MINUTES
OF THE 101st RCM MEETING HELD ON 17.02.2016
AT 11.00 HOURS AT MUMBAI

101st RCM was held on 17.02.2016 at 11.00 hours in the conference hall of office of the
Chief Postmaster General, Mumbai 400 001. The following were present during the meeting:

<table>
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<th>Administrative side</th>
<th>Staff side</th>
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<tr>
<td>Shri. A.K. Dash, Chief Postmaster General, Chairman</td>
<td>Shri S.S. Palav, RCM Secretary</td>
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<td>Shri P.N. Ranjit Kumar, PMG Mumbai Region, Member</td>
<td>Shri Balkrishna H. Chalke, RCM Leader</td>
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<td>Smt Mariamma Thomas, PMG Nagpur Region, Member</td>
<td>Shri S.B. Tawde, RCM Member</td>
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<td>Shri Ganesh Sawaleshwar Kar, PMG, Pune Region, Member</td>
<td>Shri S.N. Jadhav, RCM Member</td>
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<td>Shri Pranav Kumar, PMG Aurangabad Region, Member</td>
<td>Shri N.N. Mujawar, RCM Member</td>
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<td>Shri Vinod Kumar Verma, PMG, Goa Region, Member</td>
<td>Shri S.S. Kadam, RCM Member</td>
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Shri Rakesh Kumar, PMG (BD) and Shri Manish Pathak, GM (Finance) also attended the meeting on invitation. Shri Rupesh J. Sonawale, ADPSR, CO Mumbai was also present.

At the outset, Chief PMG, Mumbai welcomed all the members and the following item wise agenda was discussed thereafter:

NEW ITEMS:

ITEM NO. 101/01/2015
Problems faced while working in CBS Environment:

First of all we appreciate the administration of Maharashtra Circle for rolling out of maximum post offices to the CBS Platform. However, following are some important difficulties which the staff have to face while working in CBS Environment and an early action for solution is expected.

a) While migration of new offices to CBS Platform, the connectivity and speed of already rolled out offices is affected adversely. When such migrations are going on, the other offices working is totally down and the staff has to attend the offices till late hours. The vendors should be asked to give appropriate solution to avoid such problems during migration of new offices.

b) For automatic logging out of users, reactivation option for auto logged out user should be entrusted to any one of the : Any OA from Divisional Office or Any PA from Head Office or Concerned Office Supervisor.

c) Many times the Central Server is down for maintenance without prior intimation to the CBS Offices. This causes much inconvenience to the staff members while facing public grievances. Hence, suitable prior intimation to be served to the CBS Offices so that they can display the notice regarding the maintenance schedule and expected time of its completion.
ITEM NO. 101/02/2015:
Provision of Internet Connectivity through Proper Band Width:

While providing the band width to the post offices, proper assessment of requirement is not made. In many cases, the assessment is worked short than actual requirement. Hence, it is requested to take a fresh review of e Health of all the post offices and those offices having e Health above 80% should be provided with increased band width. (For e.g. Kolhapur R S SO).

Reply (ITEM NO. 101/01/2015 & ITEM NO. 101/02/2015):

The concerns of the staff side is noted. Proactive action will be taken by the Circle to resolve these issues and wherever required to bring the matter to the notice of the proper authority. Powers have been recently delegated to the Circles for upgradation of the bandwidth. Hardware is also to be supplied by the Directorate to many post offices, which are to be judiciously utilized. All these measures will help to see that migration of the CBS is done in a congenial manner.

Action: All Regional PMsG / ADPS (CBS)/ADPS (Technology)

ITEM NO. 101/03/2015:
Conducting Direct Recruitment Exams for Postman & MTS by Department itself:

At present, the procedure for direct recruitment of postman and MTS staff is entrusted to some private agencies. This has created a lot of problems while completing the procedure and also making unnecessary delay. All this has resulted a situation of acute shortage in our department which has hampered the day to day work of delivery. So, we request that the examination for direct recruitment of postman and MTS staff should be conducted by our department itself which will add some income through exam fees to our department also.

Reply:

This matter will be examined.

Action: ADPS (Rectt.)

