition. The FNPO appeals to all the Divisional Secretaries to ensure no stone is unturned to get the recognition of NUGDS.

5. All Circles should revive Circle co-ordinating committee immediately to ensure NUGDS division union in their Circles function properly and submit the office-bearer list to the NUGDS CHQ and FNPO CHQ. This is very very important task for us. We strongly believe that all FNPO Circle Secretaries will rise to the occasion.

6. We are confident that our Circle/Division/Branch Secretaries will follow the above guidelines scrupulously without fail.

7. Our achievement in the past is enclosed as separate circular for your information. Circle Secretaries are requested to translate the contents of the enclosed circular in their regional language under the names of FNPO affiliated unions' Circle Secretaries jointly and circulate to each Division at the earliest.

Annexure 9

NJCA

National Joint Council of Action

4, State Entry Road,
New Delhi – 110055

No.NJC/2015/7th CPC

December 10, 2015

To

Shri. Pradip Kumar Sinha
Cabinet Secretary
Government of India
Rashtrapati Bhawan Annexe
New Delhi-110001

Sir,

Subject:- 7th CPC recommendations
and Charter of Demands – Reg.

We send herewith our suggestions and demands on the recommendation made by the 7th CPC. As indicated when the undersigned met you on 20th November 2015 the central government employees are extremely agitated over the totally retrograde recommendations of the Commission.

The meagre increase of 14% recommended by the 7th CPC is the lowest ever any pay Commission has made. It was the similar recommendation, we would request you to recall, made by the 2nd CPC that triggered a confrontation of an unprecedented nature, leading to a strike action which lasted for five days in the year 1960. In the background of the fact that the 5th and 6th CPC recommendations had resulted in the wage rise of 31% and 54% respectively, the anger, anguish and frustration of the employees are the natural outcome. Unless the minimum wage is re-determined with all consequential

benefits, the discontent will not be capable of being addressed effectively.

It is, therefore, necessary that a meeting of the members of the Standing Committee of JCM NC is convened under your chairmanship immediately to discuss the issues we have incorporated in the enclosed charter. Settlement through bilateral negotiation has become the urgent need and requirement.

I have been directed by the meeting of the NJCA held on 8th December 2015 to convey to you the disappointment and resentment of the employees over the recommendations of the 7th CPC. We expect a bilateral negotiated settlement of the issues without delay from the Government. We request you that a mutually agreeable settlement on the issues are brought about latest by the first week of February 2016. I have been asked by the meeting to inform you that the entire Central Govt Employees under the auspices of National JCA will be constrained to go indefinite strike in the first week of March 2016 if the desired settlement through bilateral discussions is not brought about by the first week of February 2016. To facilitate an early resolution of the issues, we expect the government to set up a Committee of Group of Ministers to negotiate with the NJCA immediately.

We earnestly hope that the Government will effectively intervene and bring about a satisfactory settlement much before the first week of February 2016 and avoid an otherwise inevitable confrontation.

Thanking you,

Yours faithfully,
(Shiva Gopal Mishra) ,
Convener

No.NJC/2015/7th CPC
December 11, 2015

To
All Constitutents of NJCA

Dear Comrade

We send herewith the copy of our letter dated 10.12.2015 addressed to the Cabinet Secretary intimating him of our suggestions and demands on the recommendations of the 7 CPC. A delegation of the NJCA met the officials in the DOPT and Department of Expenditure today to explain the charter of demands and request for the immediate convening of the empowered committee to discuss the issues in the charter with the NJCA. The National JCA has decided to embark upon the indefinite strike action in the first week of March 2016 in case the Govt does not settle the issues through bilateral discussions, with the NJCA. The modified charter of demands is enclosed. While handing over the letter cited to the Cabinet Secretary we have briefed the officials of Departments of Expenditure and Personnel of the demands, today.

The National JCA felt that no discussions will be possible or fruitful if it is not backed up with agitations at the field formations. The NJCA, therefore, calls upon all affiliates to advise their affiliated unions, their Branches/divisions/circles/zones etc to hold demonstration enlisting the participation of all members and hand over the copy of the NJCA letter to the head of offices for onward transmission to the Cabinet Secretary demanding immediate settlement of the issues. Please ensure that the said

programme is carried out at all places on 30th December, 2015. This programme may be followed by a three days dharna at all State Capitals and Industrial Centers / Establishments on 19th, 20th and 21st Jan. 2016.

The NJCA will meet again on 8th February, 2016 to decide the date of commencement of the indefinite strike action, if no settlement is brought about by then.

The NJCA has received innumerable demands and suggestions concerning the 7th CPC recommendations. We have taken a few of the most important which is of concern to the large number of employees and which have a general sweep. The demands placed before the Government cannot therefore be considered as exhaustive. We have placed the demand for setting up of a Committee of Group of Ministers both at the National and Departmental level to expeditiously address the department specific issues and other matter which are not covered by the Charter of demands. We request the affiliates to kindly go through the report thoroughly and convey to us the issues to be taken up at the National level immediately.

During the intervening period, the affiliates are earnestly requested to organize meetings at all work places covering all employees and workers and explain the demands and the decision to organize strike action in case the issues are not settled satisfactorily. The employees and workers at the grass root level must have a fair idea and understanding of the issue, before we could embark upon an industrial action.

The NJCA website will exhibit the day to day developments of the negotiations with the Government on the charter of demands.

With greetings,

Yours fraternally,

Shiv Gopal Misra, Convener

CHARTER OF DEMANDS

1. Re-compute the minimum wage on the basis of the actual commodity prices as on 1.7.2015 and factor the Dr. Aykroyd formula stipulated percentages for housing and social obligations, children education etc. Revise the fitment formula and pay levels on the basis of the so determined minimum wage;

We are not in agreement with the methodology adopted by the 7th CPC in computing the minimum WAGE. We give hereunder briefly the reasons thereof.

1. The retail prices of the commodities quoted by the Labour bureau is irrational, imaginary and even absurd in respect of certain articles at certain places. The Staff Side had objected to the adoption of those rates in its meeting with the Commission on 9th June, 2015.

2. The adoption of 12 monthly average of the retail prices is contrary to Dr. Aykroyd formula. Same is the case with the reduction effected by the Commission on housing and social obligation factors. The house rent allowance is not a full compensation of the expenditure incurred by an employee for obtaining an accommodation. Therefore, no reduction on that count in arriving at the minimum wage is permissible. We may cite the minimum

wage computation made by the 3rd CPC in this regard, The employees were in receipt of HRA even at that time. But still the 3rd CPC, and rightly so, adopted the 7.5% as the factor for housing. In respect of the addition to be made for children education and social obligation as per the Supreme Court judgement, (25%) the Commission has reduced the percentage to 15% on the specious plea that the employees are separately given children education allowance. The Children education allowance is not a full reimbursement of the expenses one has to incur. After the liberalization of the Education Sector where private parties were allowed to set up universities and colleges, the expenses for education had increased heavily. No concession or allowance is granted to the employees for educating the children beyond the higher secondary levels. The earlier Pay Commission has only tried to compensate a little in the increasing cost of education and that too at the primary level, since even the Governmental institutions had started charging abnormal tuition and other fees.

3. The website maintained for the Agriculture Ministry depicts the retail prices of commodities which go into the basket of minimum wage computation. Even though the rates quoted by them vary from the real retail prices in the market, it provides a different picture. If one is to take the rates quoted by them for different cities and make an all India average of the prices as on 1.7.2015, it will work out to Rs. 10810. It will result in the computation of the minimum wage of Rs. 19880. Adding 25% for arriving at the MTS scale, it will rise to Rs. 24850. To convert the same as on 1.1.2016,

1. 3% will be added as suggested by the 7th CPC. The final computation will be Rs. 25,596, when rounded off shall be Rs. 26000.

4. The Andhra Pradesh State Pay Commission in its report has taken the commodity prices at Rs. 9830.- as on 1.7.2013 which works out to a minimum wage of Rs. 18080. The wage of MTS will then be Rs. 22600 as on 1.7.2013, The Corresponding figure for 1.1.2016 shall be Rs. 26758 , rounded off to Rs. 27000.

5. The Staff side had computed the minimum wage as on 1.1.2014 at Rs. 26,000, taking the commodity price at Rs. 11344. The rates were taken on the basis of the actual retail prices in the market as on 1.1.2014(average prices of 8 Cities in the country) substantiated by the documentary evidence of Cash bill obtained from the concerned vendors. As on 1.1.2016, the minimum wage work out to Rs. 29339, rounded off to Rs. 30,000.

6. The 5th CPC adopted the rate of growth in the economy (as reflected in the increase in the per capita net national produce at factor cost) over a period of ten years to arrive at the increase required to be made to arrive at the minimum wage. The per capita NNP at factor cost registered an increase of 65.28% over a period of ten years in 2013-14. If we apply the same percentage to the emoluments (Pay +DA) as on 1.1.2016 (assuming that DA will be 125% as on that date), the minimum wage as on 1.1.2016 for an MTS will have to be Rs. 26030, rounded off to Rs. 27000.

7. In para 4.2.9 of the report, the Commission has given a table depicting the percentage increase provided by the successive Pay Commissions, according to which the 2nd CPC had made a paltry increase of 14.2%. The 3rd CPC gave a rise of 20.6, 4th 27.6, 5th 31.0 and 6th CPC 54%. While the per centage increase had been in ascending order all along, the 7th CPC has sought to reverse that trend ostensibly for reasons unknown. It is was the meager increase of 14% provided for by the 2nd CPC that triggered the volatile situation in the civil service and led to all India strike encompassing all employees which lasted for 5 days in 1960. We do not know whether the 7 CPC really intend to create such a scenario once again.

8. In the case of Bank, Insurance and many other Public Sector Undertakings wage revision takes place once in 5 years. In the recently concluded agreement, Bank employees were provided more than 15% increase.

9. After the implementation of the Pay Commissions Report the AP State Employees have been given a wage structure based on a minimum wage far above the level of Central Government employees. In their case also wage revision does take place once in 5 years.

It could be seen from the above that the computation of minimum wage by the 7 CPC is prima facie wrong and computed on untenable premises and incorrect data. The minimum wage therefore requires re-computation and revision. Once the minimum wage gets revised, the fitment formula, the multiplication factor applied for determining the pay levels and the pay

matrix itself will have to consequently revised.

Determination of Pay Level Minimum

It is seen that the 7th CPC has applied varying multiplication factors for different pay levels. The 6th CPC has taken the emoluments in the private sector to hike the salary of officers by applying different yardstick to compute the pay bands disturbing the vertical relativity while the 7th CPC has further accentuated the gap of differences in wages between officers and employees. This being unacceptable we urge upon adoption of uniform multiplication factor for determining pay levels.

2. Revise the pay matrix basing upon the revised minimum wage and rounding off the stages to the next hundred. Accept the suggestion made by the Staff Side in its memorandum to 7 CPC for de-layering viz. to abolish the pay levels pertaining to GP 1900, 2400 and 4600.

In our memorandum to 7th CPC the staff side had requested for de-layering by abolition of Grade Pay of Rs 1900, 2400 & 4600. The pay levels pertaining to GP 1900, 2400 and 4600 may be abolished and merged with the next higher levels.

3. Revise the rate of increment to 5 % and Grant two increments in the feeder cadre levels as promotion benefit.

The rate of increment has been pegged down to 3% by the 7th CPC. At this rate an employee will not be able to double his pay even after 30 years. The demand of the staff side to increase the rate of increment to 5% to be accepted.

Promotion from one cadre to another is a rare phenomenon in government

services especially in lower grades. If one to be awarded only an increment amounting to 3% of pay, it might not become a sought after affair and will in fact act as a de-motivating factor. This apart, in most of the Govt. Departments, promotion is followed by posting to a different location. Those who are posted to unclassified cities or from Metro cities to towns will financially suffer due to such mandatory transfer on promotion. This is because of the fact that the rate HRA, Transport Allowance etc vary from one station to another. The financial benefit on promotion must be, therefore, at least two increments i.e. 10% of the pay.

4. Fill up all vacant posts by holding special recruitment drive

5. MACP to be treated as financial up-gradation, without any grading stipulation; to be provided on the basis of the promotional cadre hierarchy of the concerned department; increase the number of MACP to five on completion of 8, 15, 21, 26 and 30th years of service. Reject the Efficiency Bar stipulation made by 7th CPC. Personnel promoted on the basis of Examination should be treated as fresh entrants to the cadre.

6. Upgrade the LDCs in all departments as UDCs for it is stated by the Commission that the Government has stopped recruiting personnel to this cadre.

The cadre of LDC, after the introduction of MTS has presently overlapping functions. Most of the specific functions have also become obsolete on introduction of computerized diarizing and maintenance register. There is no

specific need for this cadre in any of the offices. While future recruitment can be stopped, which the government has conveyed to the Commission, what has to be done to the existing cadre is not mentioned. It is therefore necessary that the existing incumbents be promoted as UDCs by upgrading all posts of LDC as UDCs.

7. a) Parity to be ensured for all Stenographers, Assistants, Ministerial Staff in subordinate offices and in all the organized Accounts cadres with Central Sectt. By upgrading their pay scales (and not by downgrading the pay scales of the CSS)

b) Drivers in all Government offices to be granted pay scale on par with the drivers of the Lok Sabha.

The question of Parity, as has been rightly mentioned by 7th CPC, is a settled matter. It is the Department of Personnel which the cadre controlling Department for CSS cadre that unsettles the parity every time. The recommendation to downgrade the CSS is however not acceptable. What is required is to grant higher pay levels at par with CSS ministerial and stenographer cadres and other similarly placed cadres in the field/ subordinate offices and IA&AD & Organized Accounts cadres.

8. To remove existing anomaly, the annual increment date may be 1st January for those recruited prior to 30th June and 1st July in respect of those recruited prior to 31st December.

9. Wage of Central Government Employees be revised in every 5 years

10. Treat the GDS as Civil Servant and grant them all pay, allowances and benefits granted to regular employees on Pro -rata basis

11. Contract/casual and daily rated workers to be regularized against the huge vacancies existing in various Government offices.

12. Introduce PLB in all departments. All existing bilateral agreement on PLB must continue to be in operation.

13. Revise the pension and other retirement benefits as under:-

(a) Parity between the past and present pensioners to be brought about on the basis of the 7th CPC recommendations with the modification that basis of computation to be the pay level of the post / grade/ scale of pay from which one retired; whichever is beneficial.

(b) Pension to be 60% of the last pay drawn in the case of all eligible persons who have completed the requisite number of years of service.

(c) The family pension to be 50% of the last pay drawn.

(d) Enhance the pension and family pension by 5% after every five years and 10% on attaining the age of 85 and 20% on attaining the age of 90.

(e) Commuted value of pension to be restored after 10 years or attaining the age of 70, whichever is earlier. Gratuity calculation to be on the basis of 25 days in the month as against 30 days as per the Gratuity Act.

(f) Fixed medical allowance for those pensioners not covered by CGHS and REHS to be increased to Rs. 2000 p.m.

(g) Provide one increment on the last day in service if the concerned employee has completed six months or more from the date of grant of last increment.

14. Exclude the Central Government employees from the ambit of the National Pension Scheme (NPS) and extend the defined benefit pension scheme to all those recruited after 1.1.2004

15. In the absence of any recommendation made by 7th CPC, the Government must withdraw the stipulated ceiling on compassionate appointments

16. Revise the following allowances/ advances as under in place of the recommendations made by the 7th CPC :

The 7th CPC has recommended to abolish large number of allowances and interest free advances without going into the exact relevance in certain departments where the allowances are provided for. The allowances which are stated to be subsumed and which are clubbed with other s also require consideration. If these allowances are withdrawn, it might affect adversely the very functioning of the Department itself in certain emergent situation. Of the allowances mentioned in the report for abolition, we have mentioned hereunder those pertaining to civilian employees which require to be retained.

In respect of advances the Commission appears to have taken a shylock view of the matter. Most of the under mentioned advances are required to meet out contingencies which the employees cannot manage to organize. These

advances are, therefore, to be retained.

(i) Allowances

(a) Retain the rate of house rent allowance in place of the recommendation of the Commission to reduce it.

(b) Restructure the transport allowance into two slabs at Rs. 7500 and 3750 with DA thereof removing all the stipulated conditions.

(c) Fixed conveyance allowance: This allowance had no DA component at any stage.. This allowance must be enhanced to 2.25 times with 25% DA thereon as and when the DA crosses 50%

(d) Restore the island Special duty allowance and the Tripura Special compensatory remote locality allowance.

(e) The special duty allowance in NE Region should be uniform for all at 30%

(d) (f) Overtime allowance whenever sanction must be based upon the actual basic pay of the entitled employee

(g) Cash handling /Treasury allowance. The assumption that every transaction in Government Departments are through the bank is not correct. There are officials entrusted to collect cash and therefore the cash handling allowance to be retained.

(h) Qualification Pay to be retained.

(i) Small family norms allowances; (j) Savings Bank allowance (k) Outstation allowance

(l) P.O. & RMS. Accountants special allowance.)m) Risk allowance (n) Break-

down allowance. (o) Night patrolling allowance.

(p) Special Compensatory hill area allowance. (q) Special allowance for Navodaya Vidyalaya Staff. (r) Dress Allowance ceiling to be raised to Rs. 32,400/- p a (s) Nursing Allowance to be raised to 2.25 times of Rs 4800/-(t) All fixed allowances must be raised to 2.25 times as per the principle enunciated by the Commission.

(u) The erroneous statement in Para 9.2.5 to be corrected. Vide OM No. 13018/1/2009-Estt (L) dated 22.07.2009, DOP, P&W, the leave period for Child adoption has been increased to 180 days

(v) Restore the allowances abolished for the reason that it is either not reported or mentioned in the Report by the Commission

17. Advances

Restore the following advances and revise the same to 3 times.

(a) Natural calamity advance;

(b) Festival Advance

(c) LTC and TA advances

(d) Medical advance

(e) Education advance.

(f) Vehicle advances including cycle advance

18. The stipulation made by the 7th CPC to grant only 80% of salary for the second year of CCL be rejected and the existing provisions may be retained

19. 50% of the CGEIS premium to be paid by the Government in respect of Group B and C employees.

20. Health insurance to be introduced in addition to CGHS/REHS and CCS(MA) benefits and the premium to be paid by the Government and the employee equally.

21. Reject the recommendations concerning PRIS

22. Full pay and allowances to be provided for the entire period of WRIL .

23. The conditions stipulated in clause (4) & (5) under Para 9.2.37 be removed

24. Reject the recommendation made by the 7th CPC in Para 8.16.9 to 8.16.14 concerning dress allowance to PBOR as otherwise the five Ordinance Equipment factories under OFB will have to be closed down.

25. Set up a Group of Ministers' Committee to consider the anomalies including the disturbance of the existing horizontal and vertical relativities at the National level and Departmental/Ministry level with provision for referring the disputed issues to the Board of Arbitration under the JCM scheme

26. To increase the promotional avenue for Technical and other Supervisory staff.

Annexure 10

MODIFICATIONS SOUGHT FOR ON THE RECOMMENDATIONS OF THE 7TH CPC

No. JCA/7th CPC/Modification/2015
Dated – 08.12.2015

To
The Secretary
Department of Posts
Dak Bhawan, New Delhi – 110001

Madam,

Sub: - Process to examine the recommendations made in the report of 7th CPC report – Modifications sought for.

Ref:- Your No. 7-1/2015-PCC dated 26.11.2015.

With reference to your letter No. cited above, we are submitting a note requesting modifications in the recommendations of the 7th CPC regarding the demands placed by the staff Side (NFPE & FNPO) in the Joint Memorandum submitted to the Chairman 7th CPC. A copy of the Joint memorandum submitted by NFPE & FNPO is enclosed herewith for your ready reference.

It is requested that the Department may suggest the empowered committee headed by cabinet Secretary, to accept the modification suggested by us.

Regarding the issues which are common to all Central Government Employees, the JCM National Council, Staff Side, will be submitting a detailed letter to Government seeking modifications. As we are part of the JCM National Council Staff Side, we fully endorse the view points of the JCM (NC) staff side on issues which are common to all Central Government employees including Postal.

Yours faithfully,

(R. N. Parashar) (D. Theagarajan)
Secretary General Secretary General
NFPE FNPO

MODIFICATIONS SOUGHT FOR ON
THE RECOMMENDATIONS OF THE 7TH
CPC ON VARIOUS CADRES/ISSUES
RELATING TO DEPARTMENT
OF POSTS

I. PAY STRUCTURE

1. Postal Assistants and Sorting Assistants

Please refer to Chapter VI & VII of our memorandum submitted to 7th CPC (Copy enclosed). We have explained in detail the job evaluation of PA/SA and has demanded enhancement of existing grade pay of 2400 to 4200 and minimum qualification for direct recruits from class XII to Graduation. Commission has recommended that there is no justification for the upgrade sought (Para II.8.24)

Modification sought for: - As the department is implementing the IT Modernisation project including Core Banking Solution and Core Insurance Solution, the nature of work of PA/SA cadre has become highly complicated and high-tech. In addition there are other duties performed by PA/SA cadre which we have elaborately explained in Chapter VI and VII of our memorandum. As there is enough justification for upgradation of Grade pay of PA/SA from 2400 to 4200, we demand the Department to take up the case with Government to grant the enhanced pay scale, modifying the recommendations of the Pay Commission.

2. Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I)

Chapter VIII and IX of the memorandum may please be referred. Consequent on

our demand to upgrade PA/SA grade pay from 2400 to 4200, the grade pay of LSG, HSG-II and HSG-I may be upgraded to 4600, 4800 and 5400. Seventh CPC has rejected our demand with the remark – “There is no justification for the upgrade sought.” (para 11.8.24).

Modification sought for: - Taking into consideration, the arduous nature of supervisory duties performed by the LSG, HSG-II and HSG-I officials as explained in chapter VIII and IX of our memorandum the upgraded pay scale corresponding to grade pay 4600, 4800 and 5400 may be granted to officials promoted to the above supervisory posts.

3. Postmaster Cadre:

7th CPC has not considered our demand for upgradation of grade pay of Postmaster Grade-I, Grade-II and Grade-III to GP 4600, 4800 and 5400 respectively. The Commission has given the following favourable recommendations regarding the promotional opportunities of Postmaster Grade officials.

