



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No. 1-11/Cadre Restructuring/RMS

dated 15.03.2024

To
The Director General Postal Services,
Department of Posts,
Dak Bhawan,
New Delhi -110001.

Respected Madam,

Sub: - Imperative needs to implement Cadre Restructuring in RMS wing on par with Postal wing - restoration of inequality - request - Regarding.

Cadre Restructuring of Postal wing Group "C", orders issued by the directorate on 27.05.2016 as per the VP Singh Committee report (the then DDG (P)) and thereafter Clarification issued, after a span of six months dated 11.11.2016. A committee formed by DOP under the head of Dr. Charles Lobo, the then Chief PMG Karnataka Circle, the then member (O), gave its recommendation on 22.09.2019 and the same was implemented by the Circles. Now even a lapse of 4 years cadre restructuring recommendations was not implemented in the RMS wing of the DOP as per the minutes on discussions issued by your office No. 2504/2012-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 thus the ratio so worked out, will be replicated to the SA cadre of RMS.

2) When my union highlighted this to your office then Member (O) called VC meeting, and during the meeting my union submitted a detail note on **Functional justification for Cadre restructuring of Group "C" employees of RMS (copy enclosed)**

3) **Years are lapsed whenever we request the Department to implement of Cadre Restructuring to RMS officials on par with Postal wing , the reply of the Directorate vary every time.**

My union wishes to put forth the reply given by our directorate in the last 4 years :-

1) **Discrimination to RMS/MMS Employees in Cadre-Restructuring: Despite agreement in JCM, cadre restructuring of RMS/MMS employees and other left out categories in the same proportion of PA cadre has not yet been materialized.**

Reply: Proposal of Cadre Restructuring of Group 'C' employees of RMS is under active consultation with the Department of Expenditure, Ministry of Finance.

Above reply was given to my union vide No. 08-07/2018-SR Dated: 31st Oct, 2018.

Further, In the subsequent periodical meeting minutes - Reply from Directorate: Department replied that the report of the committee on the functional justification has been received and examined with regards to CRC of Group "C" employee in RMS. The file is under submission and after approval the same will be sent to Department of Expenditure ministry of Finance. Later, when the subject discussed In the recent periodical meeting it was informed by the Directorate, to the staff side that the Proposal of Cadre Restructuring of Group 'C' employees of RMS rejected on the following grounds:-

- 1) More expenditure to the Department
- 2) No Functional justification for CRC to RMS officials.

In reply To the BPEF federation Department replied that Cadre restructuring of RMS have been taken up multiple times with MoF. However The same could not materialize. At present proposal for merger of SA with PA (PO) is under consideration. vide SR-O2 /1 /2023 -SR-DOP(Part-4) dated 10/11/2023.

My Federation would like to strongly record that there is enough Functional justification and no extra expenditure will be incurred by the DOP in implementation of CRC. My Union would like to put forth the information, implementation on CRC to RMS taking Tamilnadu circle as model (kindly see the annexure for ready reference).

Assuming Department is increased LSG, HSG/2 AND HSG/1 Posts to RMS Tamilnadu circle on par with the Postal after CRC.

1. Number of LSG posts increased from 8 % to 22 %
2. Number of HSG II posts increased from 2 % to 12 %
3. Number of HSG I posts increased from 1.5 % to 4 %

SMALL COMPARITIVE STUDY BEFORE & AFTER CRC, IN TAMILNADU CIRCLE for kind perusal of the DOP. TOTAL NUMBER OF DIVISION: 6

Post before cadre restructuring.

	SANCTINOED STRENGTH	WORKING STRENGTH AS ON 31.12.2023	VACANCY
Total number of Sorting Asistant	2042	1564	478
Total number of HSG I posts	45	7	38
Total number of HSG II posts	62	0	0
Total number of LSG posts	135	81	54

Tamilnadu Circle

Post after cadre restructuring :-

If the DOP calculates the post on Sanctioned Strength

SANCTIONED STRENGTH: 2042

22% LSG POST IN THE SANCTIONED STRENGTH: 449

12% HSG/2 POST IN THE SANCTIONED STRENGTH: 245

2% HSG I Post in Sanctioned Strength :102

If the DOP calculates in working strength

22% LSG POST IN WORKING STRENGTH: 344

12% HSG/2 POST IN WORKING STRENGTH: 187

2% HSG I IN THE WORKING STRENGTH : 62

- At present in Tamilnadu total number of Sorting Assistant 1564 out of this MACP1-314, MACP2-199 MACP3 -20 remaining 1011 Sorting Assistants.
- Post after cadre restructuring total number of LSG-posts 344, HSG II posts 187 and HSG I posts 62 after CRC 209 posts in LSG,125 Posts in HSG II,17 Posts HSG I Possible to increase if working strength taken in account.
- In accordance with the present RR of HSG/2 and HSG/1 Department cannot fill up HSG/2 Posts and HSG/1 Posts immediately Department can fill up only LSG posts only, nearly more than 533 officials drawing LSG scale if that is case where is question of extra expenditure to the Department ?
- Moreover now 62 HSG /2 38 HSG /1 Posts are vacant due to present RR such being the condition after cadre restructuring newly created HSG /2 & HSG /1 only in paper.
- In regard to NFG post if working strength taken in account 4 post may increase if sanctioned strength taken in account 6 post may increase at present only 7 HSG /1officials in Tamilnadu Circle, creation NFG post will arise after the implementation of the restructuring, the officials in the grade pay of Rs. 4600/-who have completed 2 years of regular service, will be granted the Grade Pay of Rs. 4800/- in the Pay Band-II on non-functional basis after following the usual procedure of non-functional up gradations. Thus final increase cannot be calculated now.

To reiterate on the functional justification, in Tamilnadu Circle having 190 units, it is very simple to identify units with full functional justification.

- For example: The post of SPMs in Single handed and Double handed post offices to the cadre of LSG posts given in the Postal Wing on implementation of CRC. In the same analogy justification can be made in RMS, Viz., Transit Mail Offices, National Speed Post Hubs, Parcel Hubs, CRCs etc., staff working there can be converted as LSG Posts.
- In regard to HSG /2 : All present LSG Posts can be converted, and similarly for HSG/1 Post all the HSG/2 Post can be converted. Finally all existing HSG/1 post can be converted as NFG HSG/1.

On the aforementioned case study, it is the not only in Tamilnadu circle same staff position prevails everywhere throughout the Country.

In view of the above, it is crystal clear there is no prima facie possible extra expenditure to the Department in the implementation of CRC in RMS. In regard to the Functional justification, are very much available on par with postal wing.

My Federation appeals, the Director General Postal Services to take appropriate rational speedy action to implement Cadre Restructuring in RMS such that a long deprived genuine demand of the RMS employees are met and justice rendered, please.

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

Copy to:

The Member(Personal), Dak Bhavan, New Delhi for information and with a request to take immediate action.