ITEM NO. 101/04/2015:
Declining Collections of MSEDCL Bills:

The revenue of our department through collection of MSEDCL Bills is declining steeply day by day. The only reason behind this decline is that, the MSEDCL authorities want remittance of our collection through e Payment System only. However, there are many offices in Maharashtra Circle which do not have e Payment facility and such offices prepare MSEDCL Collection Lists Manually. For this reason, MSEDCL is not providing DCCRs and diverting their collection facility from our department to other banks or institutions. Necessary and immediate action is requested in this regard so as to provide e Payment System to all the post offices and safeguard our good revenue. MSEDCL is ready to provide their offline software (DOS Based) for their collections. If we accept it for the purpose of collection, it may be alternative for the e Payment System. Since this business adds a good proportion of total revenue to our department, necessary and positive action in this regard is expected.
Reply:

The matter will be examined. However, instructions have been issued to all Regions to procure Motorola scanners for accepting MSEDCL bills under e-payment. Meetings and co-ordination are also being taken up to provide soft data to MSEDCL in a format appropriate for uploading directly into their server.

Action: APMG (BD)

ITEM NO. 101/05/2015:
Recruitment of MMS Drivers:

Recently, new MMS Vehicles are supplied to many divisions under Maharashtra Circle. However, for these vehicles, drivers are not recruited over a long. For proper maintenance of vehicles as well as for safety reasons, it is necessary to recruit permanent drivers. So, it is requested to take some early action for this recruitment. (e.g. Case of Kolhapur Division).

Reply:

This being a local issue, the case of Kolhapur Division will be looked into by PMG Goa Region, with objective of an early resolution.

(Item closed)

ITEM NO. 101/06/2015:
Problems of Periodical Review Cases:

In many divisions, the due periodical cases are not completed due to heavy shortage of staff. For such delay, creation or reduction of any justified post of PA/Postman/MTS/GDS can not be done. In such cases, the divisional heads should be permitted to take special review of delivery branch or branch offices. Also, regional offices should be directed to consider such special reviews.

Reply:

As per the reports received from the Regions, efforts are being taken for completing the periodical reviews. Special Reviews are also being ordered as and when required. However, no posts will be abolished or surrendered as far as Circle is concerned. Redeployment of the posts will be done as per requirements only.

(Item closed)

ITEM NO. 101/07/2015:
Conducting GDS to Postman & MTS Examination at Divisional Levels:

At present, the examination for GDS to Postman or MTS is conducted at RO level. The number of such vacancies are too low and the candidates applying are too high. Further, the candidates have to travel a long to attend the venue of such examinations. Hence, we request that these examinations should be conducted at Divisional Levels.
Reply:
The staff side has requested that based on the number of candidates, examination centres may be arranged at divisional level also. The request will be considered and wherever feasible, accepted.

(Item closed)

ITEM NO. 101/08/2015:
Non availability of candidates to work as Mail Overseers:
The role of Mail Overseers in inspections of Branch Offices is very important and so many posts of mail overseers are vacant in Maharashtra Circle. However, for these posts, no candidates are willing to work as there is no special allowance or monetary benefit. In addition to Branch Office Inspections, mail overseers have to do a lot of other work like preparation of leave memos, business development work, cash conveyance, supply of various hardware parts and other requirements to the offices etc. Due to these additional duties allotted to them, they can not make the scheduled inspections within stipulated time and thus the possibilities of fraud and misappropriation increase. Also, some of the young candidates in postman cadre are willing to work as mail overseers but they can not fulfill the eligibility criteria of 10 years service. Thus, if this criteria is relaxed where candidates are not available to work as mail overseers, the vacant posts can be filled up. Positive guidelines may be issued in this regard.

Reply:
Relaxation of service is a policy matter dealt at Directorate level. However, as per the reports from the Regions, there are one or two posts vacant of Mail Overseers, which will be filled up from available eligible staff.

(Item closed)

ITEM NO. 101/09/2015:
Pending recruitment in the Sports Quota:
The recruitment of staff in the sports quota is pending over a number of years in Maharashtra circle. It is necessary to fill up these vacancies in sports quota immediately. Also it is necessary to recruit candidates having University/Divisional/State/National Level achievements in this quota for all cadres including the GDS. Recruitment of candidates having such achievements will help to make wide publicity of our Department and also the candidates will get the reward of employment.

Reply:
A Committee has been formed at Circle level for recruiting staff in the sports quota. The Committee will be asked to give its recommendations within one month.