Para -11.8.18- “Accordingly the commission recommends that while 25% of the posts of Senior Postmasters may continue to be filled up from Postmaster Grade –III through seniority based promotions, eligible officers from the Postmaster cadre (Postmaster Grade II and Postmaster Grade III) may also be permitted to appear for LDCE alongwith Inspector (Posts) for the balance 75 percent of the Senior Postmasters posts.”

The above recommendation of the 7th CPC may be accepted and implemented.

At the same time it may be pointed out that our demand for permitting Postmaster Grade officials to write Inspector (Posts) and PS Group-B Examination is not considered by the Pay Commission.

In view of the above, it is requested that the following legitimate demands of the Postmaster Grade officials may be considered favourably while implementing the 7th CPC recommendations.

(i) The Pay scales of Postmasters Grade-I, grade-II and Grade-III may be upgraded to the pay scales corresponding to the grade pay 4600, 4800 and 5400 respectively. Chapter X of our memorandum may be referred.

(ii) The recommendation of the pay commission to allow Postmaster Grade-II and Grade-III officials to write LDCE of Senior Postmaster Post against the 75% quota vacancies may be accepted.

(iii) The Postmaster Cadre officials may be permitted to write Inspector (Posts) and PS Group B examination also.

4. PO & RMS Accountants

Our demand for placing the PO & RMS Accountants at par with Organised Accounts cadre is rejected by the 7th CPC (Para 11.8.30) stating that the proposal is in the nature of cadre restructuring, which is not in its ambit (Para 11.8.31).

Notwithstanding our claim to treat PO & RMS Accountants at par with organised Accounts cadre, we have requested the 7th CPC that PO & RMS Accountants be declared equal to LSG

and their pay scale be fixed to the proposed grade pay of 4600/-. Further promotion to the Accountant may be under the ratio 50:30:20 in higher grades and granted pay scales equivalent to grade pay 4800 and 5400. (HSG-II and HSG-I). A separate channel of promotion for advancement of their carrier should be considered. (Chapter XI Para 11.7.4 of our memorandum)

Further we have demanded the 7th CPC that the special allowance granted to PO & RMS Accountants may be counted towards fixation of pay on promotion with effect from 01.01.1996 and set aside the anomaly existing (Chapter XI-Para 11.7.5 (i) of our memorandum).

Unfortunately both the above demands has not been considered at all by the 7th CPC. In view of the above we request that the following demands of the PO & RMS accountants may be considered favourably by the Government while implementing the 7th CPC recommendations.

(i) PO & RMS Accountants may be granted LSG pay scale and separate promotional channel at the ration of 50:30:20 (LSG, HSG-II & HSG-I).

(ii) The Special allowance drawn by the PO & RMS Accountants may be counted for pay fixation at the time of promotion.

PO & RMS Accountants Special Allowance stands abolished by 7th CPC

Your kind attention is drawn to para 8.2.5 of 7th CPC report under chapter "Allownaces", which reads as follows:

Para 8.2.5 – "Any allowance not included here (and hence not reported to the commission) shall cease to exist

immediately. In case there is any demand or requirement for continuance of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of the Ministry of Finance and should be put in the public domain."

We have gone through the entire chapter "Allowances" of 7th CPC. There is no mention about the "PO & RMS Accountants Special allowance" in this chapter and hence 7th CPC has not deliberated upon it and no recommendation for enhancement is given. It means that Department of Posts has not reported this allowances to 7th CPC. Hence as per the recommendation of the Pay Commission the PO & RMS Accountants Special allowance will stand abolished immediately. This should not happen under any circumstances. Due to an omission on the part of the Department of Posts, the PO & RMS Accountants should not be made to suffer, Hence we request that the Department should convince the government that PO & RMS Accountant special allowance is to be continued and also enhanced as per the 7th CPC formula.

5. System Administrators:

The recommendations of the 7th CPC on System Administrators demands is reproduced below:

Para 11.8.52 – the 5th & 6th CPC have also dealt with this issue and have not recommended separate cadres. The Commission also see no rational for creation of a separate cadre".

We have given full justification for our demand for a separate cadre in Chapter XII of our memorandum submitted to 7th CPC. Hence it is once again requested to accept the following demands of the System Administrators:

(i) All system Administrators may be placed in the grade pay of 4600 considering arduous nature of their job and requirement of higher skill and knowledge in Technology.

(ii) A separate cadre with nomenclature of "System Assistant" may be created.

(iii) Their promotional avenues may be fixed in the ration of 40:40:20. These higher posts at the ratio of 40:40:20 may be decided considering the number of systems as well as responsibilities they handled during the course of the day.

6. Marketing executives

The recommendation of the 7th CPC is same as that of System Administrators (Para 11.8.52).

We request the Department to consider our demand for higher pay scale of GP 4600 to Marketing Executives. Justification for our demand is explained in Chapter XIII of our memorandum submitted to 7th CPC (copy enclosed).

7. Postmen:

Recommendations of 7th CPC regarding the demand of Postmen cadre is reproduced below:

Para 11.8.28 – They have demanded that the grade pay of Postman may be enhanced from GP 2000 to GP 2800.

Para 11.8.29 – The Commission noted that the VI CPC has consciously recommended upgradation of Postman in the Department of Posts and the analogous post of Mailguard in Railway Mail Service to their present level. The Commission noted the entry level qualification prescribed (Class X or ITI for MTS) and also the work content, and is of the view that there is no justification for further raising the entry grade pay of Postman.

In Chapter XIV of our memorandum submitted to 7th CPC we have explained in detail the justification for our demand for upgradation of pay scale of Postmen. Unfortunately the Pay commission has not considered it but simply rejected the demand stating that 6th CPC has already enhanced the pay scale.

We request the department to consider our justified demand and grant higher pay scale to Postmen staff.

8. Mail Guard:

The request made by us with regard to Postmen may please be made applicable to Mail Guard in RMS also as they are treated as analogous posts. Higher pay scale may be granted to Mail guard also. Please refer to Chapter XIX of our memorandum submitted to 7th CPC

9. Sorting/Head Postmen and Mail/Cash overseers:

Please refer to Chapter XV of our memorandum submitted to 7th CPC. The 7th CPC has not at all examined our demand for higher pay scale of GP 4200 to Sorting/Head Postmen and Mail/Cash overseers, keeping in view the supervisory duties performed by them, unlike Postmen staff. At present they are placed in GP 2000, just like Postmen.

We request the Department to consider our demand for higher pay scale for the above categories of staff.

10. Multi Tasking staff (MTS):

The recommendation of the 7th Pay Commission regarding the MTS of Postal Department is furnished below: -

Para 11.8.36 – They have demanded higher GP 2000 for MTS-domestic posts and GP 2400 for MTS Foreign Posts, stating that the job profiles require greater skill as compared to MTS of other departments. Higher educational qualification for entry into MTS-Foreign Posts has also been proposed.

Para 11.8.37 – The Commission is of the view that given the minimum entry level qualification of class X and the job content of MTS-domestic posts, the existing GP 1800 appears to be appropriate. In so far as MTS-Foreign Posts are concerned, it is noted that they have, as packers of Foreign posts, been treated as skilled workers and accordingly, in the wake of judgment of High Court of Delhi, they are provided GP 1900. No upgrade is considered necessary for either MTS-domestic or MTS Foreign Posts.

We have explained the justification for higher pay scale for MTS domestic and Foreign Posts in our memorandum submitted to 7th CPC, in Chapter XVI. We request the Department to consider the demand favourably and necessary modification may be sought for.

11. Postal Assistant (SBCO) Cadre:

Please visit : www.fnpo.org to read details.

12. Mail Motor Service (MMS):

(a) MMS Drivers – In Chapter XVIII para 5 of our memorandum submitted to 7th CPC, we have requested that MMS Drivers shall not be equated with staff car drivers as MMS drivers are driving heavy duty vehicles in most of the cases. Further they are exchanging valuable mails such as mail bag, Parcel bag, Cash bag, stamps bag, Speed Post bags etc. from post offices and handing over the same to RMS under acquittance. They are responsible for transportation of mail between RMS offices and post offices. Hence we have demanded upgradation of pay scale of MMS Drivers with GP 2800.

Unfortunately, the 7th CPC has not examined our demand. Hence we request the Department to consider the demand favourably.

(b) Despatch Riders (MMS) – The Recommendation of the 7th CPC is furnish below:

Para 11.8.34 - A demand has been made for merger of the post of Despatch Riders with MMS Drivers as the nature of their work is similar.

Para 11.8.35 – The Commission is of the view that this is an administrative matter and it is for the department to take a view.

As 7th CPC has clearly stated that Postal department can take a decision regarding merger of Despatch Riders (MMS) with Drivers (MMS), we request the department to accept our demand and issue orders accordingly.

(C) Artisans: The recommendations of the 7th CPC is furnished below:

Para 11.8.42 – A demand has been made to upgrade the levels of Artisans at par with those in Railways and Defence. In their memorandum the staff side has pointed out that the 5th CPC had clubbed both pay scales of Artisan Grade-I (1320-2040) and feeder posts of Artisan Grade-II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisan staff of Railways and Defence whereby Artisan Grade-II were placed in the pay scale of 4000-6000 and Artisan Grade-I were placed in the pay scale of 4500-7000.

Accordingly the staff side has urged that the pay scales as implemented for Artisans of Railways and Defence be given to Grade-I and Grade-II Artisans of MMS of Department of Posts.

Para 11.8.43 – The Commission has observed that the 6th CPC has upgraded the post of Artisan Grade-I to GP 2800 as a consequence of which the anomaly in the heirarchical structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the Department of Posts shall accordingly be extended only corresponding replacement level of pay.

Notwithstanding the recommendations of the 7th CPC, We request the department to consider and implement the agreed proposals of the Cadre Review Committee in respect of Artisans of MMS.

(d) Technical supervisors: The recommendations of the 7th CPC are furnished below:

Para 11.8.46 – A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience.

Para 11.8.47- The commission notes that the existing level of Technical Supervisors in MMS is in line with the 6th CPC recommendations that posts carrying minimum qualification of Diploma in Engineering should be placed in GP 4200. Hence they are placed at the appropriate level and no upgrade recommended.

Notwithstanding the recommendations of 7th CPC we request the Department to implement the agreed proposal of Cadre Review Committee in respect of Technical Supervisors in MMS.

(e) Eventhough we have explained and submitted our demand regarding the following categories of MMS staff also to the 7th CPC in Chapter XVIII of our memorandum, the pay Commission has not examined our demand.

- | | |
|---------------------|-------------------------------------|
| 1. Cleaner | 6. Store Officer |
| 2. Charge hand | 7. Foreman |
| 3. Inspector | 8. Head Clerks |
| 4. Asst. Manager | 9. Manager |
| 5. Office Assistant | 10. Postal Machine Assistants (PMA) |

(f) Superintendent Sorting (Gazetted) – There are 4 Posts of Superintendent Sorting (Gazetted) in the Grade Pay of Rs.4600/- . This is a promotional post from HSG-I which is also in the Grade Pay of Rs. 4600/- (Non-Gazetted) Promotion to Gazetted Cadre from non- Gazetted cadre is in identical Pay Scale. This is an anomaly. Grade Pay of Superintendent sorting may be upgraded to Rs. 4800/-.

We reiterate our demand and request department to consider it favourably.

13. Postal Administrative office Staff

Eventhough we has elaborately explained in Chapter XXI of our memorandum to 7th CPC the demands of the staff working in the Postal Administrative offices, the 7th Pay Commission has not examined their grievances. We request the department to examine their demands and make favourable recommendations to the Government. It may be noted that they are having separate recruitment rules with 75% direct recruit and 25% by promotion

14. Postal Civil and Electrical Wing

Eventhough we have explained in detail in Chapter XXII of our memorandum to 7th CPC, our demands relating to various cadres of staff working in the Postal Civil and Electrical Wing, the 7th CPC has not examined any of their demands. We request the department to examine their demands and make favourable recommendations to Government.

15. Foreign Post Administration, Returned Letter offices (RLO) Postal Stores

Deport (PSD) and Stamp Depots

In Chapter XXIV, XXV and XXVI of the memorandum submitted to 7th CPC we have explained and placed the demands of the Staff working in Foreign Post Administration, RLO, PSD and CSDs. But the 7th CPC has not analysed or examined any of their demands. We request the department to consider their demands favourably and recommend to the government accordingly.

16. Postal Accounts Staff Cadres

Please visit : www.fnpo.org to read details.

COMMON CADRES

1. Multi Tasking Staff:

This cadre is a common cadre. The minimum pay proposed by the JCM Staff Side is Rs.26000/-. The 7th CPC has depressed the minimum pay to Rs. 18000/-. This minimum has to be raised to Rs. 26000. The Staff Side JCM has very clearly brought out the calculations in this regard. Unless the minimum pay is raised the benefit out of this Pay Commission will not last long. Hence, it is requested to support the Staff Side views in this regard and suggest the pay of Rs.26000 at starting level for MTS.

2. Sorter, LDC and DEO cadres:

Please visit : www.fnpo.org to read details.

17. Various Posts in Postal Dispensaries:

In Chapter XXXX of our memorandum submitted to the 7th C PC we have demanded as follows:

Para 40.1.7 – The conditions of service, nature of duties etc. of the staff working in the P&T Dispensaries including para-medical staff are identical to those of the CGHS staff. Hence the avenues of promotions, special pay, patient care allowance etc. which are now available to CGHS staff should be extended to P&T Dispensaries staff also.

The 7th CPC has made the following recommendations in respect of various posts in Postal Dispensaries.

Para 11.8.40 – Higher levels of pay have been sought for staff Nurses and Para medical staff at par with similar categories of posts in other departments including CGHS.

Para 11.8.41 – The Commission is in agreement with the views of the 6th CPC and recommends IMMEDIATE MERGER of the remaining 33 Postal Dispensaries in 10 Postal Circles with CGHS so that the Postal Dispensary employees get the benefit of CGHS posts. Merging of Postal Dispensaries with CGHS will also help in better use of infrastructure. The Commission has separately discussed the issue regarding extension of the benefit under CGHS to retired Postal employees in Chapter 9.5.

As the 7th CPC has unambiguously recommended immediate merger of the remaining Postal Dispensaries with CGHS to facilitate the extension of benefits of CGHS staff to Postal dispensary staff also, we request the department to implement the above recommendations without any further delay.

18. Public Relations inspector (PRI (P)), Caretaker, Gestetner Operator,

Development officer (PLI), Welfare Inspector and Hindi Translator:

Eventhought we have presented the nature of job and demands of the above categories of staff before the 7th CPC in Chapter XXX of our memorandum, the 7th CPC has not examined their case. We request the department to consider their case favourably and make recommendations accordingly.

19. Gramin Dak Sevaks (GDS)

Eventhough the Government repeatedly refused to include the Gramin Dak Sevaks under the purview of 7th CPC, the 7th CPC suo-moto reviewed the case of Gramin Dak Sevaks (GDS) and made the following most damaging and retrograde recommendations regarding Gramin Dak Sevaks.

Para 11.8.50 - Government of India has so far held that the GDS is outside the civil services of the Union and shall not claim to be at par with the Central Government employees. The Supreme Court Judgment also states that GDS are only holders of civil posts but not civilian employees. The Commission endorses this view and therefore has no recommendations with regard to GDS.

We strongly disagree with the above observations of the 7th CPC. In Chapter XXXVIII of our memorandum submitted to 7th CPC, we have explained all the legal points regarding grant of Civil Servant status to GDS.

We furnish below, the observation made in the fourth CPC Report by Hon'ble Justice (Retd.) Supreme Court, Shri. P. N. Singhal, who was the Chairman of the fourth Central Pay Commission, regarding the status of GDS:

"A letter was received from the Ministry of Communications (P&T Board) for exclusion of the Extra Departmental Employees (Now called GDS), numbering about three lakhs, from the purview of our inquiry. It was stated that the system of Extra-Departmental Agents was peculiar to the P&T organisation and was designed to extend postal facilities in rural and backward areas where opening of regular departmental post offices was not justified due to inadequate workload. The remuneration and conditions of service of Extra Departmental Agents were also different from those of regular employees. The third pay commission accepted the view that the Extra-Departmental agents were not holders of civil posts and decided to exclude them from its purview. The matter is, however, beyond controversy after the decision of the Supreme Court in Gokulnandas' case where it has been declared that the Extra Departmental Agents is not a casual workers, but "holds" a post under the administrative control of the state" and that while such a post is outside the regular civil services, there is no doubt that it a post under the "state". In view of this pronouncement, we are unable to accept the contention that Extra- Departmental employees were outside the purview of the terms of our commission" From the above observation it is clear that fourth CPC was in conclusion that the ED Agents (now GDS) are Civil Servants and therefore they are to be brought under the purview of Pay Commission.

Now the recommendations made by Justice Ashok Kumar Mathur, Chairman 7th CPC, who is also a Retired Justice of the Supreme Court is quite contradictory

to the observation made by Justice (Retd) Supreme Court Shri P. N. Singhal, chairman, Fourth CPC.

Further Justice Charanjit Talwar Committee headed by Retired Justice Shri Charanjit Talwar of Delhi High Court, who was the Chairman of the One-man Committee which examined the wages and Service Conditions of Gramin Dak Sevaks (then EDAs) has made the following recommendations in its report submitted to Government.

"Extra Departmental Agents have to be included within the overall class of Civil Servants being holders of civil posts. They can be grouped as "additional" to the departmental employees, but they cannot be classified as a class apart from the Civil Servants. At any rate they cannot be classified with the sole object of not granting them benefits which accrue to departmental employee..... The plea taken by the Department before the second and third Pay Commissions and also before various learned Tribunals that ED Agents are a class apart is entirely misconceived. It is violative of Article 14 and 16 of the constitution..... They have been held by the Supreme Court to be Civil Servants. Therefore, these employees are required in future to be included within the purview of the Pay Commission..... It is therefore recommended that whenever it is required to review the service conditions and wage structure of the employees of the Department of Posts, ED Agents be bracketed along with the departmental employees. There is no need to set up a separate committee or commission for ED Agents."

Here again the recommendations made by Chairman 7th CPC is contradictory to the recommendations of another Judge Shri. Charanjit Talwar.

Thus it can be safely concluded that the 7th CPC has not examined the case of GDS in a fair and judicial manner, but simply repeated the often – repeated arguments of the Postal Board and Government of India to deny Justice to the three lakhs Gramin Dak Sevaks.

We urge upon the Government of India and Departmental of Post to reject the retrograde recommendations of the 7th CPC relating to GDS and treat the GDS as Civil Servants and extend all the benefits of the departmental employees on pro-rata basis to Gramin Dak Sevaks also.

20. Implement Cadre restructuring Agreement of Group 'C' employees of Department of Posts before the implementation of 7th CPC Recommendations.

The 7th Pay Commission made the following observation regarding Cadre Review.

Para 1.26 – A serious grievance has been made by all services that Cadre Review have not been taken place for years together, which has resulted in great anguish and frustration among the services. Though it is essentially an administrative matter, it has serious impact on the status and emoluments of employees. On account of delay in Cadre Reviews, many Central Services lag behind and that give rise to frustration and ultimately affects governance.”

The above observations are cent percent true in the case of Group 'C' employees of the Department of Posts. Not even a single cadre review has been conducted in the Department of Posts in respect of Group 'C' employees. Finally, after much pressure from the staff side and after giving notice for an Indefinite strike, a Cadre Restructuring Committee for Group 'C' was constituted in the year 2010. The Committee after protracted negotiations, finally signed an agreed proposal in the month of April 2013. Before that three separate Cadre Restructuring Committees constituted for Mail Motor Service (MMS) , Postal Accounts and Civil wing have also concluded their business and agreement was signed by both Department and staff side. Eventhough two years are over after signing the agreement (four years after constituting the committees) till this day the Cadre Restructuring Committees proposal are not implemented, thereby delaying and denying the Group C employees their legitimate career improvement.

We strongly protest the undue delay in implementing the Cadre Restructuring agreements and demand the Department to take immediate necessary action to implement the proposals before implementation of 7th CPC recommendations.

21. Filling up of Vacant Posts.

The 7th CPC has made the following shocking revelations in its report regarding unfilled posts remaining vacant in the Postal Department.

Para 11.8.3 – In the Postal Department there are 59817 vacant posts (Group A-

131, Group B-3029 and Group C – 56657)

It may be seen that out of 59817 posts 56657 posts are lying vacant in Group 'C' cadre. That means about 30% posts are vacant and the existing employees are compelled to shoulder the additional work of this 30% vacant posts also. Not only that, the efficiency of the Postal Department including delivery work and counter work are badly affected due to non-filing up of vacant posts.

As there is no ban on filling up of vacant posts from 2010 onwards, the Postal Board cannot absolve itself from its failure to fill up the vacant posts.

We urge upon the Postal Board to take immediate action, on war-footing, to fill up all the posts lying vacant in the Postal Department.

(Please refer Chapter XXVIII of our memorandum submitted to 7th CPC also.)

22. Modified Assured Progression Scheme (MACP)

Referring our demand for five Assured Career Progression the 7th CPC has made the following recommendations relating to MACP.

Para 5.1.44 – There is no justification for increasing the frequency of MACP and it will continue to be administered as 10,20,30 years as before. In the new pay matrix, the employee will move to the immediate next level in the hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the pay matrix.

In addition the commission has made the following retrograde recommendations also:

Para 5.1.45 – The commission recommends that the bench mark in the interest of improving performance level, be enhanced from "good" to "very good". In addition introduction of more stringent criteria such as clearing of departmental examination or mandatory training before grant of MACP can also be considered.

We strongly oppose the above two conditions (i.e. "very good" benchmark and Examination) proposed by the 7th CPC. We request the Department and Government of India to reject the above two retrograde conditions recommended by 7th CPC.

Further the following demands submitted by us to the 7th CPC in Chapter XX of our memorandum has not been considered by the 7th CPC. We request the department to consider the demands and recommend to the Government for acceptance.

(a) As there is only limited chance for regular promotions in Postal Department, there should be five financial upgradation on completion of 8 years, 7 years, 6 years, 5 years and four years. (during a span of 30 years of service) in the departmental promotional hierarchy (and not the next pay scale in the hierarchy.)

