



Federation of National Postal Organisations (FNPO)

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Secretary General
~~XXXXXXXXXX~~

No. FNPO/GDS/CDA

dated 20.10.2023

To
Shri Alok Sharma Ji,
Department of Posts,
Dak Bhavan,
New Delhi - 110001

Respected Sir,

Sub: - Combined Duty Allowance to single handed Branch Postmaster - Reg.

This is regarding injustice happening to the GDS Officials in granting/recovering of combined duty allowance to the Single handed BPMs who are discharging the duties of Delivery of Mails/ Conveyance or both.

As per Sri Kamalesh Chandra Committee it was mentioned that all the Branch Post Office to be provided another post of ABPM and In such a situation if the official of One Post is only the duties to be combine with other.


But the implementation of that recommendation was ignored. Another recommendation is that the minimum working hours of a Branch Post office, i.e., Branch Postmaster extended from 4 hours to 5 hours. If a Branch Postmaster is assigned with the duties of Delivery or Conveyance of Mail Bags or both the BPMs has to work more than 4 hours hence they are eligible for Combination of Duty Allowance as they were assigned with additional duty.

But many of the Divisional authorities and Audit authorities are objecting for grant of Combined Duty allowance for Single Handed Branch Post Offices and ordering for recovery if already given. It is a clear injustice happening at field level that such Single Handed Branch Post Office, BPMs are not granted Combined Duty Allowance.

Hence it is to request the authority to issue clear instructions all competent authorities to allow CDA to all Single handed BPMs at least till providing another ABPM as per the Sri Kamalesh Chandra Committee recommendations.

Thanking you sir,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General



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Secretary General

No. FNPO/GST/ITR/2023

dated 20-10-2023

To
Sri Alok Sharma Ji
Hon'ble DG Posts,
Dak Bhawan
New Delhi - 110001

Respected Sir,

Sub: - Issues related to filing GST/ITR quarterly/yearly returns - Reg.

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This is regarding difficulties facing by the DDOs in connection with filing of GST/ITR quarterly/Yearly returns and due lack of training and knowledge officials are getting notices for payment of laddis of rupees penalty for delay in filing returns. In this connection my federation suggests the following to avoid such unwarranted penalties.

1. Appointment of centralized CA to bill ITR & GST returns because DDO or Accountant are not expertise in such task. Such work should be entrusted to DAP/PAP to bill the returns of all DDO as BIN generation work is being done by there only and the officials of PAP are qualified in accounting work.
2. Engagement of AAO in DDO for compilation of data related in SAP with e-lekha on daily basis because e-lekha commands and generation of CGA report relates PAP.
3. After GL integration in SAP some data relating in DTR but such transactions are not carried out by respective office which resulted to officials are facing great difficulties for compilation of account. In spite of this DAP is asking cash account DTR based duly verified figures but concern branches are unable to reconcile the figures of DTR and its office record. There are no provision in SAP to prepare HO Summary, SO summary, Cash Book, Cash Account at HO level.

Hence my federation requests the authority kindly take immediate action to deploy AAO/Sr Accountant to each Head Post office (DDO) so that e-lekha figures may be reconciled on daily basis at HO level to remove the anomaly. It will be also useful to avoid DAOA/OTDAOA/ICR/AIR audit objections also.

Thanking you Sir,

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General



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Secretary General
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No. FNPO/GDS Engagement/2023

dated 20-10-2023

To
Sri Alok Sharma Ji
Hon'ble DG Posts,
Dak Bhawan
New Delhi - 110001

Respected Sir,

Sub: - Request for exclusion of "Proof of Residence" condition - case of GDS - Reg.

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While issuing appointment for the post of GDSBPM there is a condition to produce proof of residence in that particular BO village by the selected GDS. It came to my federation notice that even there is no need of such certificate as per existing instruction Arunachalpradesh Division is demanding proof of residence for ABPM selected candidates also. It also came to known that the Sarpanch of many villages took a decision along with all villagers that no one should give proof of residence for any non local selected GDS officials. If this spreads to rest of the divisions/circles no outsider may not get room for BO.

My federation feels that it the responsibility of the Department to provide accommodation for the particular BO as local person selection condition is changed due to constitutional obligation asper the Apex court direction.

Hence my Federation requests to take the responsibility of providing accommodation to the newly selected candidates for their BOs and if it is not possible should restrict the eligibility condition to that particular BO located village in recruitment process like previous rules.

Thanking you Sir,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General



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Secretary General

No. FNPO/DCDP/Melas/2023

dated 20.10.2023

To
Sri Alok Sharma Ji,
Hon'ble DG Posts,
Department of Posts,
Dak Bhawan,
New Delhi -110001.

Respected Sir,

Sub: - DCDPs, Melas and Drives – Imposing for attendance on Holidays and Sunday - Reg.