(Item closed)
ITEM NO. 101/10/2015:
Supply of Name and Date Stamps to regularized experimental Sos/BOs:

There are many SOs and BOs in Maharashtra Circle which were started as experimental offices and regularized in due course after fulfillment of necessary norms. However, such offices are still using the name and date stamps as experimental offices. Hence, it is requested to supply Name and Date Stamps bearing office name to all such offices at the earliest.

Reply:
Matter will be examined.

Action: All Regional PMsG

ITEM NO. 101/11/2015:
Procurement & Supply of good quality Polythene and Canvas Bags for conveying of Mails:

It is seen that bags of poor quality and without departmental logo are purchased while purchasing of bags for conveyance of mails by SRM/SSRMs in Maharashtra Circle locally. So, it is requested to take necessary action for procurement and supply of good quality Polythene and Canvas Bags with Departmental Logo for conveyance of mails.

Reply:
As per reports received from the Regions, polypropylene (PP) bags are being procured through e-tender having Departmental logo. As regards quality of bags, every efforts are being taken to procure as per Departmental specification and the same will be reiterated to the Regions.

The canvas /blue /nylon bags are to be supplied by Directorate New Delhi. However, no such bags were received from the Directorate since 2013.

(Item closed)

ITEM NO. 101/12/2015:
Bank Account facility to the Designated Post Offices:

Department of Posts (PO Division) Order No 21-3/2014 PO dated 18.08.2015 provides for dealing of designated offices with turnover more than 40 Lac per annum directly with banks so as to enable them to issue cheques. Since, this has become very risky now a days to convey cash in rural areas and also shortage of manpower to convey cash, it is very essential to provide some alternative for the cash handling. Hence, it is requested to provide direct bank account and cheque drawing facility to the offices with turnover more than 40 Lacs per annum.

Reply:
The issue to be taken in the Bi-monthly meetings with the PMsG in the first instance, citing specific post offices.

(Item closed)
ITEM NO. 101/13/2015:
Orders for various payments through e Mail:
Department issues orders for effecting various payments to all its staff for e.g. Orders for payment of DA Arrears/ Bonus etc. It takes a long time to receive these orders physically at HO level and ultimately there is delay in actual payments. So, it is requested to circulate such orders through e Mail and it also saves paper.

Reply:
Circle Office instructions on the subject will be re-iterated.

Action: Sr. Account Officer

ITEM NO. 101/14/2015:
Provision of accommodation for functioning of RCM:
As per provision made in union constitution, we have to look after the status and welfare of the members. Therefore suitable accommodation is necessary for functioning of RCM. Despite assurance given by the administration to provide suitable accommodation for RCM functioning, the same has not yet been done. The staff side therefore demands that suitable accommodation preferably at Mumbai GPO may kindly be provided for functioning of RCM in the interest of staff members in the light of rules and regulations on the subject on priority basis.

Reply:
The matter will be examined.

Action: PMG Mumbai Region / ADPS (Bldg.)

ITEM NO. 101/15/2015:
Irregular recovery of cheque cancellation fee from the staff:
It has been brought to the notice of circle union that in case of cancelled cheque due to correction in the name of investor or amount of cheque, a fine of Rs. 75/- per cheque is being recovered from the staff who responsible for correction as cheque cancellation fee by some Head Offices and fine of Rs. 5/- is being recovered for the same by some Head Offices. Thus different practice is being adopted by different Head Offices. It is not understood how different amount is recovered for the same lapses. Also it is not understood under which rule the amount is recovered and under which head the amount is credited. Therefore we are of the opinion that the recovery of fine as cheque cancellation fee from the staff is highly irregular. The staff side therefore demands that the whole issue may kindly be examined in its perspectives and cause suitable instructions to all concerned to take action as per rule prescribed for this purpose so that uniform practice will be followed in all offices and there will be no injustice to the staff. Also cause necessary action to refund the excess recovered amount from the staff on priority basis.

Reply:
Issue to be taken up in the Bi-monthly meetings with the concerned PMsG. However, as per the report received from the Goa, Nagpur, Aurangabad & Pune Regions, no such type of incident is noticed in their Regions. As per the report of Mumbai Region, necessary instructions have been
issued to concerned two HOs by Mumbai City West Dn to stop recovering such cheque cancellation fee from the staff

(Item closed)

ITEM NO. 101/16/2015:
Relaxation of Procedure to be followed in considering request for Medical Reimbursement Claims

Ministry of health and welfare memo no. H 11022/01/2014-MS issued on 15th July, 2014 has prescribed the procedure to be followed during scrutiny of medical reimbursement claims of CGHS beneficiaries as well as claims covered under CS (MA) Rules. Accordingly several procedures for verification of bills and issuance of essential certificate by the treating doctor have been done away with and claims are to be decided on the basis of prescription slip and diagnostic report.