(b) The period of service worked as "Reserved Trained Pool" (RTP) candidate and also 50% of the Temporary Status/Casual labourers service and pre-appointment Training period may be counted as regular service for grant of

MACP

(c) Whenever Departmental Examination oriented promotions are granted, the service rendered by such employees in the lower post must be ignored and such promotion shall be treated as first (fresh appointment in that cadre and fresh MACP promotion shall commence from the date of such promotion. The CAT Jodhpur Bench and Rajasthan High Court has upheld the above position. Hence it is requested that the promotion earned through departmental examination should not be counted towards MACP and all promotees may be granted eligible 3rd MACP.

(d) Stepping up of pay with that of junior may be permitted in MACP also.

(e) Bench marks should be abolished.

(f) If regular promotion and the MACP upgradation are in the identical pay two increment fixation benefit should be granted.

23. Special Pay, Allowances and incentives:

Please refer to chapter XXXI and XXXII of our memorandum submitted to 7th CPC. The following allowances may be retained and enhanced as demanded by us in the memorandum

(a) Cash handling allowance to Treasurers/Cashiers – Also Same amount may be granted to Treasures and Cashier.

(b) Cash handling allowance to SPMs in A class post offices.

(c) Cash handling allowance to single/double handed post offices.

(d) Split duty allowance.

(e) Outstation Allowance.

(f) Fixed Monetary Compensation and double duty allowance to Postmen in lieu of OTA. If the recommendations of pay Commission is accepted the existing compensation will be reduced.

(g) Savings Bank Allowance.

(h) Incentive to Staff working on AMPC.

(i) Overtime allowance to be granted with reference to the revised pay.

(j) Family Planning Allowance may be retained and enhanced.

(k) Dress allowance- the higher slab of 10000/- may be granted and Postal Department's name may also be included in the list of departments eligible for dress allowance.

(l) Incentives for sports persons may be retained.

The recommendation of the 7th CPC to abolish Cash handling allowance, Savings Bank Allowance, Overtime Allowance etc. may be rejected and continued grant of such allowances at enhanced rate may be ensured.

24. Productivity Linked Bonus (PLB) to Postal Employees.

Please refer to chapter XXXXI of our memorandum submitted to 7th CPC. The artificial cap of 60 days imposed by Finance Ministry on PLB to Postal employees may be removed and maximum eligible Bonus as per PLB formula may be granted.

25. Counting of Past Services of RTP

Please refer to chapter XXVII of our memorandum submitted to 7th CPC. We once again request to render justice to the deserving genuine case of Erst-while Reserved Trained Pool (RTP) official of the Postal department atleast by counting their RTP services as qualifying service for all purposes including MACP promotion and pensionary benefits.

26. Women Employees

(a) Child Care Leave: The recommendation of the 7th CPC to restrict the Pay and allowances for the 2nd year of child care leave to 80% may be rejected and status-quo may be maintained. Chapter XXXIX of our memorandum submitted to 7th CPC may be referred and our demands in respect of women employees may be considered favourably and recommended for acceptance of the Government.

27. Leave Reserve

Our demand to increase leave reserve percentage of Postal Assistant, Sorting Assistant and Postmen to 20% may be considered favourably. Refer chapter XXXIII of our memorandum. Similarly various issues which merit consideration submitted by us to 7th CPC in chapter XXXIV of our memorandum may be considered favourably.

28. Charge Allowance to Postmasters

Our demand for grant of charge allowance to Postmaster (see chapter XXXV of our memorandum may be considered favourably.

29. Holidays, Casual Leave

The following demands may be considered favourably

- (a) Closure of all RMS offices on sundays and holidays.
- (b) Enhance casual leave to 15 days.
- (c) Grant Holiday for May Day (1st May).

30. Casual, Part-Time, Contingent Employees

Please refer to chapter XXXII of our memorandum submitted to 7th CPC. Following demands may be considered favourably for implementation.

- (a) Department should evolve a scheme by which all casual, contingent and daily-rated workers are regularized with all the concomitant benefit available for regular Government employees.
- (b) Pending finalistaion of such a scheme for regularization, the non-regular employees (Part Time, Casual and Contingent employees) must be paid pro-rata wages at par with the similarly placed regular employees on the principle of equal pay for equal work.

31. Stenographers

(a) We demand that parity with CSSS pay scales may be granted to the Stenographers working in Postal Department also as they are also selected through Staff Selection Commission.

(b) Cadre Restructuring Proposals in respect of Stenographers of the Postal

department may be implemented before implementation of 7th CPC recommendations.

Annexure 11

MEMORANDUM TO SECRETARY POSTS
ON 7th PAY COMMISSIONS RELATED
ISSUES

POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS

No.PF-PJCA/2016

Dated: 09th February, 2016

To
The Secretary,
Department of Posts'
Dak Bhawan, New Delhi-110 001

Sub: Settlement of Pay Commissions
related issues: regarding

Madam,

1. The Finance ministry has constituted an implementation cell which will function as the Sectt. of the empowered Committee headed by Cabinet Secretary in which Secretary , Department of Post is also a member.

2. As per the minutes of implementation cell held on 2nd February, Nodal Officers from our Department has not attended, it is reliably learnt.

3. The implementation cell has fixed two weeks time for submission of any Departmental specific Modification on 7th CPC recommendations but it is learnt that Nodal Officer appointed by the Department is out of Delhi and

will be returning after 12th February , by that time, there will be 4 days time left for cutoff date fixed by implementation cell.

4. Further minutes says that any modification recommended by the Secretary Posts should be approved by the Minister (C) also before submission to implementation cell. We feel that if action is not taken on war footing it will be impossible for the Postal Department to submit modification proposal to the implementation cell after completing all the above formalities before the cutoff date

5. Regarding Cadre Restructuring also if orders are not issued before implementation of Pay Commissions report, there is every chance of returning the proposal by DOP&T for resubmission after signing fresh agreement taking in to consideration the 7th CPC orders issued by the Government.

In view of the above we request you to kindly act immediately to safe guard the interests of Postal Employees without giving room for any delay or omission or commission on the part of Postal Department.

We have decided certain agitational programmes on which we will be giving a separate memorandum on 11th March 2016.

Yours faithfully

Sd/-
(D. Theagarajan)
Secretary General
FNPO

Sd/-
(R.N. Parashar)
Secretary General
NFPE

CHARTER OF DEMANDS

1. Settle all 7th CPC related demands submitted by NJCA.
2. Grant of Civil Servant status and all benefits of Departmental employees on pro-rata basis to Gramin Dak Sewaks.
3. Upgradation of Pay Scales of various cadres of Postal department by modifying the retrograde recommendations of the 7th CPC.
4. Implement Cadre restructuring agreements already signed before implementation of 7th CPC report.
5. Filling up of all vacant posts by conducting special recruitment in all Cadres of Department of Posts.
6. Settlement of problems arisen due to roll out of CBS and CIS.
7. Regularization of service and payment of revised wages of Casual labourers w.e.f. 01.01.2006.

PJCA CIRCULAR

POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS

No. PF-PJCA/2016

Dated: 10th February, 2016

To

**All General secretaries/CHQ Office
Bearers**

**All Circle/Divisional and Branch
secretaries of all NFPE/FNPO unions.**

Dear Comrade,

An emergent meeting of PJCA with available General Secretaries of both Federations (NFPE& FNPO) was held at NFPE office 1st Floor North Avenue Post Office Building, New Delhi.

After detailed discussion it was decided that along with NJCA programme , the following programme will be organized on Postal Charter of demands as mentioned below :

PROGRAMME

The following programme of action was chalked out:

- (i) Submission of memorandum by organizing lunch hour demonstration in front of all Divisional offices and submission of memorandum to Secretary Posts on 11.03.2016. (ii) Dharna in front of all Divisional offices on 18.03.2016. (iii) Dharna in front of all CPMG offices on 06.04.2016. (iv) Indefinite Strike along with NJCA on 11.04.2016.

A joint letter by both Federations will be submitted to Secretary Department of Post on Pay commission related issues and Cadre restructuring , 7 Point Charter of demands and Memorandum will be submitted on 11th March 2016.

Annexure 12

INDEFINITE STRIKE FROM 11th APRIL-
2016

POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS

No.PF-PJCA/2016 Dated: 10th February, 2016

To

All General secretaries/CHQ Office
Bearers

All Circle/Divisional and Branch
secretaries of all NFPE/FNPO unions.

Dear Comrade,

An emergent meeting of PJCA with
available General Secretaries of both
Federations (NFPE& FNPO) was held at
NFPE office 1st Floor North Avenue Post
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After detailed discussion it was decided
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Indefinite Strike along with NJCA on
11.04.2016.

A joint letter by both Federations will be
submitted to Secretary Department of
Post on Pay commission related issues
and Cadre restructuring , 7 Point
Charter of demands and Memorandum
will be submitted on 11th March 2016.

Sd/-

(D. Theagarajan)
Secretary General
FNPO

Sd/-

(R.N. Parashar)
Secretary General
NFPE

NJCA

National Joint Council of Action
4, State Entry Road,

New Delhi – 110055

No.NJC/2015/7th CPC February 9, 2016

To

All Constituents of NJCA

Dear Comrade

The NJCA met on 08.02.2016 as
scheduled. The meeting after taking into
account various factors decided that the
proposed indefinite strike will commence
from 11.04.2016 if no settlement is
brought about on the charter of
demands by that time. The meeting also
took the following decisions.

1. Strike notice will be served by the
NJCA and all its constituents on
11.03.2016 by holding massive
demonstration.
2. There will be a massive Rally on
11.03.2016 at Delhi and leaders
of NJCA will make it possible to

attend the said rally and the strike notice will be served on Cabinet Secretary, Government of India.

3. All the National JCA leaders will attend Rally at the State Capitals/ big industrial centres during the month March and April, 2016. Dates will be finalised in consultation with the concerned State JCA.
4. To strengthen the campaign, the NJCA will place on the website a pamphlet explaining the demands.
5. Posters will be centrally designed and kept in the website for State JCAs and constituents to adopt.
6. All Constituents will undertake independent campaign programmes in the month of March 2016 to popularize the demands.
7. 29th March will be observed as solidarity day throughout the country unitedly by all the Constituents of NJCA.
8. The indefinite strike will commence at 6 am on 11.04.2016.
9. The updated Charter of Demands on which the indefinite strike is to be organized is enclosed.
10. The Constituent organizations may add sectional demands as Part B of the Charter of Demands of the NJCA

The National JCA appeals all constituents to make intensive campaigns to make the strike an unprecedented success.

With greetings,
Yours fraternally,
(Shiva Gopal Mishra)
Convener

Charter of Demands

1. Settle the issues raised by the NJCA on the recommendations of the 7 CPC sent to Cabinet Secretary vide letter dated 10th December 2015
2. Remove the injustice done in the assignment of pay scales to technical/ safety categories etc. in Railways & Defence, different categories in other Central Govt establishments by the 7 CPC
3. Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993
4. i) No privatization, /outsourcing/ contractori sation of governmental functions
ii) Treat GDS as Civil Servants and extend proportional benefit on pension and allowances to the GDS
5. No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.
6. Fill up all vacant posts in the government departments, lift the ban on creation of posts; Regularise the casual/ contract workers
7. Remove ceiling on compassionate ground appointments
8. Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15
9. Ensure Five promotions in the service career of an employee

10. Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers

11. Revive JCM functioning at all levels.

Annexure 13

7th CPC implementation- Minutes of the Meeting of Nodal Officers held on 2-2-2016

MINUTES OF THE MEETING OF JOINT SECRETARY (IC) WITH NODAL OFFICERS HELD ON 2ND FEBRUARY, 2016

A meeting of all the Nodal Officers of various Ministries/Departments, who have been appointed to interact with the Implementation Cell in connection with the processing of the recommendations of the 7th Central Pay Commission, was held on 02.02.2016. Joint Secretary (IC), Department of Expenditure, presided over the meeting.

2. While explaining the background and the context in which the meeting of Nodal Officers was held, it was brought out in the meeting that after the receipt of the report of the 7th Central Pay Commission on 19.11.2015, Ministry of Finance initiated a proposal to setup an appropriate mechanism to process the recommendations of the Commission. With the approval of the Cabinet, an Empowered Committee of Secretaries (E-CoS) headed by the Cabinet Secretary has been set up on 27.1.2016 to screen the recommendations and to firm up the conclusions for approval of the Cabinet. An Implementation Cell (IC), as a dedicated and focused wing in the Department of Expenditure (DoE) has been created to work as the Secretariat

for the E-CoS.

3. As the recommendations of the Commission relate to various Ministries/Departments, their views/comments would be essential to process the matter for submitting the same before the E-CoS. JS(Pers), D/o Expenditure wrote a d.o. letter to the Secretaries of various Departments on 21.11.2015, wherein all the Departments were requested to formulate their views/comments on the recommendations of the Commission pertaining to them after taking into account the representations of the Staff Associations and also to nominate a Joint Secretary level Nodal Officer for interaction with the Implementation Cell. While a number of Ministries/Departments have sent their comments and nominated their Nodal Officers, the comments received from some Ministries are simply in the nature of forwarding the representations of the Staff Associations without their comments.

4. In the above background, JS(IC) explained that there was a need for all the Ministries/Departments to furnish their comments in a structured format so that their collation and analysis could be placed before E-CoS in a systemic manner. Accordingly, JS(IC) impressed upon the following action points to be acted upon by the Nodal Officers to enable an expeditious processing of the recommendations of the 7th Central Pay Commission: Departments who have not yet nominated a Nodal Officer, should do it within the next 2 days.

(ii) To be ensured that Nodal Officers are not changed midway, unless extremely unavoidable.

(iii) Nodal Officers may get acquainted with the recommendations of the Commission as specifically applicable to their Departments. Nodal Officers to find out which Wing/Office (attached or subordinate or UT) is concerned with the recommendations of the Commission. The mechanism of Nodal Officers should also be put in place in attached/subordinate/UTs so that the comments of such offices could be properly coordinated at the level of the Department concerned without any further delay.

(iv) The comments of the attached/subordinate offices/UTs should be compiled by Nodal Officers at the Department level itself.

(v) Nodal Officers to take note of any representation or demand of the Staff Association under the administrative purview of their Department. Nodal Officers to ascertain the views/comments of the concerned office on the recommendation of the Commission in the light of the representation /demands raised by the Staff Association.

(vi) In case, there is any need for consultation with the Staff Association at the level of the Department, the same may be done as per the assessment of the Department.

(vii) Thereafter, the formal views/comments of the Department should be sent to the Implementation Cell (IC) on the recommendations of the Commission, which are specifically and directly related to that Department.

(viii) In case, the Department is of the view that any recommendation which are

specifically related to their Department, need any modification, adequate justification in clear-cut terms should be brought out while sending the comments to the Implementation Cell (IC).

(ix) In case of any modification, the extra financial implications (per annum) over the recommendation of the Commission should be clearly indicated.

(x) If no modification of the recommendations of the Commission is suggested, approval of the Secretary of the Department should be obtained before sending the recommendations to the Implementation Cell (IC). if, however, any modification is suggested, approval of the Minister should be obtained.

(xi) While the views/comments of the Departments on the recommendations of the Commission directly and specifically applicable to that Department are mandatory, a Department is free to offer views/comments on the recommendations which are of general nature or concerning other Departments.

(xii) Besides sending the comments/views of the Department in the running format, the same should also be sent to the Implementation Cell (IC) in the 'prescribed proforma' within two weeks. The soft copies of the same should also be sent through email. The email id of JS(IC) is : jsic-cpc@nic. in

(xiii) Nodal Officers should regularly keep a watch on the website of the Finance Ministry at the link http://www.finmin.nic.in/the_ministry/dept_expenditure_notification/7cpc/index.asp. E-mails should also be checked regularly for the purpose. The

updates/further action to be taken shall be posted there to facilitate quick action.

5. Apart from the above action points, it was also felt that sub-groups may be formed after the receipt of comments from the Ministries/Departments to accord focused consideration to certain specific issues, if necessary.

6. Besides above, after detailed deliberations, the Nodal Officers also agreed to the following :

(i) Even if the Department has no comments, it should send a response, saying that it has 'Nil Report'.

(ii) While certain Departments have already given their comments, these comments would be sent again in the 'prescribed format' and in accordance with the points brought out in para 4 above.

(iii) Nodal officers would ensure that the comments of their Departments on all the recommendations of the Commission and also on the representations received so far from the Staff Associations are forwarded to Implementation Cell (IC) in the prescribed format in a consolidated fashion and not in piecemeal within next two weeks.

(iv) If a representation was made by a Staff Association before the 7th Central Pay Commission and the Commission after due diligence has not accepted the demand made therein, the same matter should normally not be considered at this stage. However, if Departments consider that the issues are of such nature that they require consideration at this stage also, then they may give

their comments with full justifications to the Implementation Cell (IC).

7. With the above discussions, the meeting ended with a vote of thanks to the Chair.

Annexure 14

Minutes of the Meeting of Joint Secretary (IC) with the Members of the Staff-Side of the Standing Committee (National Council-JCM) held on 19.02.2016

A Meeting was held under the chairmanship of Joint Secretary (Implementation Cell), Department of Expenditure, Ministry of Finance, with the Members of the StaffSide of the Standing Committee (National Council-JCM) on 19.2.2016 to discuss the issues raised by the National Joint Council of Action (NJCA) {Joint Consultative Machinery (JCM)} in their letter No. NJC/2015/7th CPC dt. 10.12.2015, addressed to the Cabinet Secretary, regarding their Charter of Demands on the recommendations of the 7th Central Pay Commission. The Secretary, Staff-Side of the Standing Committee (National Council- JCM), who is the convener of the NJCA, along with other office bearers attended the meeting. The list of the participants from the Staff-Side is attached at Annexure.

2. Welcoming the members of the Staff-Side, JS(IC) mentioned that the meeting has been convened to enable the Staff-Side to bring out their concerns on the recommendations of the 7th CPC in the light of the Charter of Demands made by them in the aforesaid letter of NJCA so that same could be examined in the

Implementation Cell and submitted for consideration of the Empowered Committee of Secretaries. He informed the office bearers that before arriving at a decision, the ECoS would also hold separate discussions with the Staff Side.

2. Commencing the discussions from the Side of the Members of the Staff-Side, Secretary, Staff-Side, Standing Committee (National Council-JCM), explained that they have already placed their Charter of Demands as per the letter of NJCA dated 10.12.2015. He mentioned that the reasons based on which these demands have been made have also been explained therein. He, however, highlighted that the Staff-Side is not at all happy with the recommendations of the 7th CPC and, in fact, no section of the employees is satisfied, as the Commission has recommended a minimal pay increase as compared to the previous Pay Commissions. He mentioned that the Staff-Side does not agree with the minimum pay of Rs. 18000 and the reason as to why the methodology adopted by the 7th CPC to arrive at this figure is not correct has been explained in their letter dated 10.12.2015. He stated that Staff-Side demands enhancement of the minimum pay to Rs. 26000 and the reasons in support of this have been given in their aforesaid letter. He further stated that an amicable and mutually negotiated settlement of these demands is necessary as non-acceptance would further cause resentment in the employees. He informed that Staff-Side has already made their stand clear to go on strike from 11th April, 2016 if their demands are not considered and no amicable settlement happens.

3. Thereafter, the other members of the Staff-Side also expressed their arguments for acceptance of these demands and all of them emphasised that the minimum pay needs to be revised. Consequently, the fitment multiple of 2.57 would also need commensurate change. The leader of the Staff-Side explained that the office bearers who were present in the meeting represent various sections of Central Government employees including railways, defence civilians, postal employees etc., the number of which is around Rs. 32 lakhs.

4. The Staff-Side brought out their concerns on all the 26 demands included in the Charter of Demands and all the points brought out by them in the letter of the NJAC dt. 10.12.2015 were reiterated. However, following issues in support of their demands were highlighted :-

(i) Minimum Pay needs to be revised to Rs. 26000 p.m. and the minimum pay of Rs. 18000 p.m. as recommended by 7th CPC is not acceptable. This would require upward revision in the fitment multiple of 2.57 and change in the Pay Matrix. It was argued that if the 10% of the pay for NPS contribution and the recommended increase in the CGEIS contribution are taken into account, there would be a drop in the take-home salary of the employees at the minimum pay of Rs.18000.

(ii) Central Government employees need to be excluded from the National Pension Scheme (NPS), which has been a long pending demand of the StaffSide. The Staff-Side stated that the Pension Fund which has been created under NPS to

generate annuity for employees, would not ensure reasonable pension. Rather it is quite likely that it may generate negative returns because of the dismal performance of the financial market to which the fund is invested, leaving the employees without any reasonable social security benefit.

(iii) The 7th CPC has recommended abolition of 52 allowances without properly appreciating the justification of these allowances. The example of breakdown allowance in case of Railway employees was given, stating that this allowance is given so that the concerned employees take up the necessary follow up action in the case of breakdown on an urgent basis and therefore its withdrawal is not justified in operational interests of Railways.

(iv) The withdrawal of advances, especially LTC, TA, Medical, National Calamity Advance, was not justified. It was argued that these advances are recovered from the employees and, therefore, the same should be retained.

(v) In regard to enhancement of contribution under Group Insurance Scheme, it was argued that increase in the contribution from the employees was not justified and if the same is to be raised, the Government should bear the insurance premium.

(vi) The post of LDC should be upgraded to UDC and as part of delayering, Grade Pays of Rs. 1900, Rs. 2400 and Rs. 4600 should be abolished and merged with the next higher Grades.

(vii) The rate of increment needs to be raised from 3% to 5% because pay is revised in the Central Government after

10 years. It was mentioned that in the PSUs the pay is revised after 5 years and the rate of increment is also higher.

(viii) Two increments in the feeder post may be granted as promotion benefit.

(ix) Fixed medical allowance for pensioners who are not covered by CGHS and REHS needs to be increased from Rs. 500 p.m. to Rs. 2000 p.m.

(x) The recommendation regarding grant of only 80% of salary for the second year of Child Care Leave need not be accepted and the existing provisions may be retained

(xi) It was also demanded that though the D/o Expenditure has sought the comments of the Ministries/Department on the issues pertaining to them after consulting the Staff Associations, administrative Departments are not inviting the Staff associations for discussions.