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In the recent past it is observed at field level that the Operative Staff are being forced/imposed to attend the special programs like DCDP, Melas and Drives. Instructions have been issued by the Regional and Divisional Administration thru Whatsaap to attend the programs on Sundays and Holidays but conveniently not mentioning the lines of compensation for the work on Holidays.

DCDP and Melas: - The concept of DCDP and Melas is appreciable and it will increase reach and business of Departmental Products if they were conducted in constructive manner.

Either in Melas or DCDP, the marketing staff, Developments Officers and Sub Divisional Staff and Divisional Administration have to increase the awareness among the public in such a way to step into the post office or the Operative Staff have to explain the products and nurture business. This is the healthy process to happen in an organization.

But the things are going on in contra and in very formal way at field level that all the burden of DCDP and Melas is on the Head Post Offices and Sub Post Offices making them responsible for everything in DCDP and the middle level managements like Divisions and Sub Divisions are just playing the role of Monitoring or authority just typing instructions in Whatsaap and documents.

The concept of DCDP and Melas, also have a become a way to show the authority of Divisional Head and Sub Divisional Head on the Operative Staff thereby the true spirit of DCDP and Melas is completely forfeited and causing negative impact at field level.

For Example: In Machilipatnam Division, Vijayawada Region, Andhra Pradesh Circle the monarchy of Divisional Head gone to an extent that the DH fixes dates of DCDP and Melas on Holidays and Sundays insisting all the staff to attend program. The peaks of monarchy is, it was instructed and insisted to attend all the Divisional Office staff also to attend the duty on the days of DCDP and Melas though it is Saturday and Sunday but without any words of compensation for bringing them on duty on Saturdays and Sundays.

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In some cases the expenditure in connection with conducting Melas and DCDP was also at the burden of the Operative Staff particularly as funds are not being available or allocated and details regarding probable expenditure are not being texted in the letters in respect of DCDPs held at SOs in Sub Divisional Level.

In this way the complete spirit of Melas and DCDP is being hijacked at Sub Divisional and Divisional Levels causing negative impact. In this connection instructions may please be given to all levels that the Melas or DCDPs to be conducted (in the true spirit of Directorate guidelines) in such way without additional burden of marketing and publicity on operative staff. The burden of publicity and marketing to be shared by the Administrative authorities is also shouldering by the Operative Staff only. Any flagship programs should be inclusive at all levels for its success and results.

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

20/10/22



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No. FNPO/SSC-CGL2022

Secretary General

dated 20-10-2023

To
Sri Alok Sharma Ji
Hon'ble DG Posts,
Dak Bhawan
New Delhi - 110001

Respected Sir,

Sub: - Issues related to SSC CGL-2022- Reg.

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This is regarding issues related to SSC-CGL2022 appointments in the Department of Posts. Completing all the steps of Prelims and Mains many of the Direct Recruits have opted Department of Posts in SSC-CGL2022. Keeping in view of Rojgar Melas the process of appointments is happening in a good phase at all levels but the following issues are embarrassing the Candidates Selected/appointed with regard to their appointment and career.

1. In Circles like Maharashtra and West Bengal the process of Division Allocation is not completed might be due to technical issues.
2. In Circles like UP and North Eastern State the process of Division allocation completed but the process of Document Verification is not initiated
3. In some Circles instance of Excess allocation happened. Though there were instructions that the Excess allocation to be considered as supernumerary posts and appointments/postings to be given to the candidates. But the Division level authorities inviting the candidates to the extent of their vacancy for Document Verification, leaving the other candidates in unrest and embarrassment. Some Divisions spending time in asking clarifications from higher levels.
4. **In Some Circles, Divisions insisting for Caste Certificates from the OBC/SC/ST Candidates though they were selected towards OC vacancy (General).**
5. Some Divisions delaying Document Verification, appointment and postings without any valid reasons.

In this connection time lined, scrupulous instructions of strict adherence may please be issued to all concerned authorities.

Thanking you Sir,

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General



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Secretary General

No. FNPO/GDS/23-24 /TADA

dated 20-10-2023

To
Sri Alok Sharma Ji
Hon'ble DG Posts,
Dak Bhawan
New Delhi - 110001

Respected Sir,

Sub: - Nonpayment Conveyance and Daily allowances to GDS Officials - Reg.

It has been observed that GDS officials have been called to Sub Divisional Head Quarters, Divisional Head Quarters etc in the name of Melas and meetings. But no conveyance allowances or other have been given. In fact the appointment of GDS is TRCA and the official should certify that he has other livelihood. It is a bear fact that these Melas/Meetings/Trainings etc will affect his other livelihood to that extent.


Even during the trainings at WCTCs at Regional Head Quarters in connection with Dark Karma yogi they were given with allowances of Rs.100 per day. Sorry to say that it is inhuman as the official has to manage his stay and daily needs of water and food with that Rs.100 per day.

