

No. 08-03/2018-SR (Pt.)
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, New Delhi
Dated: 14th June, 2018

To,

✓ Secretary General,
National Federation of Postal Employees,
1st Floor, North Avenue Post Office Building,
New Delhi- 110001.

Secretary General,
Federation of National Postal Organisations,
T-24, Atul Grove Road,
New Delhi- 110001.

Subject: 15 points charter of demands submitted by Postal Joint Council of Action comprising National Federation of Postal Employees and Federation of National Postal Organisations.

Sir,

I am directed to refer to your letter No. PJCA/1/2018 dated 17.05.2018 jointly submitted by Postal Joint Council of Action comprising NFPE and FNPO regarding undue and arbitrary delay in considering the problems pertaining to Postal Employees.

2. The 15 points charter of demands has been examined by the concerned Divisions and replies to each item of demands showing the present status are enclosed herewith as Annexure -I.

Yours faithfully,

Encl: As Above


(R. S. Mawar)
Assistant Director General (SR & Legal)

Sl. No.	Demands	Reply
1.	Implementation of positive recommendation of GDS Committee Report	Recommendation of the GDS Committee report is under active consideration of the Government and recommendations will be implemented once the intra department approvals/formalities is completed.
2.	Grant of civil servant status to GDS employees restoring the GDS Conduct and Service Rules 1964 and expunging the GDS Conduct & Engagement Rules, 2011.	Hon'ble Supreme Court has already delivered as Judgment that in R.K. Rajamma (1997) case that Extra Departmental Agents (now Gramin Dak Sevaks) are the holders of civil post but outside the regular civil service.
3.	Recognition of Service Association as per the verification & Membership under RSA Rules 1993 conducted in 2015 and unlawful extension of Trade Union facilities to the unions affiliated to BPEF and supervisory association.	The matter relating to membership re-verification process 2015 for departmental employees is subjudice. As such, Bharatiya Postal Employees Association Group 'C', Rajasthan Circle filed Writ petition no. 8707/15 on 13.08.2015 and All India Association of Postmaster Cadre filed Writ Petition no. 6895/15 on 03.07.2015 before the Hon'ble High Court of Rajasthan, Jodhpur requesting to stay the re-verification process, the competent authority has decided to wait till the final outcome of the litigations.
4.	Implement cadre restructuring for left out categories i.e. RMS, MMS, PACO, Postmaster Cadre Postal Civil Wing etc.	The cadre restructuring of left out cadres, i.e. RMS, MMS, PACO and PASBCO is currently under examination in consultation with the Department of Expenditure. The Department of Expenditure has raised some queries on the above proposal. However, the comments on the said queries are being prepared by this office for furnishing the same to Department of Expenditure. The process of cadre restructuring of Postmaster Cadre has been initiated and necessary information is being collected from the Circles.
5.	Withdrew New Pension Scheme and restore old Pension system for all.	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

		<p>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.</p>
6.	<p>Immediate solutions for CSI and RICT related issues.</p>	<p><u>Infrastructure:-</u> Hardware is being provided as and when funds are made available. CSI will be rolled out only after the complaint hardware is there, either new, existing or upgraded.</p> <p><u>Bandwidth:-</u> Bandwidth is being upgraded wherever required. The powers of bandwidth up-gradation/down-gradation are decentralized to the Circles in almost all the cases.</p> <p>The Digital Advancement of Rural Post Offices for a New India (DARPAN) project aims to cover 1.29 lakhs BOs by providing Handheld RICT devices which will enable the Branch Postmasters to carry out online transactions. As on date 54308 devices have been rolled out.</p> <p>Equipment connected with the DARPAN such as Handheld device and solar panel are supplied to all Branch Post Offices which have been rolled out.</p> <p>In addition to the above, Infrastructure items e.g. table, chair, iron safe, Amirah etc are also supplied as per target fixed every year under the scheme "Rural Business & Access to Postal Network".</p> <p>As regards to connectivity issue decision has been made to on board Network Aggregator for providing better network connectivity of various service provider to the Branch Post Offices.</p> <p>M/s TCS imparts the User Champion training to concerned staff in the Circle. Then trained staff gives the End User training to all the staff of the Division before Roll Out. All Pre-rollout activities (such as DCT Freezing) are completed 14 days before the CSI Roll Out by the Circle. Mentor Circles are allotted to all Circles so that staff of Circle which is going to Roll out can visit the mentor Circle to</p>