Annexure 15

LETTER FROM 7TH CPC
IMPLEMENTATION CELL

Comments of the Ministries/Departments on Recommendations of 7th Central Pay Commission – Request to Expedite – regarding.

Government of India
Ministry of Finance
Department of Expenditure
Implementation Cell (7th CPC)

F No.30-1/2016-IC
Dated: 15th February, 2016

OFFICE MEMORANDUM

Subject: Comments of the Ministries/ Departments on Recommendations of 7th Central Pay Commission – Request to Expedite – regarding.

All the Ministries/Departments, vide the D.O.No.1-4/2015-EIII.A dated 21.11.2015 from Joint Secretary (Pers), Department of Expenditure were requested to formulate their views/comments on the issues and the posts/services under them with reference to the recommendations of the 7th Central Pay Commission and forward it to the Department of Expenditure within a period of three weeks.

2. The action involved on part of the administrative Ministries/Departments was also discussed, in detail, in the meeting with the Nodal Officers on 02.02.2016 and all the Nodal Officers were requested to furnish their comments in the 'prescribed proforma' circulated in the meeting, along with soft copy to the 'jsic-cpc@nic.in within two weeks i.e. by 17.02.2016. The responses received so far are not satisfactory and comments of the most the Ministries/Departments are still awaited.

3. The Implementation Cell which is working as the secretariat of the Empowered Committee of Secretaries (E-CoS) has been asked to furnish considered views of the Ministries/Departments on the recommendations of the 7th CPC.

4. In view of the above, the comments of the Ministries/Departments may be furnished to the Implementation Cell, Department of Expenditure, immediately.

This may be treated as most urgent.

sd/-

(R.K.Chaturvedi)
Joint Secretary (IC)

The need for fixing the minimum wages at Rs 26,000/- and modifying the multiplying factor was explained in detail with full justification

No: II/95/Pt VIII Dt:19th February, 2016

MESSAGE

On the Invitation of Shri R.K. Chaturvedi, Convener, Implementation Cell, Ministry of Finance Dr M. Raghavaiah, Chairman/NJCA & GS/NFIR and Shri Guman Singh, Member/NJCA & President/NFIR representing Central Government Federations/Associations attended the meeting at North Block, New Delhi at 11.00AM on 19th February 2016 and explained NJCA's 1 to 26 charter of demands with full justification for every demand.

The need for fixing the minimum wages at Rs 26,000/- and modifying the multiplying factor was explained in detail with full justification. The leaders drew the attention of Shri Chaturvedi to Page No 63 of 7th CPC which is as follows:

| | |
|---------|-------|
| II CPC | 14.2% |
| III CPC | 20.6% |
| IV CPC | 27.6% |
| V CPC | 31.0% |
| VI CPC | 54.0% |
| VII CPC | 14.3% |

It is clear from above that the pay rise is only 14.3% in 7th CPC, which is causing lot of resentment and unrest among 34 lakh Central Govt Employees belonging to Railways, Defence, Postal etc., Mr R.K. Chaturvedi assured to explain the views expressed by NJCA leaders to the Cabinet Secretary and stated that within 10-15 days a meeting between NJCA, Empowered Committee and the Implementation Cell will be held for further discussions.

The NJCA leaders made it ample clear that in the event of No Negotiated Settlement all the central government employees will be compelled to serve Strike Notice on 11th March 2016 and proceed on strike from 6.00AM on 11th April 2016.

As already decided by NJCA all the Central Govt Employees must prepare themselves for Indefinite Strike from 11th April 2016.

sd/-

(Marri Raghavaiah)

Annexure 16

NJCA

National Joint Council of Action

4, State Entry Road, New Delhi 110055

No. NJC/2016/7TH CPC

Date : June 4, 2016

To

All Constituents of NJCA

Dear Comrades,

We hope you must have gone through our communication dated 26-5-2016 detailing the brief discussions, we had with the Cabinet Secretary. We had, as you are aware, done everything possible at our end to bring about a negotiated settlement on the charter of demands, we submitted to the Government immediately after the submission of the report by the 7th Central Pay Commission. i.e. on 19th November, 2015. On 19th May, 2016, we have crossed the six months period since the commission submitted the report to the Government. You are aware that the Commission had concluded their deliberations and prepared their report in Feb. 2015 itself but was delayed by the unwarranted intervention of the present Government. Even on the first occasion when we met the authorities after the submission of the report by the 7th CPC we had conveyed the anguish and anxiety of the employees over the delay especially in the background of the denial of the interim relief and merger of DA. We had pointed out that unlike in the past the employees had not been granted any financial help in the form of interim relief of DA merger even in the face of the unprecedented erosion of the real value of wage due to the high level of inflation in the economy. We had then requested the Government the need to take an expeditious decision over the recommendations of the 7th CPC, atleast on the core issues pertaining to wage revision.

In the absence of any formal meetings or fruitful negotiations which had been the practice at all earlier occasions, the rumour mongers who represent none, had a field day. The NJCA had been in

constant touch with the authorities. You will recall that at the request of the Cabinet Secretary, when we met him on 1st March, 2016, we deferred our decision to go on strike in April, 2016. The empowered committee set up by the government could have met the JCA leaders during the months of April and May and could have discussed the various pros and cons so that by the end of May, certain views could have emerged on all matters.

It was in this background that the National JCA met on 3rd at the Staff Side office. The meeting considered the piquant situation that has emerged due to the wanton inaction on the part of the Government, despite the NJCA agreeing to defer the strike action. The meeting, therefore, came to the inescapable and inevitable conclusion unanimously that in the face of the nugatory attitude of the Government, we must adhere to our earlier decision to tread the path of struggle and serve the strike notice on 9th June, 2016 to commence the indefinite strike action on 11th July, 2016. The meeting also decided to exhort the constituent organizations to mobilize their members without losing any time as the time available for preparation being very short i.e. hardly a month. I am also to convey to all of you the following decision taken at the meeting and appeal to you to create a vibrant situation throughout the country to convey the impression to all concerned that we stand united with determination.

1. Every Association/Federation/Union and all its units will serve the strike notice on 9-6-2016 by holding massive demonstration at all work places. The

strike notice shall have the 11 point charter of demands (copy enclosed) and the respective organizations can include their department-specific demands as Part B of the charter of demands.

2. The Constituents will plan and exercise a massive mobilization campaign to cover each and every employee/worker in which all the National and State leader must take part.

3. The Unions/Federation/Associations will suspend immediately all ongoing negotiations with their departmental heads/authorities and concentrate on the mobilization campaign.

4. On 24th June, 2016, a massive united demonstration under the auspices of the NJCA will be held before the Parliament. The constituent organizations will decide upon the quota for each State Unit and communicate the same so that the state units can take necessary steps to ensure that their members reach Delhi on 24th.

5. The NJCA (CHQ) will write to the leaders of all the Political parties as also the Central Trade Unions seeks their support and solidarity as also explaining as to why the NJCA had to take the extreme step of organizing the strike action.

6. All the Constituent organizations and the State Units shall write such letters to the members of Parliaments of their respective States and shall make efforts to meet them in person to seek their support.

7. All the State Units of the Constituent organizations either jointly

or independently organize Press Conferences to cover the Print and Electronic media.

8. The NJCA (CHQ) will hold such a Press Conference at Delhi on 23rd June, 2016 i.e. just one day prior to the mammoth demonstration planned before the Parliament.

9. The Constituent organizations will get in touch with the Associations/Federations of the retired personnel both at the All India and State levels to seek out their support for the strike action and enlist their participation in all demonstrative programmes organized by the working employees in support of the strike. The Pensioners organizations may be informed of the Government decision to reject the recommendation of the 7th CPC to provide Option No. 1 to the Pensioners as an alternative pension fitment formula.

10. The constituents will also seek the participation of those organizations in their respective organizations who are not associated with the NJCA being not participants in the JCM Scheme.

We appeal to all constituents and through them each and every member of the Central Government employee's community to take all out efforts to make this historic decision an all time memorable event, which must go into the history as the largest participated strike action of the Central Government employees and works. We must consider this as a really historic moment provided to us by the harsh turn of events and as an opportunity to reassert our strength, unity and determination not only to win laurels today but to function as an effective bargaining entity for years to come.

We are fully aware of the enormous task ahead and equally aware of the possible response, a brutal Government might take in the circumstances. Without minimizing the impact of such as retaliatory action on the part of the Government (from our experience in the past) we know that no power on earth will be able to subdue our unity and determination and we shall march forward well realizing that the ultimate victory in all struggles belong to the working class.

With greetings,

Yours fraternally,
Shiv Gopal Mishra,
Convener

STRIKE NOTICE FORMAT DIFFER BETWEEN INDUSTRIAL AND NON INDUSTRIAL ESTABLISHMENTS, KINDLY USE THE APPROPRIATE FORM, GIVE HEREUNDER IS THE COMMON CHARTER OF DEMANDS, ENCLOSE THE COMMON CHARTER AS PART A AND DEPARTMENT SPECIFIC ISSUES AS PART B.

CHARTER OF DEMANDS

1. Settle the issue raised by the NJCA on the recommendations of the 7 CPC sent to Cabinet Secretary vide letter dated 10th December 2015.
2. Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways & Defence, different categories in other Central Govt. establishments by the 7 CPC.
3. Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993.

4. i. No privatization/outsourcing/contractorisation of government functions.

ii. Treat GDS as Civil Servants and extend proportional benefit on pension and allowances to the GDS.

5. No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

6. Fill up all vacant posts in the government departments, lift the ban on creation of posts; regularize the casual/contract workers.

7. Remove ceiling on compassionate ground appointments.

8. Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15.

9. Ensure Five promotions in the service career of an employee.

10. Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers.

11. Revive JCM functioning at all levels.

Annexure 17

7th Pay Commission – NJCA Writes to PM on 7th Pay Commission related issues and regarding NPS

Dear Sir, the central government employees are very much disappointed with the recommendations of the 7th pay commission. We have written to you

before too, and to the empowered committee also. However we feel even after expressing our grievances, there is no concrete action taking place.

Sir, The new pension scheme is a curse on the employees. As far as employees are concerned, they are worried that in future they may be deprived of their pension in total. They are also worried that there is no guarantee of either family pension nor gratuity as per 7th pay commission recommendations. The central government employees are in fact very much annoyed and anxious with the 7th pay commission recommendations.

There are about 11 lakh employees, out of which around 5 lac employees are from railways, most of whom are responsible for safety, and our demand is, their job should be non transferable, for the safety reasons, since they know their area better.

Sir, we hope that you will do the needful to release the stress through which the employees are going on now.

Sir, we write to you in the hope that you do the needful and accept our just demands.'

The Charter of Demands send to the Prime Minister

· Settle the issues raised by the NJCA on the recommendations of the 7th pay commission sent to Cabinet Secretary vide letter dated 10th December 2015.

· Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways& Defence, different categories in other

Central Govt. establishments by the 7th pay commission.

- Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993.

- i) No privatization/outsourcing/contractorisation of governmental functions.

- ii) Treat GDS as Civil Servants and extend proportional benefit on pay, pension and allowances to the GDS.

- No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

- Fill up all vacant posts in the government departments, lift the ban on creation of posts; regularize the casual/contract workers.

- Remove ceiling on compassionate ground appointments.

- Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15.

- Ensure Five promotions in the service career of an employee.

- Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers.

- Revive JCM functioning at all levels.

Annexure 18

Cabinet approves Implementation of the recommendations of 7th Central Pay Commission

The Union Cabinet chaired by the Prime Minister Shri Narendra Modi has approved the implementation of the recommendations of 7th Central Pay Commission (CPC) on pay and pensionary benefits. It will come into effect from 01.01.2016.

The Cabinet has also decided that arrears of pay and pensionary benefits will be paid during the current financial year (2016-17) itself, unlike in the past when parts of arrears were paid in the next financial year.

The recommendations will benefit over 1 crore employees. This includes over 47 lakh central government employees and 53 lakh pensioners, of which 14 lakh employees and 18 lakh pensioners are from the defence forces.

Highlights:

1. The present system of Pay Bands and Grade Pay has been dispensed with and a new Pay Matrix as recommended by the Commission has been approved. The status of the employee, hitherto determined by grade pay, will now be determined by the level in the Pay Matrix. Separate Pay Matrices have been drawn up for Civilians, Defence Personnel and for Military Nursing Service. The principle and rationale behind these matrices are the same.

2. All existing levels have been subsumed in the new structure; no new levels have

been introduced nor has any level been dispensed with. Index of Rationalisation has been approved for arriving at minimum pay in each Level of the Pay Matrix depending upon the increasing role, responsibility and accountability at each step in the hierarchy.

3. The minimum pay has been increased from Rs. 7000 to 18000 p.m. Starting salary of a newly recruited employee at lowest level will now be Rs. 18000 whereas for a freshly recruited Class I officer, it will be Rs. 56100. This reflects a compression ratio of 1:3.12 signifying that pay of a Class I officer on direct recruitment will be three times the pay of an entrant at lowest level.

4. For the purpose of revision of pay and pension, a fitment factor of 2.57 will be applied across all Levels in the Pay Matrices.

5. Rate of increment has been retained at 3 %. This will benefit the employees in future on account of higher basic pay as the annual increments that they earn in future will be 2.57 times than at present.

6. The Cabinet approved further improvements in the Defence Pay Matrix by enhancing Index of Rationalisation for Level 13A (Brigadier) and providing for additional stages in Level 12A (Lieutenant Colonel), 13 (Colonel) and 13A (Brigadier) in order to bring parity with Combined Armed Police Forces (CAPF) counterparts at the maximum of the respective Levels.

7. Some other decisions impacting the employees including Defence &

Combined Armed Police Forces (CAPF) personnel include :

- Gratuity ceiling enhanced from Rs. 10 to 20 lakh. The ceiling on gratuity will increase by 25 % whenever DA rises by 50 %.

- A common regime for payment of Ex-gratia lump sum compensation for civil and defence forces personnel payable to Next of Kin with the existing rates enhanced from Rs. 10-20 lakh to 25-45 lakh for different categories.

- Rates of Military Service Pay revised from Rs. 1000, 2000, 4200 & 6000 to 3600, 5200, 10800 & 15500 respectively for various categories of Defence Forces personnel.

- Terminal gratuity equivalent of 10.5 months of reckonable emoluments for Short Service Commissioned Officers who will be allowed to exit Armed Forces any time between 7 and 10 years of service.

- Hospital Leave, Special Disability Leave and Sick Leave subsumed into a composite new Leave named 'Work Related Illness and Injury Leave' (WRILL). Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRILL.

8. The Cabinet also approved the recommendation of the Commission to enhance the ceiling of House Building Advance from Rs. 7.50 lakh to 25 lakh. In order to ensure that no hardship is caused to employees, four interest free advances namely Advances for Medical Treatment, TA on tour/transfer, TA for family of deceased employees and LTC

have been retained. All other interest free advances have been abolished.

9. The Cabinet also decided not to accept the steep hike in monthly contribution towards Central Government Employees Group Insurance Scheme (CGEGIS) recommended by the Commission. The existing rates of monthly contribution will continue. This will increase the take home salary of employees at lower levels by Rs. 1470. However, considering the need for social security of employees, the Cabinet has asked Ministry of Finance to work out a customized group insurance scheme for Central Government Employees with low premium and high risk cover.

10. The general recommendations of the Commission on pension and related benefits have been approved by the Cabinet. Both the options recommended by the Commission as regards pension revision have been accepted subject to feasibility of their implementation. Revision of pension using the second option based on fitment factor of 2.57 shall be implemented immediately. A Committee is being constituted to address the implementation issues anticipated in the first formulation. The first formulation may be made applicable if its implementation is found feasible after examination by proposed Committee which is to submit its Report within 4 months.

11. The Commission examined a total of 196 existing Allowances and, by way of rationalization, recommended abolition of 51 Allowances and subsuming of 37 Allowances. Given the significant changes in the existing

provisions for Allowances which may have wide ranging implications, the Cabinet decided to constitute a Committee headed by Finance Secretary for further examination of the recommendations of 7th CPC on Allowances. The Committee will complete its work in a time bound manner and submit its reports within a period of 4 months. Till a final decision, all existing Allowances will continue to be paid at the existing rates.

12. The Cabinet also decided to constitute two separate Committees (i) to suggest measures for streamlining the implementation of National Pension System (NPS) and (ii) to look into anomalies likely to arise out of implementation of the Commission's Report.

13. Apart from the pay, pension and other recommendations approved by the Cabinet, it was decided that the concerned Ministries may examine the issues that are administrative in nature, individual post/ cadre specific and issues in which the Commission has not been able to arrive at a consensus.

14. As estimated by the 7th CPC, the additional financial impact on account of implementation of all its recommendations in 2016-17 will be Rs. 1,02,100 crore. There will be an additional implication of Rs. 12,133 crore on account of payments of arrears of pay and pension for two months of 2015-16.

NJCA LETTERS

Modified Assured Career Progression Scheme – reg.

Resolve the issues amicably through discussions.

National Federation of Indian Railwaymen

No. IV/NFIR/7 CPC(Imp)/2016/MoF
Dated : 02/08/2016

The Cabinet Secretary,
Government of India,
Rastraapati Bhavan Annexie,
New Delhi

Respected Sir,

Sub: Government's acceptance of 7th
CPC recommendation – Modified
Assured Career Progression Scheme –
reg.

NFIR invites kind attention of the Government to the acceptance of 7th CPC recommendations circulated by the Ministry of Finance (Department of Expenditure) vide Resolution No. 1-2/2016-IC dated 25th July 2016, the Annexure II of which contains the decision in relation to Modified Assured Career Progression Scheme (MACPS) as given below:-

· "While the MACP has been continued to be administered at the intervals of 10,20 & 30 years of service to an employee as was in vogue, the benchmark for performance appraisal under the MACPS has been enhanced from "good" to "very good".

· It has also been decided by the Government to withhold annual

increments in the case of those employees who are unable to meet the benchmark for MACP or on regular promotion within first 20 years of the service of the employee".

In this connection, NFIR conveys that the Government has not consulted JCM (Staff Side) before taking decision as above although this being one of the issues contained in the Charter of demands, seeking discussion. The decision has caused disappointment among Railway employees and as well Central Government employees. Upgrading the bench mark from "good" to "very good" for granting financial upgradation under MACPS would provide unfettered powers to the superiors to victimize and give scope to favour the liked staff on "pick" and "choose" basis. The decision for withholding annual increments on the pretext that employees are unable to meet the bench mark for MACP or regular promotion within first 20 years of service would not only demoralize the staff but also give handle for willful harassment and victimization by higher Officials.

NFIR, therefore, requests the Cabinet Secretary who is also the Chairman of the JCM, to kindly hold meeting with the Staff Side representatives for resolving the issues amicably through discussions.

Yours sincerely

sd/-

(Dr. M.Raghavaiah)
General Secretary

No. NJC/2016/7TH CPC
August 12, 2016

To

All Constitutes of NJCA

Dear Comrades,

We have been receiving communication from various organizations as also from individual employees after the promulgation of the notification by the Government on 7th CPC recommendations. Most of these communications had been to express the anxiety and in some cases anger too over the delay in setting up the high level committee, assured by the Group of Minister to review the minimum wage and multiplication factor.

We have been pursuing the said issue on a day to day basis and we are fully appreciative of the apprehensions expressed in many of these letters. Since the decision making in the Government is a long procrastinated matter involving various levels and departments, such delays are not uncommon. But we have been informed as to why the assurances held out have not been translated into action.

We have also noted that in the absence of the JCM functioning especially at the Departmental levels of various Ministries, the department specific anomalies and demands are not being subjected to any meaningful negotiations with the respective organizations. We have addressed the Cabinet Secretary to hold a special discussion with us on this subject immediately. Copy of our letter is enclosed.

On 12th August, 2016, we have met the Secretary Pensions to convey our strong resentment over the decision to allow the Option No. 1 given to the pensioners to be implemented subject to feasibility. We have reiterated that while we are open to discussion as to the methodology of verification of the claims of individual petitions in respect of Option No. 1, we would not be able to countenance of the non implementation of the recommendation of the 7th CPC on the flimsy ground of non availability of records.

The available NJCA members met today at Delhi to review the situation in the background of the feeling conveyed to us through letters from various organizations. We have after taking note of the anxiety expressed and the ongoing discussions with various authorities over the setting up of the high level committee to wait up to the end of this month before we embark upon any action for the setting upon of the said high level committee. The employees may be apprised of this decision through the requisite campaign programme.

In the meantime, We must endeavour to support the one day strike action stated for 2nd September, 2016 for which the call has been given by the Central Trade Unions. (including independent Federations) to the best of the ability of the respective organizations as the objective of the strike is the betterment of the working people in our country.

7TH CPC ANOMALIES

All the Constituents Organizations are requested to forward the various anomalies arising out of the

implementation of the 7th CPC notification/CCS (RP) Rules 2016 to the Staff Side office with brief/illustration etc. within in 15 days from today so as to enable us to study and forward the same to the Anomaly Committee for settlement.

With greetings,

No. NC-JCM-2016/C.S. (PM)

The Cabinet Secretary
Govt. of India and Chairman
National Council JCM
Cabinet Secretariat
Rastrapati Bhawan
New Delhi

Dear Sir,

We recall the discussions we had with you on 7th June 2016 when inter-alia we brought to your kind notice over the growing discontent of the employees on the following two issues which were the subject matter of discussions on very many occasions.

1. JCM functioning – Non convening of meetings at the Departmental levels, consequent non availability of a forum for discussion and negotiations for Unions/Federations.

2. Compassionate Appointments in Departments other than Railways.

JCM FUNCTIONING

The functioning of the JCM especially at the Departmental level was virtually halted, when the Government promulgated a new set of recognition rules in 1993 to cover the non industrial employees i.e. for employees in the

Department other than Railways and Defence. It look nearly a decade and half to operationalise the new recognition rules and during the same period the functioning of JCM was virtually stopped at the departmental levels. This in-turn resulted in non-discussion and non settlement of various Departmental specific demands and issues, emanated from the flawed recommendation of 5th and 6th CPC. Now that the 7th CPC recommendations would be taken up for implementation, the need for a forum to discuss these issues, especially Departments specific matters need not be emphasized.