However Circle Office Mumbai is still continuing the scrutiny of MR claims on the basis of check list annexed to Circle Office memo no. AC/4 01/MRC Ruling/2009 dtd. 01.10.2009. It can be seen that the several check list items have rendered obsolete in the light of Ministry of health and welfare memo dtd. 15th July, 2014. As such Circle Office memo of 01.10.2009 needs to be withdrawn immediately and MR claims scrutiny be done strictly in accordance with the memo dtd. 15.07.2004.

Reply:
The latest instructions issued by the Department is to be followed.

Action: All Regional PMsG/ADPS (Welfare)

PENDING AGENDA ITEMS:-
ITEM NO. 100/04/2015:
Provision of toilet faciliteis to all Post/RMS offices and separate toilet facility for women employees.

As a test case we have obtained the information on above subject under RTI act in respect of Aurangabad Region. Out of 494 Post Offices, toilet facility is not available in 20 offices and in respect of women employees only 41 offices are having separate toilet facility and in 453 offices no such facility is available. The situation is worst and disgrace to the postal department. Same situation might be in other Region also.

The staff side therefore demands that the action for providing toilet facilities to all Post Offices and separate toilet facilities for women employees may be taken on war footing.

Reply:
Priority will be given for allotting funds under gender concern for providing separate toilet facility for ladies in the departmental buildings. In the matter of rented accommodation, the attempt would be to hire only those having toilet facilities, subject to the availability of funds.

(Item closed)
ITEM NO. 100/05/2015:
Preparation of compendium of RCM decisions and its circulations to all Regions, Divisions, Units and RCM members.

It is observed that the decision taken in RCM have not been implemented in many divisions as they are not aware of it due to non availability of detailed information with them.

The staff side therefore request for preparation of compendium of important RCM decisions subject wise and its circulation to all Divisional / Unit Heads / R.O.s. the copies may be supplied to all the RCM Members.

Reply:
It was agreed that the compendium of RCM decision to be put up on the website of Maharashtra Postal Circle.

Action: ADPSR/ADPS (Technology)

ITEM NO. 100/06/2015:
Cancellation of permission for construction of Post Office Building on the plot reserved for Kankavli MDG (Sindhudurg Dn.)

Since last more than 50 years Kankavli Post Office is functioning from present rented premises. The condition of said premises is worst. There is proposal to construct the building for Kankavli SO on the plot reserve for said purpose. Some funds have also been sanctioned by the Directorate. But we have received shocking news that the permission for construction of Post Office building has been withdrawn by the Nagar Panchayat, Kankavli as the Postal Department has not taken any interest for construction of Post Office building.

The staff side therefore demand for taking the matter with the concerned authorities of Nagar Panchayat, Collector of Sindhudurg District and Directorate and construction of Post Office Building on said reserve plot may be started without wastage of time.

Reply:
The proposal for construction of Kankavli PO on the reserved plot has been postponed, pending finalization of the acquisition of the land by the National Highway. Instead Vashi project has been included in its place by the Department.

(Item closed)

ITEM NO. 100/08/2015:
Pre monsoon repairs to PO and RMS Offices as well as Postal Colonies.

Service unions are taking this issue on all the Forums every year but the administration always delaying the matter. Number of Departmental as well as rented Post Offices/RMS Offices buildings are in dilapidated conditions. The quarters in few postal colonies are also in similar situation. There is possibility of serious accident.

The staff side therefore demand for starting pre-monsoon repairs of such buildings immediately.
Reply:
Subject to availability of funds, action will be taken on priority for pre-monsoon maintenance of the staff quarters.

(Item closed)

ITEM NO. 100/9/2015:
Results of Departmental Examinations:

First of all we appreciate the administration of Maharashtra Circle for declaring the results of various departmental examinations within 15 days from the date of the exam. Also the results are declared at Circle Level. However, in case of departmental examination conducted for GDS to Postman on 28.12.2014, the result has been declared at Divisional Levels and only the names and marks of successful candidates are published. Thus, the candidates who are not qualified in this examination have not came to know the marks secured by them in the said examination. It is necessary, all candidates whether qualified or not in the exam should know their marks. Hence, it is requested to continue the practice of declaration of results at Circle Levels and also with the names and marks of unqualified candidates.