		<p>understand the CSI working environment.</p> <p>CSI project ownership is for the entire Department. The project belongs to the Circles/Divisions as much as it does to the Directorate. Each employee is a stakeholder. We are implementing CSI in collaboration and consultation of field units. Enthusiastic participation of each employee is solicited and expected.</p> <p>Bandwidth for both type of network i.e. NSP-2 and NSP-2 are provided depending on status of the office.</p>
7.	Filling up vacant posts in all cadres.	<p>In respect of PAs/SAs DR vacancies, it is submitted that:</p> <ul style="list-style-type: none"> i) Vacant posts of PAs/SAs for the year 2015-16, 2016-17 and 2017-18 have been given to the Staff Selection Commission, New Delhi for recruitment. Result of CHSL Exam, 2015 conducted by SSC has been declared. Recruitment of PAs/SAs under CHSL 2015 has been completed. As per the website of SSC, the final result of CHSL examination 2016 will be declared on 16.02.2018. ii) Vacant posts of PA/SA DR 2013-14 exams of 6 Circles (UP, Bihar, Delhi, MP, Jharkhand and HP) had been given to the SSC for recruitment. These vacancies are also included under CHSL Exam, 2015 conducted by the SSC. iii) Maharashtra Circle is completing the recruitment of PA/SA DR Exam, 2013-14 as the result of the same has already been declared by Maharashtra Circle. iv) As per the order dated 13.07.2017 of Hon'ble Supreme Court of India, the Department is reinstating the candidates who had been terminated in five Circles namely Chhattisgarh, Uttarakhand, Rajasthan, Gujarat and Haryana Circle. As per report furnished by the Circles, total 643 reinstatement orders have been issued to the candidates as on 02.02.2018. <p>For the Postman/Mail Guard and MTS cadre exams, instructions have been issued to all the Circles to fill up the vacancies by giving</p>

		<p>top priority.</p> <p>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.</p> <p>Calendar of departmental Examinations scheduled to be held in the year 2018-19 will be issued soon.</p> <p>As regards recruitment of DR Postal Assistants is concerned, 5205 candidates have been allocated to various Circles under CHSL 2015 exam. Result of CHSL 2016 has been announced and allocation of 3295 is under way. Further, 2359 vacancies have been reported to Staff Selection Commission for filling up through CHSL 2017 exam.</p> <p>LGO exam for CO/RO is scheduled for 17.06.2018. Circles have been requested to fill all the vacancies. Calendar of examination has already been issued on 13.04.2018. Vacancies in all the cadres are expected to be filled up in a scheduled manner.</p>
8.	Restore OTA, OSA & Special allowance of PO & RMS Accountants.	So far as the OSA is concerned, the matter was referred to Integrated Finance Wing at the Directorate for concurrence of the proposal to take up the matter with Finance Ministry. The case is under process.
9.	Removal of ambiguity in the fixation of pay of re-employed ex-servicemen and grant of the benefit extended to commissioned officers to personnel below officer rank also.	To be taken up with Department of Personnel & Training.
10.	Implement five days week for operative staff.	Reply is awaited from concerned Division.
11.	Stop Privatization, Contractorization and outsourcing.	BD & MD: Business Development & Marketing Directorate issued instructions in past to outsource certain kind of activities/services which could not be managed with the

		<p>available manpower/resources. These were new kind of activities, for which there is no provision of manpower/less man power due to increased workload, but they have good impact on the revenue generation. Therefore in order to continue the business growth, without adversely impacting the existing staff arrangements, BD & M Directorate issued instructions to outsource certain kind of activities like pre-mailing, pick up etc.</p> <p>In the express industry, collection from the customer's premises is a norm as it provides convenience to the customer. Speed Post OSA scheme was introduced in the year 1998 to extend the collection facility from customer's premises and increase booking points as the infrastructure and resources for Speed Post collection is not adequate to meet the customer requirements. Further to strengthen this Outsourced Postal Agent Scheme was also introduced in 2016.</p>
12.	Payment of wages to casual labours based on 07 th CPC.	<p>Order has already been issued payment of wages to casual labourers with temporary status following the recommendations of 7th CPC issued vide DoP&T OM No. 49011/2/2017-Estt. (C) dated 19.02.2018 and further re-circulated in Department of Posts vide letter no. 7-2/2016-PCC dated 05.03.2018.</p> <p>In so far as, remuneration payable to full time casual labourers (other than temporary status)/part time casual labours/workers engaged on contingency basis is concerned, the order has already been issued vide letter no. 7-10/2016-PCC dated 31.03.2017.</p>
13.	Implement Apex Court orders like RTP, MACP for LDCE officials, MACP from 01.01.2006.	<p>The MACP Scheme is formulated by the DoP&T. The Department is not aware about any such judgment. Moreover, no directions/instruction has been received from DoP&T in this regard.</p>
14.	No change in Recruitment Rules of PACO/PASBCO, Inspector Post and Postal Accounts (AAOs) and grant of Auditor status to SBCO staff in the backdrop of CBS.	<p>RR of AAOs: The comments/views have been examined and disposed off vide O.M. No. 301(20)/2017/PA Admn.III dated 15.01.2018.</p> <p>Cadre restructuring in PAOs: The matter will be examined on receipt of proposal from the Association in this regard.</p> <p>The Cadre Restructuring Proposal of Group 'C' Employees of RMS, SBCO and CO/RO is</p>

		<p>currently under examination in consultation with Department of Expenditure, Ministry of Finance. The Cadre restructuring of MMS Staff is under active consideration of the department, the restructuring process is being examined in consultation with Personnel Division.</p> <p>All the HoCs have been requested to furnish their comments on the proposal submitted by the All India Association of Inspectors and Assistant Supdt. Posts. Further, the approval of the Secretary (Posts) has also been obtained for constitution of a High Powered Committee to examine the issue of Cadre Restructuring of Inspector Posts and ASP Cadre.</p> <p>Grant of Auditor status to SBCO staff in the backdrop of CBS: Information received from Circles is enclosed herewith.</p>
15.	<p>Stop harassment of staff under contributory negligence factor, in the name of achieving unscientific targets and and trade union victimization.</p>	<p>There is no case of harassment and victimization in the name of new scheme and technology induction.</p>