COMPASSIONATE APPOINTMENTS

The untenable restriction imposed by the government i.e. 5 percent of the vacancies for Compassionate Appointments in Departments other than Railways has created innumerable difficulties and arbitrary discrimination. The very fact that the said government orders have no sway to half of the civilian employees makes the orders discriminatory and bereft of any merit. The specious plea of the Government that the said orders were issued on account of a directive from the Supreme Court was later found to be fallacious. On various occasions, the Staff Side was assured of a review of the scheme. The scheme requires simplification and has to be made non-discriminatory too.

We want the above two issues to be discussed at your level and reach a settlement. We shall be grateful if you will afford us an opportunity to have such a discussion on a date convenient to you. We shall also be thankful if you

can indicate the date of the meeting atleast 15 days in advance.

Thanking you,

Yours faithfully,
(Shiva Gopal Mishra)
Secretary

No. NC-JC,-206/7th CPC

Shri Arun Jaitley
Hon'ble Finance Minister
Govt. of India
North Block
New Delhi.

Sub : Setting up a high level committee to review the Minimum Wage Multiplication Factor.

Ref : Our letter of even No. dated 26-7-2016.

Dear Sir,

We solicit your kind reference to the discussion, the representatives of NJCA had with you in the presence of the Honourable Home Minister, Shri Rajnath Singh and the Railway Minister, Shri Suresh Prabhu and the MOS (R) Shri Manoj Sinha on 30th June, 2016.

We were expecting a quick action on the part of the Government to operationalise the assurance of setting up a high level committee to go into the Minimum wage, Multiplication factor etc. However, we are disappointed that even after a lapse of more than a month no order has been issued by the Government in this regard. The employees, as you are aware, were angry over the arbitrary determination of the minimum wage by the 7th CPC by multilating the Dr. Aykhroyd formula and

also the propornate multiplication factor.

We, therefore, appeal to you that the concerned authorities may be asked to expedite the issuance of orders setting up the committee and finalization of the Report within the available time of remaining three months.

Thanking you,

Yours faithfully,
(Shiva Gopal Mishra)
Secretary

Annexure 20

Brief of the meeting held on 30/08/2016 between the Government of India and the National Council (JCM) (Staff Side)

The Government of India has constituted a committee, under the Chairmanship of Addl. Secretary(Exp.) with J.S.(Pers.), JS(Estt.) and JS(Imp.) as members, to deal with the pending issues of our memorandum, submitted to the Empowered Committee, of which prominent are "Minimum Wage and Multiplying Factor".

The first meeting of the said committee with the National Council(JCM) Staff Side was held today, i.e. 30th August, 2016, which remained almost introductory. Apart from the Official Side members, Shri M. Raghaviah, Shri M.S. Raja and I myself(from the Staff Side JCM) attended the said meeting.

We raised vehemently the issues of "Minimum Wage and Multiplying Formula" and made them very clear that; the VII CPC has accepted Dr. Aykroyd Formula for fixing Minimum Wage, but

has not implemented the said formula in full sense, so, that is not acceptable to the Staff Side(JCM), therefore, Minimum Wage from Rs.18000 must be enhanced and accordingly Fitment Formula should also be changed.

It was agreed by the committee that, since we are again meeting on 1st September, 2016 with the Committee on Allowances, the next meeting of the said committee will be fixed in consultation with the Staff Side(JCM).

Thereafter, we also met the Cabinet Secretary (Government of India) and there also we shown our anguish about the inordinate delay in resolving those issues which were agreed to. The Cabinet Secretary said that, orders for the gratuity have been issued for the NPS covered employees, and orders for the PLB and arrears have also been issued. Many of the issues raised by the Staff Side(JCM) have been accepted and implemented and the remaining issues would also be pursued and settled.

Brief of the second meeting of the Committee on Allowances held on 01/09/2016 under the chairmanship of Secretary, Finance(Expenditure), Government of India

To obtain the views of the National Council(Staff Side)(JCM) on the recommendations of 7th CPC relating to Allowances, the second meeting of the Committee on Allowances held today under the chairmanship of Secretary, Finance (Expenditure), Government of India, with the National Council(Staff Side) JCM.

From the Official Side, Secretary(Defence), Home, DoP&T, Postal, Chairman Railway Board, J.S.(Estt.), J.S.(Pers.) and J.S.(IC), and from Staff Side(JCM), all the Standing Committee Members were present in the meeting.

At the outset, Secretary(Staff Side)(JCM) as well as Leader(Staff Side)(JCM) and other Standing Committee Member of the NC/JCM(Staff Side) expressed their anguish for non-formation of High Level Committee as was agreed to by the Group of Ministers(Government of India) for settling the issue of Minimum Wage and Multiplying Factor.

The Secretary, Finance(Expenditure) told that, the committee constituted under the chairmanship of Addl. Secretary(Exp.) with J.S.(Pers.), JS(Estt.) and JS(Imp.) as Members has been made only for this purpose. Let us believe that, after the meeting, report of the said committee would be sent to the Government of India for its acceptance.

The Secretary, Finance(Expenditure) asked the Staff Side(JCM) to give their viewpoint in a Note on the Common Demands to implement these, and the Departmental grievances to their respective departments, and after that, a meeting will again be called.

Staff Side(JCM) strongly demanded that, date of effect of Allowance should be 01.01.2016. The Staff Side(JCM) explained its position as well about its demand that, House Rent Allowance should be 10%, 20% and 30% and Transport Allowance must be rationalized and exempted from the

Income Tax, Children Education Allowance should be Rs.3,000 and Hostel Subsidy should be Rs.10,000 and these should also be exempted from the Income Tax.

Staff Side demanded that, Post Graduate and Professional Courses should also be covered in Children Education Allowance. The issue of Special Duty Allowance was also raised for N.E. Region by the Standing Committee Members of JCM(Staff Side). Fixed Medical Allowance should be Rs.2,000 with Dearness Allowance Indexation, Over Time Allowance must be given, Small Family Allowance should be continued and Dress Allowance needs to be reviewed. Various Departmental Allowances, which have been abolished, should be allowed to continue, like Breakdown Allowance in the Railways and Fixed Conveyance Allowance to Postal Department employees. All the Standing Committee Members raised various issues related to Allowances.

Annexure 21

Program of the Protest week 12 to 19-12-2016

To

All Circle/Division/Branch Secretaries of FNPO affiliates.

Dear colleagues,

FNPO affiliated unions decided to observe protest week from 12th to 19th December 2016 on the 16 points Charter of Demands.

Program of the Protest week

13/12/2016 - Demonstration at Divisional office.

15/12/2016- To submit a letter to the Prime Minister through the State Governors by the Circle Secretaries.

16/12/2016 Lunch hour Demonstration at Circle/Regional offices

19/12/2016 Lunch hour Demonstration at Directorate&submission of letter to the Prime Minister.

Our Circle/Division/Branch Secretaries of FNPO affiliated unions are requested to observe the above program in their respective places in an energetic manner.

With regards,

SG FNPO.

Circle Secretaries are requested to organise March to Raj Bhavan preferably on 15/11/2016 at all State Capitals and submit the letter to the Prime Minister through State Governor.

MODEL COPY OF LETTER TO THE GOVERNOR AND THE PRIME MINISTER.

To,

His/Her
Excellency.....
Governor
of..... State
Capital

Respected Sir/Madam,

Sub: Request to consider the issues of Postal employees related to 7th CPC & other related issues.

We, the Circle Secretaries of FNPO affiliated unions, submit to you the enclosed letter addressed to the Honourable Prime Minister of India with our kind requests to forward the same to the Prime Minister to voice our grave concerns.

We also request that you kindly use your good offices to impress upon the Central Government by conveying our genuine feelings.

We are highly thankful for your valuable time.

Thanking you, Sir,

Yours Sincerely,

(Circle Secretaries)

LETTER TO THE HONOURABLE PRIME MINISTER OF INDIA BY THE FEDERATION OF NATIONAL POSTAL ORGANIZATIONS AND ITS AFFILIATED UNIONS / ASSOCIATIONS.

To
Shri Narendra Modiji,
Hon'ble Prime Minister of India,
South Block, Raisina Hill,
New Delhi-110011

Respected Sir,

We, the Federation of National Postal Organisation and its affiliated unions submit this letter to express our deep concern and request to honour the commitment given by the Group of Ministers in the meetings held with JCM (Staff Side) leaders on 30th June 2016 & 06th July 2016.

Subsequently an assurance was given that a High-Level Committee will

examine the 7th CPC issues, mainly the Minimum Wage and Multiplying Factor. Based on the assurance, the JCM Constituent deferred the Strike action on 06th July 2016.

Though a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response has been disappointing.

The employees of the Postal and other Central Government employees are greatly disappointed over non-settlement of the main issues.

More so, many of the recommendations of the 7th CPC have created unrest in the minds of Central government employees in general and Postal employees in particular.

The issues raised after the implementation of 7th CPC & other long pending issues are enclosed.

We request your kind attention to the issues listed in the enclosure and action thereof at the earliest.

Annexure 22

Extension of time limit for forwarding of 7th CPC Anomalies for consideration in the National anomaly Committee: DoPT Order

F. No. 11/2/2016-JCA

Dated: 5th May, 2017

Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Establishment (JCA Section)
North Block, New Delhi

OFFICE MEMORANDUM

Subject: Extension of time limit for forwarding of 7th CPC Anomalies for consideration in the National anomaly Committee - regarding

The undersigned is directed to say that in partial modification of this Department's Office Memorandum of even no. dated 16.08.2016, the time limits for receipt and disposal of anomalies, as mentioned in paragraph 5 of the Office Memorandum are amended as under:

(i) The time limit for receipt of anomalies is extended by three months from the date of expiry of receiving anomalies i.e. from 15.2.2017 to 15.5.2017; and

(ii) The time limit for disposal of anomalies is extended by three months from the date of expiry of one year from the date of its constitution i.e. from 15.08.2017 to 15.11.2017.

2. This issues with the concurrence of Department of Expenditure.

sd/-

(Raju Saraswat)

CPAO advised Banks to follow its Instructions to avoid inconvenience to Pensioners

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE
CENTRAL PENSION ACCOUNTING
OFFICE
TRIKOOT-II, BHIKAJI CAVA PLACE,
NEW DELHI-110068
PHONES 26174596,26174456,26174438

CPAO/1T&Tech/ Simplification/2016-17/
11Vol-VI/18 24.04.2017

OFFICE MEMORANDUM

Subject:- Requirements from pensioner for credit of first pension to his/her account by bank.

Attention is invited to CPAO's OM No.CPAO/Tech/Simplification/2014-15/52 dated- 28.05.2014 whereby it was intimated to all concerned that pensioners were not required to visit the bank to activate their first payment of pension. It was also intimated that undertaking for recovery of excess/over payment of pension had been made a part of PPO. In spite of these instructions, banks used to insist on pensioners to physically appear in the bank before commencing first payment of pension. Consequently, CPAO had issued instructions vide OM No. CPAO/Tech/Life Certificate/2014-15/99-175 dated-28.07.2014 that banks should not insist on the pensioners to issue life certificate at the time of first credit of pension. They were also advised to identify the pensioner with reference to information already available with bank obtained through KYC at the time of opening of bank account. The above instructions were reiterated by OM No. CPAO/Tech/Bank Performance/2014-15/45 dated-02.06.2016.

However. it is observed that banks are still insisting upon the pensioners for completion of formalities like submission of life certificate, letter of Undertaking and certificate of non-employment to credit their first payment and other dues to their pension account resulting into

inconvenience to the pensioners defeating the very purpose of simplifying the pension procedures.

In view of the above, Heads of CPPCs and Heads of Government Business Divisions of all the banks are advised to ensure that instructions issued by CPAO are followed by CPPCs and paying branches and any inconvenience to pensioners are avoided.

This issues with the approval of competent authority.

(Vijay Singh)
Sr. Accounts Officer (IT & Tech)

Banks should not insist Pensioners to appear Physically for Pension Issues

24.04.2017

OFFICE MEMORANDUM

Subject:- Requirements from pensioner for credit of first pension to his/her account by bank.

Attention is invited to CPAO's OM No. CPAO/Tech/Simplification/2014-15/52 dated- 28.05.2014 whereby it was intimated to all concerned that pensioners were not required to visit the bank to activate their first payment of pension. It was also intimated that undertaking for recovery of excess/over payment of pension had been made a part of PPO. In spite of these instructions, banks used to insist on pensioners to physically appear in the bank before commencing first payment of pension. Consequently, CPAO had issued instructions vide OM No. CPAO/Tech/Life Certificate/2014-15/99-175 dated-

28.07.2014 that banks should not insist on the pensioners to issue life certificate at the time of first credit of pension. They were also advised to identify the pensioner with reference to information already available with bank obtained through KYC at the time of opening of bank account. The above instructions were reiterated by OM No. CPAO/Tech/Bank Performance/2014-15/45 dated-02.06.2016.

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This issues with the approval of competent authority.

(Vijay Singh)

Sr. Accounts Officer (IT & Tech)

Annexure 23

NEW DELHI: Revenue receipts of the Department of Posts increased to Rs 11,733.13 crore in 2014-15, up 25 per cent from the end of March 2013, Parliament was informed today. The

receipts stood at Rs 9,366.50 crore in the financial year 2012-13.

“Owing to the Department’s consistent focus on quality improvement and increasing use of technology, the revenue receipts have steadily grown from Rs 9,366.50 crore in 2012-13 to Rs 11,733.13 crore in 2014-15,” Minister of Communications and Information Technology Ravi Shankar Prasad said in a written reply to the Lok Sabha.

Speed post, which is the flagship express mail product of the department, has also shown the increase in revenue from Rs 1,261.50 crore to Rs 1,473.39 crore in the same period, he added.

DoP handles more than 600 crore mail prices every year.

“Parcel revenue has increased 37 percent from 2013-14 to 2014-15, owing to the infrastructure improvement for parcel handling and delivery as well as focus on the quality of service delivery,” he added.

In response to a separate query, Prasad said so far, 2,940 post offices have been modernised under Project Arrow.

“The Department has put in place a Programme Management Governance Structure, which plays a key role in monitoring the IT Modernisation project approved by the government,” he said.

Prasad said the governance structure is four-tiered with an apex inter-ministerial steering committee to review, monitor and guide the progress of the project.

Annexure 24

Name of vacancies:

Postal Assistant (PA)

Sorting Assistant (SA)

It would include questions of both verbal and non-verbal type. The test will include questions on Semantic Analogy, Symbolic operations, Date of Exam Part Subject Maximum Marks Total Duration /Timing Total Duration/Timing for Visually Handicapped/Cerebral Palsy candidates including compensatory time. 01.11.2015 15.11.2015 & 22.11.2015 (Sundays) I General Intelligence (50 questions) 50 2 Hours 10.00 A.M. to 12.00 Noon or 2:00 PM to 4:00 PM 2 Hours 40 Minute 10.00 A.M. to 12.40 Noon or 2:00 PM to 4:40 PM II English Language (Basic Knowledge) (50 questions) 50 III Quantitative Aptitude (Basic Arithmetic Skill) (50 questions) 50 IV General Awareness (50 questions) 50 11 Symbolic/Number Analogy, Trends, Figural Analogy, Space Orientation ,Semantic Classification, Venn Diagrams, Symbolic/Number Classification, Drawing inferences ,Figural Classification ,Punched hole/pattern-folding & unfolding , Semantic Series, Figural Pattern – folding and completion, Number Series, Embedded figures, Figural Series, Critical Thinking, Problem Solving, Emotional Intelligence, Word Building, Social Intelligence, Coding and decoding, Other sub-topics, if any Numerical operations.

English Language:

Spot the Error, Fill in the Blanks, Synonyms/Homonyms, Antonyms,

Spellings/ Detecting Mis-spelt words, Idioms & Phrases, One word substitution, Improvement of Sentences, Active/Passive Voice of Verbs, Conversion into Direct/ Indirect narration, Shuffling of Sentence parts, Shuffling of Sentences in a passage, Close Passage, Comprehension Passage. Quantitative Aptitude:

Arithmetic: Number Systems: Computation of the Whole Number, Decimal and Fractions, Relationship between numbers Fundamental arithmetical operations: Percentages, Ratio and Proportion, Square roots, Averages, Interest (Simple and Compound), Profit and Loss, Discount, Partnership Business, Mixture and Allegation, Time and distance, Time and work. Algebra: Basic algebraic identities of School Algebra and Elementary surds (simple problems) and Graphs of Linear Equations. Geometry: Familiarity with elementary geometric figures and facts: Triangle and its various kinds of centres, Congruence and similarity of triangles, Circle and its chords, tangents, angles subtended by chords of a circle, common tangents to two or more circles. Mensuration: Triangle, Quadrilaterals, Regular Polygons, Circle, Right Prism, Right Circular Cone, Right Circular Cylinder, Sphere, Hemispheres, Rectangular Parallelepiped, Regular Right Pyramid with triangular or square Base Trigonometry: Trigonometry, Trigonometric ratios, Complementary angles, Height and distances (simple problems only) Standard Identities like $\sin^2\theta + \cos^2\theta = 1$ etc., Statistical Charts : Use of Tables and Graphs: Histogram, Frequency polygon, Bar- diagram, Pie-chart.

General Awareness:

Questions are designed to test the candidate's general awareness of the environment around him and its application to society. Questions are also designed to test knowledge of current events and of such matters of everyday observation and experience in their scientific aspect as may be expected of an educated person. The test will also include questions relating to India and its neighbouring countries especially pertaining to History, Culture, Geography, Economic Scene, General policy and scientific research. For VH candidates of 40% and above visual disability and opting for SCRIBE there will be no component of Maps/Graphs/ Diagrams/Statistical Data in the General Intelligence & Reasoning / Quantitative Aptitude.

Annexure 25

CBS PROBLEMS & OUR ACTION

To

Mrs.Kavery Banerjee

Secretary,

Department of Posts

New Delhi 110 001

Sub; Excruciating state and intolerable stress among cadres due to the malfunctioning of CBS- reg.

Respected Madam,

My Federation constrains to bring this issue again and again despite of our

discussion and letters, there is no development in the field. Therefore I am once again forced to write this issue to you that is about the insurmountable misery our officials are doomed to suffer in the CBS enabled post offices. There appears to be no ray of hope for the respite to which our staff are overdue in all levels regardless of the hierarchy. But the officials working in the post offices are put to rigorous exploitation and the resultant stress.

Even though we are boasting of having brought as many 20500 offices under the nexus of CBS operation and outwitted the digital connectivity of the other stakeholders, the working condition of the workers are deteriorated to such degree of exploitation forcing us to intervene for an immediate solution.

The innovation does not lead to technological improvisation ensuring the best possible service to the customers. But, instead, had rendered our staff with an unsavory and humiliating experience of encountering the public wrath and curse on day to day basis.

All the assurances the administration, had given in the past about the transient nature of the problems had not proved to be credible and worthy merit. Instead the problems are aggravating day by day making every one skeptic of the words from the authorities that be.

The staffs are working up to midnight to see that the validation followed by EOD is given starting the computers most of the time for connectivity. There was a total collapse of the connectivity impounding our staff to stay as late as

mid night. The system administrators of the divisional headquarters are doomed to monitor the completion of the work round the clock and in fact have to complete the validation and other work of the sub offices by obtaining the details of the transactions over phone. The staff of CPC are equally ordained to work tirelessly.

The plight of the women employees is inefable and RISK fraught especially when they are to return to home in the late hours. Apart from, becoming totally indifferent and inattentive to their domestic chores (including child care), their vulnerability to the undesirable incidents either while working alone in remote offices or on the way back to home in odd hours are to be borne in consideration and remedy found on a war - foot basis. The employers are not all paying any heed to serious state where in the security of women staff at stake attracting various provisions of the law of land in the event of any untoward incident.

Request is hereby fervently made by the undersigned for finding way and means to end this end this draconian travails meted to officials in CBS offices.

- The connectivity speed is said to be one of the prime reason for all these hardship faced by our staff some time back when the roll out was fewer.
- The problem relating to the center server's imbibing capacity of the data being entered is now adduced to be the sole dominating reason for the present logjam.

- But oblivious to what is in store for us by the action in higher echelons, it is requested to do some plausible measure in our domain to bring down the peril facing us by adapting some procedural changes .

The over flooding of data reach out to server in the evening hours pertaining to BO transaction results in clogging and glitches, very typical of peak hour spurt in the traffic. The work in closing hours of the sub offices is to be reduced if at all any prima facie remedy is to be realized.

The following measures are suggested for these can be done in our level as per the rules and with out causing any injury to customers interest.

(i) The conversion of all BO in the CBS offices as one day transit offices with instruction to treat the bag received for the day as bags received after closing of the account bag to HO, except taking the cash as advance remittance. The contents of the bag except RL/mails are to kept overnight and to be incorporated in the next day account. The work of the BOS is therefore can be started right from the morning with the vouchers of previous day and can be put through in phased manner during office hours. The spread out entry of BOs transactions concurrently and leisurely with the sub offices work will avoid the accumulation in the evening and the crowding of data to server can be therefore be effectively eschewed.

(ii) Even if there is any likelihood of delay due to unanticipated glitches, the work of the day can be planned and alternate

measures of shifting the CBS related work to nearby offices where the verification can be done well within reasonable time.

(iii) Constituting of special salvaging cell comprising of qualified staff with staggered attendance at focal points in order to complete the work of the Sub offices that cannot be accomplished for the aforesaid reason. As such it is a common sight that some of the sub office staffs are trying the validation in the HO in late evening hours as and when the total connectivity is lost in their office.

(iv) After close of the SO transaction along with the BO transaction of the previous day (by changing the value date), the EOD should be given at once in order to facilitate the CPC to run EOD for the circle level. The DC can therefore be run on the same day. But in the present arrangement, the initiation of EOD at postoffice level after validating the BO transaction late followed by CPC EOD compliance drags the DC to be run on the peak hours of the next day. Eventually telling upon the flow of the SO transactions the morning itself.

(v) Now the augmentation of server and providing additional server are impossible instantly. The heavy data flow cripples the work as per the latest findings by the experts. It is true that with more than 20000 SOLS and more number of logins, it may not possible to access the server swiftly. Further the target related spurt in the opening of accounts etc has increased the data flow. With a net result the server what we have now in dearth of space over flooded with data and is bound to delay the transaction. The roll

out of the rest of the Non CBS offices is beyond imagination with the available capacity and in fact have to be dropped in the beginning of this week .