At the time of Darpan Roll Out the GDS officials were ordered to stay at Sub Divisional Head Quarters even throughout the night until completion of installation of required software but no accommodation or allowances were paid.

In this connection it is to request to instruct competent authorities for payment of reasonable allowance in advance to the GDS Officials before imposing and insisting to attend Melas/Meeting/Trainings/Rollouts etc.

Thanking you Sir,

Yours sincerely,


(SIVA) VASIREDDY
Secretary General



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Secretary General
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No. 1-11/Periodical meetings/2023

dated 20.10.2023

To
Sri Alok Sharma Ji,
Hon'ble DG Posts,
Dak Bhawan,
New Delhi - 110001.

Respected Sir,

Sub: - Constitution of Regional Joint Consultative Machinery (RJCM) at all circles - Reg.
Ref:- My federation letter even number dated 20.07.2023

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Constitution of Regional Joint consultative machinery (RJCM) with recognized Federations at all circles for the period 2023-2025 is due now. But due to de-recognition of NFPE federation and non availability of guidelines from the Directorate the Circle are silent on this subject.


RJCM is the apex body for circle to discuss and decide the policy and programs of respective circle for the welfare of staff and also for the development of Department too.

Since long Departmental council meeting has not been conducted. Hence I request the authority to take necessary steps for holding the departmental council meeting at Directorate immediately which will help full for the staff and department too.

Hence my Federation requests the Hon'ble DG Sir to issue fresh guidelines asper DOPT guidelines for formation of RJCM by the circles with available recognized federation.

Thanking you Sir,

Yours sincerely,


(SIVA)I VASIREDDY
Secretary General



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Secretary General

No. GDS/Gratuity payment/2023

dated 20/10/23

To
Sri Alok Sharma Ji,
Hon'ble DG Posts,
Department of Posts,
Dak Bhawan,
New Delhi -110001.

Respected Sir,

Sub: - Non following Gratuity Act by the Department of Post - Case of GDS- reg.
Ref:- My federation letter even number dated 9.8.23

My Federation wish to bring the following issues related to GDS employees for immediate intervention and kind consideration in the light of natural justice.

Sri Kamalesh Chandra Committee recommended Rs.5,00,000/- (Max) Gratuity for GDS employees but the department fixed Max ceiling as Rs.1,50,000/- only which is great injustice to the GDS employees and also clear violation of Govt. of India Gratuity Act 1972. As per this act employee is eligible 16.5 times of PAY+DA after retirement/death/termination. Rs.1,50,000/- gratuity is allowing from 1.1.16 and it is up to further 10 years.

If a GDS retires on 1.1.16 with minimum Basic pay 10000 and DA zero, he is eligible for 1,65,000 gratuity and if a GDS retires with max BP 14000 plus DA Zero he is eligible Rs.2,31,000. But allowing Rs.1,50,000/- only in both cases. After ten years if DA reaches (approximately) to 125% then minim BP 10000+12500 = 22500 GDS is eligible Rs.3,71,250/- and Max BP 14000+17500= 31500 GDS eligible for Rs.5,19,750/- as retirement gratuity.

Keeping in view of above Sri Kamaleshchandra committee has recommended for enhancement of Gratuity ceiling as Rs.5,00,000 keeping in view of Gratuity Act 1972. Being a Central Govt. organization the Department should not take a decision against the Government Act. My Federation submitted same recommendations before the Kamaleshchandra committee also.

Recently Regional Labour Commissioner (Central), Pune issued notice for payment of difference amount of Gratuity with 8% simple interest till the date of payment on 23.08.2023. A copy of labour commissioner order is also submitted here with for immediate reference and to issue suitable orders for effecting the payment of Gratuity as per the Section 7 of the Payment of Gratuity Act, 1972 in the light of natural justice.

Thanking you sir

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General





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Secretary General

No. FNPO/SBCO/Merger/2023

dated 20-10-2023

To
Sri Alok Sharma Ji
Hon'ble DG Posts,
Dak Bhawan
New Delhi - 110001

Respected Sir,

Sub: - Merger of PA SBCO with PA PO- Reg.

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PA SBCO cadre willing officials have been merged with PAPO extended time given up to 30.9.2023. Most of the PASBCO officials expressed their willingness to merge with PAPO. It came to my Federation notice that still some more officials are willing to merge with PAPO from PA SBCO.

The Department intention is to minimize the cadres to reduce the work load in various levels. If that is the reason my Federation feels that there should not be any restricted date for giving willingness by the officials for merger and the offer should be open end.

In this connection my federation requests the authority to consider any willing official request at any point of time for merger to PAPO from PASBCO otherwise if any administrative reasons such is not possible at least time period may be extended upto 31.12.2023 as final chance.

Thanking you Sir,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General