Oflate, the Infosys have advised that the duration of idle sessions be minimized and further to keep session count under check by restricting the session users. Of this couple of findings, the idle session time has since been reduced to 5 mts for the past 4 days. Nevertheless there is no improvement.

As regards the restriction of the session users, not only for the present season, but till the server is added up the way out is to be found out by the Department. It is for sure the worker of the department cannot endure any more to undergo the rigors and drudgery of working late in the night to see the transactions are validated.

My Federation of the strong conviction that the basic work of the POSB, as enshrined in our volume should be done manually on day to basis and the value added service like CBS and ATM can be performed periodically ,on turn basis, which will restrict the users at optimum level conducive to server to serve swiftly.

Thus the CBS will have to be termed and practiced as real time CBS. The slot should be apportioned among the sub offices with HO empowered to have access daily.

The sub offices during the restricted day should accept the transactions as in the past duly maintaining the Long book and RD journal etc to substantiate the receipt and payment in the daily account. The vouchers can be validated by sending

the same to HO on the same day along a copy of the long book and RD journal as the case may be. At Ho there should be enough staff strength (drawing officials rendered surplus from abolition of SOSB and from SBCO in staggered attendance) to do the validation and this team can be deployed in night hour attendance on par with CPC. The updation of SO transaction work during the non CBS days at HO should be timed in such way that it should not delay the EOD and DC of the day. The bandwidth of the HO can be raised considerably and thus the Core banking inclusion can be done on the same day, even though not instantly, for the customer to get the value added service CBS uninterrupted. This can be done till such time server capacity are enhanced or number added up. By doing so the much desired reduction in session login by the Infosys can be ensured by adapting the procedure already in vogue in our volumes without depriving the service of basic POSB to customers (in whatever way that deemed fit and plausible.)

My Federation therefore request you to kindly look in to matter and save the official from exploitation, otherwise no other choice for officials but to leave the office as such after the close of working hours by duly incorporating the receipts and payment of the day towards POSB manually and thereby fulfilling the basic objective of the basic duty behold a Postoffice.

Further my Federation request your good self to defer the RICT which will increase the logged in users multi-folded till such time server is added or amplified for seamless access. If the atrocities unleashed

on worker for no fault of them if goes unabated , we are left with no other choice of resorting to Trade Union action and judicial remedy drawing the attention of the Government about the barbaric way of treating the workers in the Department of Post.

Yours Sincerely,

D. Theagarajan SG FNPO

23/03/2016

SAVINGRAM

To

Mrs.Kaveri Banerji,
Chairperson, Postal Board
Department of Post,
Dak Bhavan ,New Delhi 1 .

secretary-posts@indiapost.gov.in;
membertech@indiapost.gov.in;

Respected Madam,

My Federation is in receipt of thousands of telephonic calls from various Postoffices across India about the drudgery the staff of Post offices are subjected to ,due to the Finnacle and Mcamish related problems AAA Your immediate intervention is required and requested for, to save our staff from working late up to 9 and guarding them against the wrath of members of public AAA Heads of Circles are pleading helplessness showing the fingers towards Directorate for solution to the present crisis AAA Added to these woes staff are forced to come on duty on Holiday and Sunday in the name of special drive ,thereby ,depriving them of the off from office work and stress AAA Detailed letter follows AAA Pray your immediate intervention .

Thanking you ,

D.Theagarajan, Secretary General

24/03/2016

secretary-posts@indiapost.gov.in;
membertech@indiapost.gov.in;

To

Mrs. Kaveri Banerji,
Chairperson, Postal Board,
Department of Posts, India,
Dak Bhavan, New Delhi 110001.

Respected Madam,

I am extremely sorry to disturb you on the auspicious day of Holi. But, situation compelled me to write this few lines for your kind consideration.

The officials working in Post Offices are making numerous issues relating to Finacle/Maccamish.

This was not solved by your office despite of our favorable discussion and writings.

Members have suggested the following:-

- (i) Work to Rule in the Post Offices.
- (ii) Leave the Post Offices by the closing hours as it is or
- (iii) Strike.

My Federation is of no other alternate except abide the justified and overdue wishes of members.

Kindly intervene otherwise spontaneous strike is unavoidable beyond our control over the cadres. .

Thanking you,
Yours sincerely,

D.Theagarajan S.G. FNPO

25/03/2016

APPEAL TO CIRCLE/DIVISION/
BRANCH SECRETARIES

It is learnt from Directorate that they called for the reports from the Circles about Finacle and Meccamish issues some of the Circles sent D.O. letters to the Directorate explaining the ground reality. Let us hope Department will find the solution. If not our federation will discuss the issue with NFPE and appropriate decision will be taken to find the solution, till such time our cadres are requested not to resort any local agitations.

28-3-2016

Today Com. R.N. Parashar Secretary General NFPE along with Sri. D. Theagarajan Secretary General FNPO met with Shri B.V. Sudhakar, Member (Technology) and Shri Ashutosh Tripathi, Member (Personal) and apprised of the worst situation being faced by Postal Staff due to CBS.

After detailed discussion, the following remedial measures have been declared by the Department.

Director (Technology)
directortech@indiapost.gov.in

(Email: 28.03.2016)

In response to your concerns regarding CBS functioning, I am directed to inform the following:

1. Two to three levels of EOD will be done centrally from CEPT, Mysuru from 1st April, 2016.

2. Two additional servers are being provided at the Data Centre today so that additional load can be absorbed.

3. The Business Continuity Plan (BCP) has been permitted by the FS Division from 23.03.2016. This will enable operations to be done across the counter.

4. An Emergency Response Team (ERT) has been constituted at CEPT, Mysuru to deal with outages.

5. A top to bottom review of the Application is being undertaken to ensure smooth operations.

Your co-operation is sought for effective implementation of CBS.

This issues with approval of Member (Technology).

29/03/2016

Respected sir,

Kindly recall our discussion yesterday on CBS related issues.

While thanking for your reply through eMail, we discussed the remedies suggested therein with the field workers.

Based upon the feedback, we seek your clarification whether the two Servers assured to be installed on 01.04.2016 is going to be exclusively for Finacle/ Mccamish or for RICT scheduled to be launched from the same day.

Thanking you,

D.Theagarajan

Directorate clarified that two servers to be installed on 01/04/2016 is for Finacle/Mccamish not for RICT.

Problems related to Core Banking Solutions –Reg.

No:FNPO/CBS&CSI/1-1/2016
dated 4.1.2016

To Sri B.V.Sudhakur
Member Technology,
Postal Services Board,
Dak Bhavan,
NEW DELHI – 110001.

Sir,

My Federation bring the following difficulties faced in implementing the CBS project and propose following suggestions for immediate action. 1. Slow and disturbed access of Finacle due to technical problems at CPC Level and SO/HO Level 2. CPC is instructing to place EDO mandatorily by 3pm or 4pm. 3. Heavy Work load at SOs attached with BOs : Consequent on implementation of CBS at SOs including BOs the work load of the SOs have drastically increased because of the following reasons. a. During the financial years 2012-2013, 2013-2014, 2014-2015(500 accounts target in each financial year) huge number of accounts have been opened at BOs in connection with targets fixed to the BPMs. b. On an average there are 1500 accounts per BOs. c. On an average every SO will have 11 BOs, i.e., minimum of 16500 transactions including the accounts opened previous years. That means per day 660 BO transactions have to be entered at SO level. Thereby to be verified by the SPM. d. At all levels of offices including C Class

(single handed) and LSG(running with insufficient staff strength toward working strength) it is becoming an unbearable work load to feed these vouchers in Finacle. e. As this situation is not feasible to enter these transaction in Finacle, the works related to preventive vigilance with regard to work of BOs are completely paralysed thereby opening the gates for every possibility frauds at BOs f. Mean while the Divisional Heads not interested in providing sufficient number of PAs to Post migrated CBS offices or means through which works have to be carried. They are simply fixing the responsibility on the Postmasters that they have to manage the work with the available staff only. g. Till now the accounts have been managed with the single payslip in respect of multiple accounts(noting account numbers 1 to 100) with same name paid on same date with oral permission of concerned Sub Divisional Heads and Divisional Heads. Some Divisional and Sub Divisional Head have advised orally to issue single pass book to such accounts previously. But consequent on migration to Finacle the account numbers are changed randomly with 10 digits. h. There is no provision or option or possibility to process these accounts in Finacle. Each and every account has to be fed and to be verified. 4. Issues related to Migration to BOs : In many office the works related to Pre migration have been completed in casual manner without giving any importance to the accuracy of the data. The agreement of Balances of SB, RD, TD and MIS with SBCO has become least bothered aspect. Finally signature of the SPMs/HPMs only have been taken forcible before GO Live Dates fixing the

responsibility of accuracy of data which has been maintained from decades together either in Manually or in Sanchaya Post. Mean while the Divisional He Surprisingly it has come to know that some of the Divisional Heads have transferred the official to a remote place on the plea that they have not made the office ready for CBS GO Live, but without assessing the work load in this connection and without providing any extra man power to get the works done. Example : The Incident happened in Adilabad Division. 5. Other problems related to connectivity, functioning of Generator and UPS have become a fuel to fire. Request or Solution : 1. Provide required staff strength to the offices which were already migrated multiple handed offices. 2. Finding out a possible solution for C Clsass offices. 3. To stop the GO Live of offices proposed for migration until Hand Held Devices are provided to the BPMs to deal the accounts related to their BO. With a hope of immediate action and a reply.

(D.THEAGARAJAN) Secretary General

Problems faced by the staff in rolling out finacle and CSI software – Request for immediate remedial measures – Reg.

No:FNPO/CBS&CSI/2-1/2016

dated 4.1.2016

To Sri B.V.Sudhakur
Member Technology,
Postal Services Board,
Dak Bhavan,
NEW DELHI – 110001.

Sir,

Many representations have been received by this Federation about the difficulties

faced in implementing the CBS and CSI project. The FNPO invited the introduction of new technology in the Department, but the officials experiencing nightmare in implementing the technology at the operational point. The FNPO after considering all the issues make the following suggestions for immediate action. Finacle issues 1. The finacle software is user I D and pass word based 2. In the department of post, the organisation is not more vertical it is lateral and complicated structure is there. 3. There are C class, B class, A class, LSG and HO"s. the officials are happened to depute either an training, inquiring or for any other purpose 4. The officials when even went on leave either the B class SO is turned to be C class SO as the leave granted under office arrangement, in respect of C class So, or other SO"s the officials are forced to share the user ID and password. 5. In some SO"s the two supervisor ID and user passwords are created. This also creating further issues of sharing the password and user ID"s at such SO's. In addition to this while issuing the cash certificates the authorisation of both the supervisors Q invariably required. Further the second supervisor is not liable to post across the counter as he has supervisory password. This should be done away with. Suggestions Inevitably the officials are forced to share the user ID and password while going on deputation, training leave etc., it is needless to reemphasise the for reaching consequences and repercussions in doing so. In this background the need is A] The user ID and password should be protected and at any circumstances the official should not be forced to share

the ID B] there should be channelized, fast process of getting password created whenever the official goes on leave or deputation etc., C] The creation of password there should be decentralized to the divisional office level. D] The personalised password should be created so that each official can work in any sol ID with his personal ID. The ID should not be sol centric, should be generalised. E] The personalised user ID password in respect of all the officials should be created so that whenever an officials posted to any SO/HO he can be able to work with his sol ID. Both the user ID and password to work as both operator and supervisor required to be created in respect of all officials other than identified supervisors. 2. Second issue is about the speed of sifynetwork. Because slowness of the net connectivity it is finding impossible to carry on the work on finacle software. Suggestions A] The speed is required to be increased. b] The available speed should be made to know on the system in each office. c] The speed provided should be based on realistic, statistics of particular SO irrespective of the status of the SO. 3. C S I IN MYSORE DIVISION A] the ID'S of the officials have not been mapped correctly and this has remitted 'login' of ID's of officials at offices which are not connected to them. Unless the ID's are mapped correctly, it is impossible to discharge duties. The ground work done to rollout this project is not sufficient. As it is entirely new concept the officials are unaware of the working pattern of this system. Without transforming the knowhow to the field level, it was implemented this is the main impediment in the success of this new project. B] The TCS service provider has

failed to import proper training, how to know how and causing solving the problems at ground level. C] The training imported to the staff totally inadequate and the staff are at confused state of mind. E] As the system is not working properly and efficiently, it has demoralized the staff there is psychological impact on the staff apart from a lot of complaints from the customers as the new system is facing innumerable problems, the invaluable customers are being lost crores of revenue is being lost SUGGESTIONS A] Proper adequate training is required to be imparted to the staff B] The need of the hour is to lest are the confidence of the working staff by deputing the man of TCS service provider to each office at least for ten days. C] The administration is required to understand the various intricacies of the new software, make all required infrastructure know how to the working staff possible so that the staff can discharge duties peacefully. D] In almost all the SO's the infrastructure such computers, printers etc., are out dated and they are not matched to the requirement of the day. The essential requirement of the day is to provide adequate and efficient infrastructure. The foremost requirement is the atmosphere at the lower level where the management and staff should work as a team, but what we observed that still the traditional system of harassment of staff is continuing without understanding the difficulties faced by the staff Charge sheets and transfers can't produce required results. As the Head of the Technology Division we request to issue immediate instructions to the concerned to STOP harassment and guide lines to

create an atmosphere of better understanding to rollout the Technology for the betterment of the postal services. Hoping to be received in the spirit it is addressed and we expect immediate action and a reply.

(D.THEAGARAJAN) Secretary General

Annexure 26

OUR PROTEST LETTER

Ref : CRC/126/2016 Dated : 6-6-2016

To

Sri S.K. Sinha
Chairman, Postal Services Board
Dak Bhavan, New Delhi 110 001.

Sir,

Sub : Protest on the non-implementing of agreement on Cadre Restructuring.

Ref : Your Memo No. 25-04/2012-PE
Dt. 27-5-2016.

At the outset my Federation conveys thanks for issuing orders on Cadre Restructuring for employees of Group C of Postal Wing.

Your kind attention is invited to the minutes or discussions issued by your office No. 25-04/2012-PE I dated 23-10-2013 in the above said letter in para (e) it has been clearly mentioned that the Cadre ratio as per the agreed position mentioned at (c) to (d) above will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle and Administration offices as also to the PA cadre of SBCO.

Further in para (g), it is mentioned that in the light of peculiar situation of postmen/Mail Guard cadres where the work for bulk of the cadre continues to remain the same as a special case, the committee recommends ratio as worked out in pursuance of para (e) above may be considered for implementation to these cadres as well and that the cadres so restructured may concurrently get the benefit of MACP also. In another agreement the cadre restructuring has been agreed for the MMS and civil wing employees.

During the strike settlement on 5-5-2015 in the presence of Honourable Minister of Communication, it was assured by the Honourable Minister that though he had some reservation on cadre restructuring he agreed to implement the agreement made with Postal Federation on cadre Restructuring. In the same meeting, your were also physically present. Strangely, orders were issued only for the Group 'C' employees of Postal Wing. It is shocking to hear that the Directorate has not made any attempt to implement the agreement in respect of cadres in RMS, Circle office, SBCO, Civil Wing and Postman cadre. In regard to MMS, two years have been elapsed and now only the Department started to seek information from the Circles about the staff strength, though it was initially discussed. The action of the Department paves way for dividing the employees of different cadres.

The parity maintained between SA cadre and PA Cadre since inception has now been jeopardized. Who is responsible for creating jeopardise between the cadres? My Federation is not aware of

this. But it will affect interest of the Department as well as morale of the affected employees ultimately.

My Federation has high hopes and trusts on you that you will involve yourself for implementing Cadre Restructuring as per the agreement reached between staff side and Administration.

Thanking you,

Yours Sincerely,

(D. Theagarajan),
Secretary General

Annexure 27

The Cabinet Secretary,
Government of India,
Rastraapati Bhavan Annexe,
New Delhi

Respected Sir,

Sub: Government's acceptance of 7th
CPC recommendation – Modified
Assured Career Progression Scheme –
reg.

NFIR invites kind attention of the Government to the acceptance of 7th CPC recommendations circulated by the Ministry of Finance (Department of Expenditure) vide Resolution No. 1-2/2016-IC dated 25th July 2016, the Annexure II of which contains the decision in relation to Modified Assured

Career Progression Scheme (MACPS) as given below:-

· "While the MACP has been continued to be administered at the intervals of 10,20 & 30 years of service to an

employee as was in vogue, the benchmark for performance appraisal under the MACPS has been enhanced from "good" to "very good".

· It has also been decided by the Government to withhold annual increments in the case of those employees who are unable to meet the benchmark for MACP or on regular promotion within first 20 years of the service of the employee".

In this connection, NFIR conveys that the Government has not consulted JCM (Staff Side) before taking a decision as above although this being one of the issues contained in the Charter of demands, seeking discussion. The decision has caused disappointment among Railway employees and as well Central Government employees. Upgrading the benchmark from "good" to "very good" for granting financial upgradation under MACPS would provide unfettered powers to the superiors to victimize and give scope to favour the liked staff on "pick" and "choose" basis. The decision for withholding annual increments on the pretext that employees are unable to meet the benchmark for MACP or regular promotion within first 20 years of service would not only demoralize the staff but also give a handle for willful harassment and victimization by higher Officials.

NFIR, therefore, requests the Cabinet Secretary who is also the Chairman of the JCM, to kindly hold meeting with the Staff Side representatives for resolving the issues amicably through discussions.

Yours sincerely

sd/-

Annexure 28

FNPO's appeal to grant MACP to all eligible officials/retirees without any difference in accordance with SLP 4848/2016 dt 16-08-2016

Ref : MACP/16/2017 Dt. 16-4-2017

Sri B.V. Sudhakar
Chairman
Postal Services Board
Dak Bhavan, New Delhi 110 001.
Sir,

Sub : Request to grant MACP to all eligible officials / retirees without any difference in accordance with SLP 4848/2016 dt. 16-8-2016.

Ref : Directorate letter No. 2-19/2015-PCC dt. 1-3-2017.

With reference to the above, my federation wishes to submit that the case pertaining to grant of MACP effective from 1-9-2008, the supreme court has pronounced the judgement in favour of the retired SPM Sri D. Sivakumar vide SLP 4848/2016 dt. 16-8-2016 and the same has been endorsed by the Directorate vide letter No. 2-19/2015-PCC dated. 1-3-2017.

The Article 141 of Indian Constitution envisages that the judgement pronounced by the Supreme Court is binding to the similarly placed officials.

Hence it is requested the same may be extended to all the eligible officials/retirees without any difference.

Thanking you,

Yours Sincerely,
(D. Theagarajan), Secretary General

FWC Report

Annexure 29

A Video Presentation for 25 minutes was made by the commission showing the nature of duties of all the cadres of the GDS employees, usage of biometric devices for payment of MGNREGA, Social Security Pensions and the interview with the Hon'ble Communication Minister, Sri Ravi Sankar Prasadji covering the projects undertaken by the rural postal network present and future. Sukanya Samradhi Account, RPLI, sale of Godavari water, PM Suraksha Bhima Yojana were highlighted in the video. The Chairman and GDS committee keenly watched the video presentation and positively responded on the points raised in the memorandum. The Commission may call unions again in July 2016. Some of the salient features of the evidence 1. Amending the rule 3A of the GDS conduct & Engagement Rules and allotting the GDS employees to work for 8 hours. Necessary documents obtained under RTI Act were submitted in support of the workload of the BPMs. 2. Dispensing with the unscientific point system for assessing the workload of BPMs and evaluations of new method for the GDSMC/MD/Packers keeping the future need of the rural postal system. 3. Reducing the cadres in the GDS System by making common cadre at least two and suitably fixing the wages. 4. Fixing the wages of the GDS agents based on the scales implemented to the Central Govt. Employees in the 7th CPC minimum of Rs 20,000/- basic pay. 5. Finding ways and means for providing rented standard accommodation by the Department paying suitable HRA. 6. Cash conveyance arrangement to be made by

the Department with conveyance allowance. 7. Fixed quota for the GDS employees in the PA recruitment and allowing GDS employees in the vacant posts of Postal Assistants like postmen & Group-D. 8. 5% LR 9. The compassionate appointment of the dependents in case of voluntary/invalid retirements 10. Liberal transfer facility in place of limited transfer facility. 11. Medical facilities, Group Insurance 12. Chapter wise discussion of our Memorandum.

Annexure 30

Indefinite delay in Publishing GDS Commission Report- our steps

FEDERATION OF NATIONAL
POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi - 110 001. Phone: 011-23321378

E-mail: theagarajannachi@hotmail.com.

Ref: 9/Nugds/01/2017 12/01/2017

To

Shri B. V. Sudhakar
Secretary,
Department of Posts
Dak Bhawan,
New Delhi – 110001.

Sub: Indefinite delay in Publishing GDS Commission Report.

Kindly recall our personal discussion on 20/12/2016 along with my General secretaries & discussion over the phone on 07/01/2017 During the discussion it was assured that the GDS commission report will be published on India post website with a copy to all Federations / Union before 13/01/2017.

Now we have come to know that publication of report may be delayed citing Election code of conduct. In the Past, GDS Committee reports were published on the same day of submission of it to the Department. The GDS Committee report is not a secret or confidential one. However, we agree with the Department when the report was referred to the Minister in the larger of interest of GDS not to satisfy anyone.

Now issues are going different directions. At this stage my Federation cannot remain silent therefore FNPO & NUGDS have decided to go on agitation from 17/01/2017.

The Programme of agitation:-

Circle Secretaries of NUGDS and CHQ office bearers should take part in HUNGER FAST in front of circle offices. The programme should start at 10 AM and end at 5 PM.

Lunch hour demonstration at Directorate on 24/01/2017.

Submission of Memorandum to Hon'ble Prime Minister on 25/01/2017.

The further course of action will be intimated later.

With kind Regards

Yours Sincerely,

D. Theagarajan

Secretary General

FEDERATION OF NATIONAL
POSTAL ORGANISATIONS

NATIONAL UNION OF GRAMEEN
DAK SEVAKS

T-24, Atul Grove Road, New Delhi -
110 001. Phone: 011-23321378
E-mail:
theagarajannachi@hotmail.com

Circular 01/2017 12/01/2017

To
All CWC Members,
All Circle Secretaries of NUGDS.

Dear colleagues,

You are aware that we have decided earlier not to go any agitation demanding publication of GDS committee report. We have taken this decision based on the discussion taken place with General secretaries of FNPO affiliated unions and Chairman Postal Board on 20/12/2016.

On 07/01/2017 SG FNPO contacted the Chairman, Postal Board, who assured that the report will be published within a week. We communicated the same to our colleagues and requested them to maintain patience for another week.

Meanwhile, on 10/01/2017 we were informed that our Minister cleared file and the report will be published on 11/01/2017. Though we did not post this message on our official website (w.w.w.fnpo.org) this message was posted by our colleagues in their circle website.

On 12/01/2017 evening SG FNPO contacted senior officers in Directorate.

He was told that a report will be published within 2 days SG FNPO recorded protest immediately saying there is a time limit for our patience. If the Department did not publish the GDS Committee Report as promised before the end of this week, we have no other alternative except to go on the hunger fast on 18/01/2017 in all the circles. It is not our intention, but we are forced to go on the hunger fast.

On 12/01/2017 we enquired the issue with our officers in Directorate SG FNPO was informed that Minister's office has delayed the file citing Election Commission code of conduct.

We cannot remain silent at this stage.

In the past, GDS Committee reports were published on the same day of submission of it to the Department.

The GDS Committee report is not a secret or confidential one. However, we agree with the Department when the report was referred to the Minister in the larger interest of GDS not to satisfy any officers.

In the above situation, FNPO & NUGDS have decided to go on agitation from 17/01/2017.

The Programme of agitation:-

Circle Secretaries of NUGDS and CHQ office bearers should take part in HUNGER FAST in front

of Circle office. The programme should start at 10 AM and end at 5 PM.

Lunch hour demonstration at Directorate on 24/01/2017.

Submission of Memorandum to Hon'ble Prime Minister on 25/01/2017.

The further course of action will be announced later.

With kind Regards

Yours Sincerely,

D. Theagarajan. P.U. Muraleedharan,
SG GS
FNPO NUGDS

FEDERATION OF NATIONAL
POSTAL ORGANISATIONS

NATIONAL UNION OF GRAMEEN
DAK SEVAKS

T-24, Atul Grove Road, New Delhi -
110 001. Phone : 011-23321378

E-mail:

theagarajannachi@hotmail.com.

Ref :FNPO NUGDS/01

Dated 12/01/2017

To

The Chief Post Master General

..... Circle.

Dear Sir,

Sub: Indefinite delay for Publishing GDS
Commission Report.

Consequent to the direction of My
federation &NUGDS CHQ the
undersigned

will go on a hunger fast along with my
circle office bearers on 17/01/2017 in

circle office premises in a peaceful
manner.

In this connection, my federation and
NUGDS CHQ has sent a letter to
the Chairman, Postal Board (copy
enclosed).

This is for your information.

Yours Sincerely,
Circle secretary.

Annexure 31

SHRI. KAMALESH CHANDRA GDS
COMMITTEE REPORT - OUR PRELUDE
VIEW

Dear Colleagues,

With much expectation, we have gone
through the GDS Committee Report
submitted by Shri Kamalesh Chandra.

The reasons for our expectation

While tendering our evidence before the
GDS Committee their response was
positive.

When the Postal services board referred
the Bonus ceiling issue on par with
regular employees the reaction of Shri
Kamalesh Chandra was excellent.

When we met for the third time he
assured that the report will be balanced
for both the side.

We were also told that some welfare
recommendations by the committee
before submission, in fact, we were
moved by those recommendations. Now
we feel our expectation is wrong.

Our prelude views is that except
WELFARE SCHEMES all other
recommendations were sugar coated, it

requires deep study after applying the new formula suggested by the committee and requires some more time. Presently we don't want to comment more.

Due to publication of GDS committee report our lunch hour demonstration in front of Directorate on 24/01/2017 & submission of Memorandum to Prime Minister on 25/01/2017 both programmes now stands canceled.

D.Theagarajan P.U.Muralidharan
SG FNPO G.S NUGDS

SUMMARY OF GDS REPORT

1)The minimum working hours of GDS Post Offices and GDS is increased to 4 hours from 3 hours.

2)The new working hours for GDS Post Offices will be 4 hours and 5 hours only.

3)The Level 1 GDS Post Offices/GDSs will have 4 hours as working hours and Level – 2 will have 5 hours as working hours.

4)The Point System for assessment of workload of BPMs has been abolished.

5)The new wage payment system is linked to revenue generation of GDS Post Offices. Under the new system, there will be no increase in wages of BPMs from Level-1 to Level-2 on the basis of workload but the same will be increased based on achievement of prescribed revenue norms which is fixed at 100% for normal areas and 50% for special areas which presently have 15% anticipated income norms

6)The GDS Post Offices not achieving the prescribed revenue norm within the given working hours will have to open GDS

post offices for minimum of additional 30 minutes beyond the prescribed working hours.

7)The GDSs BPMs will be paid Revenue Linked Allowance @10% beyond Level 2 wage scale if they will be successful in achieving revenue beyond prescribed norms

8)The GDS Post Offices has been categorized into A,B,C and D categories based on the revenue generation norms. The GDS Post Office in A category will achieve 100% revenue. The Committee has recommended a set of actions for each category of GDS Post Offices.

9)The eleven approved categories of GDS are subsumed into two categories only. One category will be Branch Post Master and all other 5 categories of GDSs are subsumed into one multi tasking category.

10)The job profile of Multi Tasking GDS is expanded to include work such as Business Development and Marketing etc. Their jobs will no more be confined to their old designations. The Assistant BPM will assist BPMs for increasing revenue generation.

11)The GDSs working in the GDS Post Offices will be known as Assistant Branch Post Master (ABPMs) and those working in the Department Post Offices will be known as Dak Sevak (DS).

12)The minimum wage has been increased to Rs.10000/- per month and maximum to Rs.35,480/- per month.

13)The rate of annual increase is recommended as 3%.

- 14)A composite Allowance comprising of support for hiring accommodation for GDS Post Offices as well as mandatory residence, office maintenance, mobile and electricity usage charges etc. has been introduced for the first time.
- 15)Children Education Allowance @ Rs.6,000/- per Child per annum has been introduced for GDS.
- 16)Risk & Hardship Allowance @ Rs.500/- per month for GDSs working in the special areas has also been introduced.
- 17)A Financial upgradation has been introduced at 12 Years, 24 years and 36 Years of services in form of two advance additional annual increases.
- 18)The ceiling of ex-gratia gratuity has been increased from Rs.60,000 to Rs.5,00,000/-
- 19)The GDS contribution for service Discharge Benefit Scheme (SDBS) should be enhanced maximum up to 10% and minimum up to 3% of the basic wage per month, whereas the Department should contribute a fixed contribution of 3% of the basic wage of the GDSs.
- 20)The coverage of GDS Group Insurance Scheme has been enhanced from Rs.50,000/0 to Rs.5,00,000/-.
- 21)The contribution of Department in Circle Welfare Fund (CWF) has been increased from Rs.100/- per annum to Rs.300/- per annum.
- 22)The Scope of CWF is extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.
- 23)The Committee also recommended 10% hike in the prescribed limits of financial grants and assistance in the Circle Welfare Fund.
- 24)The Committee has recommended addition of Rs.10,000/- for purchase of Tablet/Mobile from the Circle Welfare Fund in the head " Financial Assistance from Fund by way of loans with lower rate of interest (5%)".
- 25)Provision of 26 weeks of Maternity Leave for women GDSs has been recommended.
- 26)The wages for the entire(26 Weeks) period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.
- 27)The Committee has also recommended one week of Paternity Leave.
- 28)The Committee has recommended 5 days of emergency leave per annum
- 29)Leave accumulation and encashment facility up to 180 days has been introduced.
- 30)Online system of engagement has been recommended.
- 31)The maximum age limit of 50 years for Direct Recruitment of GDSs has been abolished.
- 32)Minimum one year of GDS service will now be required for GDSs for Direct Recruitment into Departmental cadres such as MTS/Postman/Mail Guard.
- 33)Alternate livelihood condition for engagement of GDSs has been relaxed.

34) Voluntary Discharge Scheme has been recommended.

35) The Discharge age has been retained at 65 years.

36) The Limited Transfer Facility has been relaxed from 1 time to 3 Time for male GDSs. There will be no restriction on number of chances for transfer of women GDSs. The power for transfer has been delegated to the concerned Divisional head.

37) The ex-gratia payment during put off period should be revised to 35% from 25% of the wage and DA drawn immediately before put off.

38) The committee has recommended preferring transfer before put off duty.

Annexure 32

POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES

FEDERATION OF NATIONAL POSTAL
ORGANISATIONS

ALL INDIA POSTAL EMPLOYEES UNION
– GRAMIN DAK SEVAKS

NATIONAL UNION OF GRAMIN DAK
SEVAKS, NEW DELHI - 110001

No.PF-PJCA-12/2016

Dated- 17.11.2016

To
The Secretary,
Department of Posts,
Dak Bhawan,
New Delhi-110 001

Sub: Non-settlement of long pending
demands.

Sir,

A meeting of PJCA comprising NFPE, FNPO, AIPEU-GDS & NUGDS was held at NFPE office North Avenue Post Office Building, New Delhi on 16th November, 2016 under the presidentship of Shri D. Theagarajan Secretary General FNPO. All General Secretaries of both the Federations participated in the meeting. After threadbare discussion the following resolution, programme of action and Charter of Demand was finalized.

RESOLUTION

Postal Joint Council of Action (PJCA), views with grave concern the totally negative attitude of the Central Government in settling the common demands of the Central Government employees, including an increase in minimum wage and fitment formula and other modifications sought for by the National Joint Council of Action (NJCA) and JCM (NC) staff side.

This PJCA further notes that in the Postal department also due to the negative attitude of the Government and Postal administration long pending demands are remaining unsettled. None of the 7thCPC related demands of various cadres of Postal department are settled. Regularization of Gramin Dak Sevaks and grant of all benefits of regular employees on pro-rata basis is still pending. The New Pension Scheme (NPS) has created uncertainty among the employees recruited after 01.01.2004, about their pension benefits. Department unilaterally issued orders for outsourcing booking and delivery of registered, speed post and express parcel

post articles and engaging staff on each Sunday & holiday to deliver parcels of e-commerce companies . The task force committee recommendations have not yet been dropped, no effective remedial measures are taken to streamline the functioning of CBS/CSI, revision of wages and payment of arrears of casual labourers from 01.01.2006 is still pending in many circles, more than 60000 vacancies in various cadres including promotional posts are remaining unfilled. Now, due to monetization Scheme more difficulties are being faced by the staff due to lack of proper infrastructure and engaging staff beyond duty hours. All the above issues are agitating the minds of the employees for a long time.

The PJCA after reviewing the situation prevailing in the Postal department came to the unanimous conclusion that to settle the above issues, serious agitational programmes are to be launched. Accordingly the PJCA resolve to implement the following phased programme of action.

PROGRAMME OF ACTION

1. December-7th-2016 -Mass Demonstration in front of all offices and submission of resolution and Charter of Demands to Minister(C) and Secretary (Posts).
2. Submission of Memorandum:
Submission of Memorandum to Minister by both Secretary Generals between 19th to 23 December, 2016 by meeting personally..
3. PJCA Meeting 23rd December, 2016 Evening (Further course of action will be decided.)

CHARTER OF DEMANDS

1. Settle the demands of various cadres of Postal department relating to 7th CPC recommendations submitted to Secretary, Posts in memorandum dated 08.12.2015.
2. Implement cadre restructuring in all remaining cadres in the Department of Posts and settle the residual issues arising at implementation stage. Finalize RRs in MMS Cadres.
3. Grant Civil Servant status to Gramin Dak Sevaks and grant all benefits of departmental employees on pro-rata basis.
4. Revision of wages and payment of arrears from 01.01.2006 to all casual, part-time, contingent and daily-rated mazdoors and regularization of services.
5. Fill up all vacant posts in all cadres including promotional posts and GDS.
6. Conduct membership verification of Gramin Dak Sevaks and declare the result of the verification already conducted among departmental employees during 2015.
7. Revision of OTA & OSA and fixation of norms for CRC/Speed post and Parcel in RMS and FMC for Postman Cadre .
8. Settle problems arising out of implementation of CSI and CBS.
9. Grant of upgraded 3050 pay scale to Postmen w.e.f. 1.1.1996 as per Supreme Court Judgment.
10. Withdraw "Very Good" bench mark condition for MACP and future

increments and holding of DPCs timely..

No. PJCA/JCM(DC)/2015

11. Grant of S D.A. & HCA to the Assam & NE & remove discrimination.

Dated – 13.07.2015

12. Problems arisen out of demonetization Scheme and grant remuneration and off for extra duty and provide proper infrastructure including Fake Currency detecting Machine and Counting Machines.

To
Mrs. Kavery Banerjee
Secretary,
Department of Posts,
Dak Bhawan, New Delhi – 110001

13. Stop Sunday/Holiday working completely.

Sub: - Irregular and arbitrary allotment of one seat in the JCM Departmental Council to BPEF – regarding.

14. Discussion on Memorandum of AIPSCOEA.

Madam,

15. Declaration of Result of LGO & other LDCEs in remaining Circles.

Ref: - Your letter No. 06/02/2002-SR (Vol.II) dated 24th June,2015 addressed to Secretary General, BPEF, calling for nomination to JCM Departmental Council.

16. Finalization of Recruitment Rules of AAO Cadre in Postal Accounts.

17. Repairing and Maintenance of Departmental Buildings.

Your kind attention is invited to the above-referred letter sent by your office, addressed to Secretary General, BPEF, calling for nomination to JCM Departmental Council, Department of Posts. While expressing our strong protest against the unilateral decision of the Department to allot one seat to a BPEF affiliated Association, we would like to bring the following facts to your notice.

Yours faithfully

/Sd/- /Sd/-
R. N. PARASHAR D. THEAGARAJAN
Secretary General Secretary General

Annexure 33

NATIONAL FEDERATION OF POSTAL
EMPLOYEES

1st Floor, North Avenue Post Office,
New Delhi – 110001

FEDERATION OF NATIONAL POSTAL
ORGANISATIONS

T-24, Atul Grove Road,
New Delhi – 110001

(a)JCM Scheme came into existence by a declaration of joint intent which is signed by all participating organisation and the Government. It is an agreement between the Government and Staff side. It is applicable to only those organizations which are signatories to the joint intent. As such, allocation of one seat to an organisation (BPEF) which is not a part of JCM scheme is highly irregular, arbitrary and illegal.

(b) As per the JCM Scheme – “When there has been a recognised Federation or Federations representing broadly and adequately all the categories of employees of a Department only that Federation or Federations will be recognised for the purpose of JCM”. In the last membership verification conducted by the Department the total percentage of membership of BPEF was only 4%. Only two Associations affiliated to BPEF, representing only two categories of employees are recognised. BPEF affiliated Associations are not recognised in all other categories of postal employees which constitute majority of the employees.

(c) Considering the above facts mentioned in para (C), the Department has not granted recognition to the BPEF. Calling for nomination to the JCM Departmental Council from an unrecognised

Federation amounts to a violation of orders issued by DOP&T on the JCM Scheme and also the rules under the CCS (RSA) Rules 1993. An unrecognised Federation which is not a party of the joint intent of JCM Scheme, cannot nominate any member to the JCM Departmental Council. The decision of the Department to allot the seat to BPEF is against the guiding principles and spirit of JCM Scheme.

(d) As per the Terms and conditions under which service Associations are recognised under the CCS (RSA) Rules 1993, a service Association shall cease to be affiliated to any Federation, if such Federation is not recognised by Government. Hence there is no question

of BPEF which is an unrecognised Federation, nominating a member from an affiliated Association. There cannot be an affiliated Association to an unrecognised Federation.

(e) As per the JCM scheme, any alterations, modifications or amendment to the scheme including the allocation of seats can be made only by mutual agreement of the Staff side and Government. In the joint intent signed by staff side and government, the distribution of seats in the JCM are made as per mutual agreement reached. It is clearly stated that – “Both the parties are agreed that any provision of this declaration or of the scheme could be amended by mutual agreement only”. Hence the present decision of the Department to include an unrecognised Federation under the purview of JCM scheme violates the fundamental principles of the JCM scheme.

(f) Distribution of seats in the JCM Departmental Council to the recognised Federations is decided in consultation with the staff side. As such any change or increase in the distribution of seats can be made in consultation with the existing staff side members including Leader and Secretary of the staff side.

In view of the above, we request you to review the entire case and withdraw the decision to grant one seat in the JCM Departmental Council to BPEF.

Expecting immediate action,

Yours faithfully,

(R. N. PARASHAR)
SG, NFPE

(D. Theagarajan)
SG, FNPO

No.NC.JCM-2016/Pension (NPS)
Feb.10,2017

The Chairman,
Sub-Committee III on NPS
Dept of Pension & Pensioners Welfare
3rd Floor, Lok Nayak Bhawan,
Khan Market, New Delhi

Dear Sir,

Thank you very much for your letter No 57/2016-P&PW(B) dated 31st January 2017 and the decision to reschedule the meeting at our request.

We find from your letter cited that the Committee set up by the Government to streamline the NPS has delegated the task to different Sub-Committees and we are before the Sub-Committee No III. Since the identified task of each subcommittee is not made known, nor even as to how such many subcommittees are set up, we may not be able to make a comprehensive presentation on NPS. On 20th January 2017, we had made a written presentation of our views in the matter. We attach the said letter to this communication and reiterate the views conveyed therein.

1. The entire Central and State Govt Employees of the Country must be excluded from the purview of the NPS and consequently of PFRDA Act for the elaborate reasons mentioned in our Memorandum to 7 CPC. The National Pension Scheme which is based on defined mandatory contribution with the employee's organisations in the JCM forum and amounts as unilateral and arbitrary withdrawal of an existing

benefit, which is clearly impermissible. We give hereunder our comments on each of the issues raised in the letter cited.

2. Without compromising on the above position, We request that benefits defined under the CCS (Pension) Rules, 1972 as amended on a date must be the pension and other entitlements in the case of all Central And State Govt. employees. In other words, every employee who retires after completion of 20 years of service must be given-

Pension @50% of the last pay drawn or average emoluments of the last 10 months whichever is beneficial to the employee along with the appropriate Dearness Relief, subject to the minimum pension under the Rules as is amended from time to time.

On his death as Pensioner, family members shall be entitled to family Pension, subject to the specified minimum amount of family pension, stipulated by the Government from time to time along with appropriate Dearness Relief. Besides, all persons on retirement will be entitled to Gratuity as specified under extant Rules.

(A) The framing of rules on service matters of NPS employees including the following:

(i) Provision of an option for entitlements under old pension scheme on death, disability or invalidation during service

There cannot be a provision for the option. The stipulation of pensionary benefit afforded under the extant rules / CCS(Pension) Rules be extended to

them. The provisional pension benefit orders issued by the Govt. is to be continued or made permanent.

(ii) Family for the purpose of payment of annuity

Family definition must be as is provided for the present CCS (Pension) Rules

(iii) Contribution during suspension, extraordinary leave (i.e. leave without pay), unauthorised absence

Contribution during suspension: 10% of the subsistence allowance and Govt.

Contributes 10% of the entitled full salary

Extra Ordinary leave-No contribution

Unauthorised absence-No contribution

(iv) Entitlements/deductions on dismissal / removal during service

Entitlement/deduction on dismissal/removal during service – Return of the Contributions made by the official and the Govt on his behalf. If the purchases an annuity by investing the funds so received, the said annuity must not be in any case less than 1/3rd of the last pay drawn by the dismissed/removed official.

(v) Withholding of NPS funds due to departmental/judicial proceedings pending at the time of retirement.

Neither the Pension fund be withheld nor the entitled defined benefit pension. In other words, the pension must be delinked from any disciplinary proceedings.

(vi) Departmental proceedings after retirement for the alleged misconduct during service.

It must not have any bearing on the Pension entitlements of an official who is subscriber to NPS

(vii) Withholding of annuity on account of future misconduct Does not deserve any comment

(viii) Voluntary retirement of NPS employees

Voluntary retirement is presently afforded after 20 years of service. Therefore, the official will be entitled to full pension

(ix) Commercial employment of NPS employees after retirement.

Must not have any bearing on pension entitlement.

B. Provision of GPF for the NPS employees

May be provided as a voluntary option to all officials.

Thanking you,

Yours faithfully,

(Shiva Gopal Mishra)

Secretary

Annexure 35

Minutes of the meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held on 17.03.2017

No. 57/1/2016-P&PW(B)

Government of India
Ministry of Personnel, PG and Pensions
Department of Pension and
Pensioners Welfare
3rd Flor, Lok Nayak Bhawan,
Khan Market, New Delhi
Dated the 23rd March, 2017

OFFICE MEMORANDUM

Subject: Minutes of the meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held on 17.03.2017 -reg.

The minutes of the meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held under the Chairmanship of Secretary (Pension) on 17.03.2017 at Sardar Patel Bhawan, New Delhi is hereby forwarded for information and further necessary action.

S/d,
(Harjit Singh)
Director

Encl. as above.

To,

1. Secretary, Department of Financial Services, Jeevan Deep Building, New Delhi
2. Secretary, Department of Personnel & Training, North Block, New Delhi.
3. Additional Secretary, Department of Pension & Pensioners' Welfare, Lok Nayak Bhawan, New Delhi.

4. Ms. Annie George Mathew, Joint Secretary (Pers), Department of Expenditure, North Block, New Delhi- 110001

5. Shri G.S. Yadav, Joint Secretary and Legal Advisor, Department of Legal Affairs, Shastri Bhawan, New Delhi.

6. Shri B. S. Bhandari, Member, Pension Fund Regulatory & Development Authority, B-14/A, First Floor, Chhatrapati Sivaji Bhawan, Qutab Institutional Area, Katwaria Sarai, New Delhi- 110016.

7. Shri Shiva Gopal Mishra, Secretary, National Council (Staff side), JCM for Central Government Employees, 13 C, Firozshah Road, New Delhi- 110001.

Minutes of the Meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held on 17.03.2017 at Sardar Patel Bhawan, New Delhi

A meeting of the Committee to suggest measures for streamlining the implementation of the National Pension System was held under the Chairmanship of Shri C.Viswanath, Secretary (Pension) on 17.03.2017 at Sardar Patel Bhawan, New Delhi with JCM (Staff side). The following were present:

OFFICIAL SIDE

1. Ms. Vandana Sharma, Additional Secretary (Department of Pension & Pensioners' Welfare).
2. Shri Gyanendra Tripathi, Joint Secretary, Department of Personnel & Training (representing Secretary DoPT).

3. Shri G.S. Yadav, Joint Secretary and Legal Advisor, Department of Legal Affairs).

4. Shri Amar Nath Singh, Director, Department of Expenditure (representing JS (Pers), Deptt. Of Expenditure).

5. Dr. B. S. Bhandari, Member, Pension Fund Regulatory and Development Authority.

6. Shri Pravesh Kumar, DGM, PFRDA. JCM (Staff Side)

7. Shri Shiva Gopal Mishra, Secretary, Staff Side (JCM),

8. Shri M. Raghavaiah, Leader(JCM Staff Side) & General Secretary, NFIR

9. Shri Guman Singh, President, NFIR

10. Shri K.K. N. Kutty, President, Confederation of CG employees & Workers

11. Shri C. Srikumar, General Secretary/ AIDEF, Member National Council, JCM

12. Shri R. Srinivasan, General Secretary, INDWF, Member, National Council (JCM).

2. Additional Secretary (Pension) made a brief presentation on the recommendation of the 7th CPC and the decision of the Government on setting up of the Committee, composition of the Committee, formation of three Sub Committees and issues being considered by each of the Sub Committee. The presentation also brought out the issues raised and suggestion made by the employees' Associations and other stakeholders for streamlining the implementation of NPS.

3. Thereafter, JCM (Staff side) made following observations / suggestion :

· NPS amounts to discrimination between employees appointed before and after 01.01.2004 and also between service personnel and civilian employees within Defence Department. Personnel retiring with less service period are getting very little pension with no revision linked to price index. Government employees should be excluded from the purview of NPS. In case, however, it minimum was not/ possible to exempt the Government employees from the NPS, a pension @ 50% of the last pay drawn with dearness relief may be ensured to all NPS employees on their retirement.

· In the Defence Department, the contributions of around 250 employees have not been credited to their NPS accounts and are presumed to be lying in suspense account. The matter should be looked into.

· There is lot of confusion over NPS among employees due to deficiencies in communication of information. Employees are not getting any statement of their deductions /accumulated fund. The statement of transaction i.e. details of contribution made by employees, matching contribution from the Govern and the accumulated wealth as on date should be communicated to employees at regular intervals. This may be provided in the form of passbook to the employees in physical form.

· Employees should be made aware about the grievance mechanism available under NPS and the authorities whom they could approach for redressal

of their grievances. Employees should be made aware of the procedure for correction of Name, address and contact details etc. in the NPS account.

· Rules on entitlements to employees / family on death or disability of an employee covered under NPS may be framed. There may be no objection to option to the employee / family to get family pension / disability pension under the old pension scheme or the benefits under NPS, in the event of death / disability of the employee during service.

· Study on International practices on the pension should be done and functional difficulties in NPS may be sorted out. Best practices should be adopted after the study.

4. Secretary (Pension) assured that the concern raised by the JCM (Staff side) would be duly considered and addressed in the report of the Committee.

5.The meeting ended with a vote of thanks to the Chair.

Signed Copy

Annexure 36

Grant of one time relaxation to the Central Government Employees who have availed LTC-80 and travelled by air by purchasing Ticket from other than authorized agents.

Shiva Gopal Mishra

Secretary

Ph: 23382286

National Council (Staff Side)
Joint Consultations Machinery
For Central Government Employees
13-C, Ferozshah Road,
New Delhi – 110001
E-mail :nc.jcm.np@gmail.com

No.NC-JCM-2017
The Secretary,
Government of India,
Department of Personnel & Training,
North Block, New Delhi

February 9, 2017

Sub:- Grant of one time relaxation to the Central Government Employees who have availed LTC-80 and travelled by air by purchasing Ticket from other than authorized agents.

Ref:- Decision taken in the New Agenda No.III of the Standing Committee meeting of the National Council (JCM) held on 25.10.2016

Dear Sir,

In the Standing Committee meeting of the National Council (JCM) held under your chairmanship on 25.10.2016 the Staff Side informed that many non entitled Central government Employees had availed themselves the benefit of LTC-80 and purchased ticket from unauthorized agents, unaware of the rule position. Subsequently audit had returned the LTC final claims without sanctioning them and advised the administrative divisions of the Ministries concerned to recover the entire LTC advance from their salary. The staff Side also informed that Ministry of Defence, with the approval of Hon'ble Defence Minister had forwarded a proposal the DOPT seeking one time relaxation in

such cases. The Secretary (P) informed in the meeting that the entire issue is under consideration of the DOPT.

To our shock and surprise the Ministry of Defence vide their ID Note dated 3.2.2017 has issue a letter to the lower formations (copy enclosed) stating that the DOPT has not agreed for granting bulk relaxation to thousands of Group B and Group C Defence Civilian Employees. Further DOPT has advised Ministry of Defence that the proposal for granting relaxation for booking of tickets through private travel agents may be scrutinized individually and has given certain guidelines which is practically difficult to adopt at this stage, since many such employees are due to retire from service shortly. It will be difficult for the administration to cross verify all those claims since the number of affected employees are more than 5000. In this situation we suggest the following for your kind consideration.

"In the case of those employees who have purchase air tickets from other than authorized agents and have actually travelled and submitted the tickets along with boarding pass, in such cases the administration may find out the actual LTC-80 fare from the concerned Airlines on that particular date when the concerned employee actually traveled and the claim may be restricted to the same and the balance amount if any calimed the same may be recovered from the concerned employee".

The above proposal if accepted will reduce lot of administrative work and also will relieve the concerned employees from financial and mental hardship,

thereby setting and outstanding issue once for all. In case of any further clarification required the Staff Side may please be invited for a discussion on the subject. Awaiting for your favorable response please.

Yours faithfully,

(Shiva Gopal Mishra)

Annexure 37

We are forced to go on a day's strike on 16th March 2017 due to the inaction of the Government. Seven months have lapsed still the committee has not submitted any report. A group of ministers comprising Home Minister Shri.Raj Nath Singh, Finance Minister Shri. Arun Jaitley & Railway Minister Shri. Suresh Prabhu called NJCA leaders on 30/06/2016 and assured that a high-power committee will be constituted to look into the matter regarding revision of wages and fitment formula. Based on the assurance, the JCM Constituent deferred the Strike action to 06th July 2016. Though our Federation appealed PJCA to continue the strike as decided on July 11 2016, it was not considered in the larger interest of Central Government employees. As assured a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response was very much disappointed. Against this we conducted a protest week from 12th December to 19th December 2016 and submitted a memorandum to our Honourable Prime Minister through state Governors as well as in his office, there is no response till date. On 19/01/2017 A meeting was

held with the Cabinet Secretary, Government of India, wherein Staff side secretary and the president were present. The staff side explained Cabinet secretary about various Issues of the Central Government Employees pending at the Government level. The main issues were NPS, Minimum Wage and Fitment Formula, Allowances, Pension and enhancing Benchmark from good to Very Good.

The Cabinet Secretary informed staff side that, Pension issues have already been referred to the Cabinet, and the report of the Committee on Allowances is likely to be submitted in the next month. It is not certain whether there will be any revision in the minimum wage and Fitment formula & arrears of allowances for 01/01/2016. Meanwhile, on 10.02.2017 NPS committee has called the JCM Staff Side for a second round of discussion, during the discussion they want to discuss only notified agenda, such as (1) scrapping of NPS (2) Guaranteed Minimum pension to NPS Pensioners ie; 50% of the last pay drawn should be guaranteed by the Government as minimum pension, even if the returns from annuity insurance scheme amount is less than 50%. Unfortunately, the main demand of Exemption of Central Govt. Employees from the purview of NPS, was not included in the agenda. With regard to GDS, our Federation and NUGDS warmly welcome the welfare measures which were recommended by Sri.Kamalesh Chandra committee. At the same time, our Federation strongly oppose the non'Removal of 3 -A (I) of GDS Conduct & Engagement Rules, 2011. Regarding Casual Labours, the

revised wages and its arrears have not been paid in many Circles. In view of the above, we cannot remain silent just conducting a protest week and Dharna. As we have to show a strong protest against the attitude of the Government, the FNPO affiliates decided to go on a day`s strike on March 16th, 2017.

Annexure 38

Minutes of the 12th meeting of Postal Services Staff Welfare Board

Government of India
Ministry of Communications
Department of Posts
(Welfare & Sports Section)

No. I -I //2017-WI-/Sports

Dated: 28.08.2017

Subject: Minutes of the 12th meeting of Postal Services Staff Welfare Board held on 22.08.2017 at New Delhi under the Chairmanship of Hon'ble Minister of State of Communication (I/C).

A copy of the Minutes of 12th meeting of the Postal Services Staff Welfare Board held at New Delhi on 22.08.2017 is forwarded herewith for information.

(Daisy Barla)
Director (W&S)

Minutes of the 12th meeting of Postal Services Staff Welfare Board (PSSWB) held on 22.08.2017 under the Chairmanship of Hon'ble Minister of State for Communication (I/C)

A meeting of Postal Services Staff Welfare Board (PSSWB) was held on 22.08.2017

in G. P. Roy Committee Room, Dak Bhawan, under the Chairmanship of Hon'ble Minister of State for Communication (I/C). The list of members who attended the meeting is at Annexure-A.

Member (Planning) welcomed the Hon'ble Chairman and explained that PSSWB meeting was being held after four years, and while constituting the Board, due attention was given to ensure representation to different cadres of the Department.

Thereafter in a brief presentation, DDG (Trg.,W&S) informed that out of 28 items of Action Taken Report of 11th meeting held on 16.05.2012, 25 items were addressed & closed and the remaining 3 items were included in the agenda for the 12th PSSWB meeting. The first three items of the agenda for the 12th meeting were those which were carried forward from the 11th Meeting. During the deliberations of the meeting the following decisions were taken:-

1. Agenda Item No.1 (i-ix)

Modification in Incentive/Scholarship schemes

a) Proposal was discussed for increasing the amount of Incentive/Scholarship provided to class 10th & 12th children of Postal Employees who had performed outstandingly in the Board examinations. It was also discussed that the number of eligible children may be increased from 5 to 10.

b) Proposals were discussed for increasing the amount of Scholarship for Technical Education, Scholarship for SC/

ST employees for Departmental exam and higher education and Scholarship & grant of transport charges to handicapped (Physically challenged) children of Postal employees.

c) It was instructed by the Hon'ble MOSC(I/C) that committee of senior officers may be constituted for discussing all proposals of enhancements of Incentive and Scholarship under Welfare scheme being provided to the Employees of the Department. The said Committee would make suggestions in this regard by 25.9.2011. Suggestions from Staff and Union representatives should also be included for discussion by the committee while examining this issue. The staff representatives were requested to send their suggestion by email welfareandsports@gmail.com to Ms. Daisy Barla, Director (Welfare & Sports) by 4.9.2017.

2. Agenda Item No.2

Including the representatives of All India Assn in all Circle Welfare Boards P&T SC/ST Employees Welfare Assn. in all Circle Welfare Boards

The Association Welfare Board, Heads representative proposed of Circles should call for nominations of a SC/ST representative from the SC/ST Association. In this regard, the Board instructed that adequate representation should be ensured in respect of SC/ST Employees while constituting the circle welfare Board. The Member should ideally be for one term only to allow a wider representation over a period of time.

3. Agenda Item No. 3 (i-ii)

Financial Assistance to P & T Resident Welfare Associations may be increased from Rs. 10/- per residential quarter per annum to Rs. 20/-

It was decided that the issues related to formation, maintenance and responsibilities to be assigned to Resident Welfare Associations will be examined by the Committee of Senior Officers which is being constituted. Inputs from Union Representatives and Staff Representatives of PSS WB may be sent by 4-9-2017 as details mentioned in Para 1 above.

4. Agenda Item No. 4 (i-iv)

Financial Assistance matters

(i-iii) Enhancement of rate of immediate relief to the family/dependents of the deceased postal employee in case of death due to normal cause & accident while on duty or off duty from Rs. 7000/- and Rs. 10,000/- to Rs. 10,000/- and Rs. 15,000/- respectively. The matter was discussed and it was decided by the Board to refer the issues to aforesaid Committee for examination and suggestions.

iv) The Financial assistance to the victims of natural calamities if provided upto a maximum of Rs. 1500/- for Departmental officials which may be increased. This matter may also be referred to the said Committee for proper examination and recommendation.

5. Grant for excursion trips with mileage restrictions requires relaxation

The matter was discussed and Board decided that no further relaxation in mileage is required at present.

(Item is closed after discussion)

6. Holiday Home

i) Online booking of holiday homes :- Instructions may be issued to all Heads of circles to initiate the facility of online booking of holiday homes on first-cum-first serve-basis.

ii) Poor maintenance of Holiday Homes : - Union representative complained regarding the poor maintenance of holiday homes. Suitable instructions in this regard may be issued.

7. Voluntary contribution to Circle Welfare Fund

The issue was discussed and it was directed that Bye-laws of Contribution towards Circle Welfare fund and utilization of Circle Welfare fund should be framed and circulated to all concerned by 25th September, 2017.

8. Issues raised by staff representative of N.E. Circle

Toilet facility and recreation club for ladies, Children Day Care centre, Sensitization about remedial provisions in case of sexual harassment of women at workplace, issues related to upkeep of staff quarters, setting up of dispensary and expansion of CGHS Services in North East, increasing awareness of Welfare Schemes etc.

Issues related to recreation club for ladies, Children day care centre and

awareness of Welfare Schemes are related to Welfare and Sports Section. Extant instructions in this regard will be reiterated. Rest items will be brought to the notice of nodal Divisions for appropriate action.

9. It was also decided that all Welfare Schemes of the Department should be given adequate publicity by placing them on the India Post Website to ensure that all Employees are sufficiently aware of all the schemes.

10. In his address Hon'ble MOSC(I/C) directed the Department for holding of regular meeting of Postal Services Staff Welfare Board. He mentioned that all steps within the framework of rules and guidelines will be taken to provide a comfortable working environment for the Postal Employees.

The meeting ended with a vote of thanks to the Chair.

Annexure 39

REPLY FROM THE DEPARTMENT

Government of India
Ministry of Communications
Department of Posts
(SR Section)
Dak Bhawan, New Delhi

No. 08-12/2017-SR

Dated: 01st August 2017

To,
The Secretary General,
Federation of National Postal
Organisations,
T-24, Atul Grove Road,
New Delhi- 110001.

Subject: Trade Union action call was given by Federation of National Postal Organisations (FNPO) in support of their demands.

Sir,

I am directed to refer to your letter No. Strike/2017 dated 20.06.2017 on the above mentioned subject. The charter of demands has been examined by the concerned Divisions and replies to each item of demands showing the present status are enclosed herewith.

2. As many of your demands have been settled and few are under active consideration of the Department, it is requested that the proposed agitation may be called off.

Yours faithfully,

Encl: As Above
-sd/-
(P. S. Verma)
Director (SR & Legal)

DEMAND

1. Filling up of all vacant posts in all cadres of Department of Posts i.e. PA, SA, Postmen, Mailguard, Mailmen, Drivers, and Artisans in MMS, MTS, PACO and GDS.

REPLY

GDS: Process of online engagement of GDS has already been started to fill up vacant post of GDS in 17 Circles. Due to technical snags in the online engagement software, process in remaining Circles will be started only after process in 17 Circles will finalize.

PA/SA: Result of PA/SA for the year 2015 is kept in abeyance as the matter is subjudice. Vacancies of PA/SA for the year 2016 have already been intimated to SSC.

LGO exam for promotion to the cadre of PA/SA for deputation to APS has been conducted on 04.06.2017.

LGOs exam for promotion to Assistants in MMS, Foreign Post, RLO, Stores Depot and CO/RO has been held on 16.07.2017.

In r/o other exams, viz. IP Exam 2016-17, PM Grade I and PS Group B 2017-18, LGOs to PAs/SAs 2016-17 and 2017-18, engagement of new approved Agency is in the pipeline. MoU between Department and Agency is to be signed.

For the Postman/Mail Guard and MTS cadre exams, instructions have been issued to all the Circles to fill up the vacancies by giving top priority.

Calendar of departmental Examinations scheduled to be held in the year 2017-18 has already been issued to all the Circles by giving tentative schedule for filling up the vacancies of decentralized examination i.e. PO & RMS Accountant Examination, LDCs to Junior Accountants in PAOs (Exam has been conducted by respective Circles), LGOs examination for promotion to Assistants of other wings i.e. MMS, Foreign Post, RLO, Stores Depot and CO/RO and other exams.

DEMAND

2. Implementation of positive recommendations of GDS Committee Report. Grant of civil servant status to

GDS. Request to 'Removal of 3-A (I) of GDS Conduct & Engagement Rules, 2011, Grant pension to all GDS without absorption as regular Group D – As per Principle CAT, New Delhi Judgement, Request to count service to all erstwhile GDS service to who have been absorbed as Group D/Postman – As per Principle CAT, New Delhi Judgement.

REPLY

The recommendations of the Kamlesh Chandra Committee have been considered by the Department of Posts and mandatory approval is being obtained in this regard.

As far as grant of civil servant status to GDS is concerned, it is stated that according to Rule 3-A (v) of GDS Conduct Rules 2011, a Sevak shall be outside the Civil Service of the Union. Hon'ble Supreme Court of India in the matter of Superintendent of Post Offices Vs PK Rajamma (1977) (3) SCC held that the Extra Departmental Agents {now called Gramin Dak Sevaks} are holders of the civil post outside the regular civil services. Moreover, they are part time employees being engaged for maximum of 5 hrs a day. In the light of above legal position demand of the union cannot be acceded to.

DEMAND

3. Request to grant of a new scale to the temporary status MTS on par with 7th CPC. Conversion of temporary status casual labourers into permanent as per the Directorate letter No. 25-07/2017-PE-I dated 16.05.2017.

REPLY

In pursuance of the instructions issued by the Department of Expenditure, vide its O.M. No. A-11012/11-EG dated 19.12.2016, all the HoCs have been instructed, vide this office letter dated 16.05.2017, to convert the temporary posts into permanent ones up to the level of Dy. Secretary (i.e. having Grade Pay of Rs. 7600/- or less in the pre-revised scale excluding GDS posts), subject to the condition that these posts have functional justification and are in existence for more than three years. Thus, Casual labourers don't come under the purview of this order.

DEMAND

4. Stop all types of harassment and victimization in the name of new schemes and technology induction and under contributory negligence factor and Trade Union victimization.

REPLY

FS Division has informed that no new schemes are launched by that Division on behalf of DoP. The DoP is operating Small Savings Schemes on behalf of MoF.

PLI Directorate has informed that they have completed roll out of Core Insurance Solution (CIS) as on 25.01.2016 to 808 HOs and 24598 Sub Post Offices as per the information provided by Circles. Roll out of RICT has not been initiated so far. They have also informed that at no point of time any case of harassment & victimization of staff has come to their notice.

DEMAND

5. Payment of revised wages and arrears to the casual, part-time, contingent employees and daily rated mazdoors as per 6th & 7thCPC and settle the other issues of casual labourers.

REPLY

The orders in respect of minimum pay for calculation of pay of casual labourers (without temporary status) has already been issued vide this office letter no. 7-10/2016-PCC dated 31.03.2017.

DEMAND

6. Implement cadre restructuring for left out categories i.e. RMS, MMS, PACO, Postmaster Cadre Postal Civil wing etc. and accept the modifications suggested by NAPE-C before implementation of cadre restructuring in Postal Group 'C' & demands of National Union of Postal Civil Wing Employees.

REPLY

The cadre restructuring of left out cadres, i.e. RMS, PACO and PASBCO is currently under examination in consultation with the Department of Expenditure. The matter of cadre restructuring of Postmaster Cadre will be examined thereafter.

A Committee has been constituted, vide this office letter no. 25-04/2012-PE-I dated 09.06.2017, under the chairmanship of Shri Charles Lobo, CPMG Karnataka Circle, to examine the issues arising out of implementation of Cadre Restructuring of Group C employees.

Cadre review of MMS is under active consultation with Ministry of Finance, DoE.

DEMAND

7. Provision of CGHS facilities to Postal Pensioners also as recommended by 7th CPC.

REPLY

The CGHS facilities have been extended to the pensioners of Post and Telegraph Department by the M/o Health & Family Welfare vide O.M. No. S-11016/2/2015-CGHS(P)/EHS dated 19.07.2017 and the same has been circulated by the Dte. To all the Circles vide letter no. 2-3/2009-Medical dated 25.07.2017.

The issue of merger of 33 Postal Dispensaries is under consideration with the Ministry of Health & Family Welfare.

DEMAND

8. Withdraw NPS (Contributory Pension Scheme). Guarantee 50% of last pay drawn as minimum pension.

REPLY

The demand for withdrawal of NPS (Contributory Pension Scheme) is outside the purview of this Department. As regards guarantee of 50% last pay drawn as minimum pension, it is mentioned that govt. has already enhanced minimum pension to Rs. 9000/- w.e.f. 01.01.2016. The pension of retiring employees is fixed at 50% of emoluments or average emoluments, whichever is more beneficial under Rule 49(2) of CCS (Pension) Rules.

Government has also decided to revise pension of pre-2016 pensioners to 50% of notional pay in pay matrix of 7th CPC by fixing pay on notional basis during each intervening Pay Commission.

DEMAND

9. Implement five days week working for operative staff in the Postal Department.

REPLY

Since the Department of Posts is a service oriented Department, decision of 5 days week lead to public inconvenience and further, to public complaints.

This decision will also results in revenue loss to the Department as customer will go for other alternatives when Post Offices are closed on Saturday.

DEMAND

10. Stop Privatization, Contractorization and outsourcing.

REPLY

There is no proposal of corporatization/ privatization at this juncture. The Department is making efforts to give better and competitive services to the customers specifically in the areas of insurance, banking and parcels.