Reply:
Regions will be instructed to publish the consolidated result of departmental examinations on Maharashtra Postal Circle website.

Action: ADPS (Rectt.)/ADPS (Technology)

ITEM NO. 100/11/2015:
Speed up the delivery system of Department of Posts:

In this competitive market, the members of public expect it necessary for Department of Posts to increase the speed of delivery. For effecting the fast delivery of articles, it is necessary to review the entire delivery system once again. Also the MMS Vehicles are required to be condemned observing their life span and maintenance costs and new MMS Vehicles to be supplied. Same is the fact regarding computer hardware and peripherals.

Reply:

i) The replacement against 07 condemned (1 No. of Tata-407 & 06 Nos. of Tata-1612 (CNG) vehicles of MMS, Mumbai is still awaited.

ii) At present, total 33 Nos. of vehicles (26 Nos. of RTV, 02 Nos. of Tata-407 CNG, 04 Nos. of Tata Sumo and 01 No. of Tata Tourin) condemned in March, 2015. The Directorate has approved the condemnation of these vehicles. However, replacement against these vehicles are awaited.

(Item closed)
ITEM NO. 99/4/2014:
Structural Audit of major Post Offices and RMS Offices to avoid fatal incidents:

It is observed that the condition of the premises, where Post Offices and RMS Offices in Maharashtra Circle are situated, is very dilapidated and poor. This is issue was previously discussed in almost every periodical meeting but, progress on the subject was not so fruitful. Also, there were so many cases of collapse of buildings during this year. It is pertinent to note that Inspection quarters were built in Dadar HIO building but structural audit was not carried out till this date.

We therefore demand to carry out the same to avoid unlikely incidents in future.

Reply:
PMG (MR) has reviewed the buildings which require priority regarding structural audit and necessary repairs and maintenance. Similar action are to be taken by the other Regions. Also, matter will be taken up in the ensuing Building Co-ordination meeting to be held on 18.02.2016.

Action: All Regional PMsG / ADPS (Bldg.)

ITEM NO. 99/5/2014:
Strict implementation of RCM decision regarding repatriation of deputed staff at CO/RO/DO and other Divisions to their parent unit.

It is very unfortunate to take this issue in this forum again because agitations were made on this issue and promises were given by the administration positively. But, the promises were not being kept. Some of the PAs are officiating in not only PA cadre but also in Steno cadre. Repeated instructions were issued by RO to not to depute any official to DO for more than 15 days but some of the Divisions in Maharashtra Circle are having excess staff other than their sanctioned strength. This may be cause acute shortage in operative offices.

We therefore demand to repatriate the entire deputed staff to parent unit immediately.

Reply:

1) On joining of newly recruited PAs, staff on deputation will be repatriated to their parent unit.

2) Long term deputationist will be repatriated in a phased manner. There should not be any long term deputation of staff approved by the competent authority but as per recruitment rules only.

Action: All Regional PMsG/ APMG (Staff)

Item No. 98/5/2014:
Direct Recruitment of postmen/Mailguard/MTS Staff:

Direct Recruitment for the posts of Postmen/Mailguard and MTS staff (including MTS Staff at Administrative Offices) is pending for years. Hence, necessary action is requested to be taken for immediate recruitment of Postmen and MTS Staff. Further, the posts reserved for the
category of Scheduled Tribes Candidates (ST) are vacant due to non availability of candidates belonging to the category in many Regions. So, it is requested that such vacancies should also be filled up immediately through direct recruitment.

Reply:
Item was discussed and closed.  

(Item closed)

Item No. 93/1/2012:

Uniform cloth to postman & MTS Staff wherever pending since the year 2008-2009 should be ensured admeasuring 2.60 meters x 147 cms as per the specifications prescribed by the Directorate (instead of 2.40 meters x 138 cms).

The Directorate have specified shirt with full sleeves can be stitched. For the purpose 2.60 M x 147 cms cloth is required whereas at some places cloth is supplied @ 2.40 M x 138 cms. Hence, it may be ensured to supply at @ 2.60 M x 147 Cms.

Reply:

a) P. C. Suiting Cloth (Khaki)

i) Supply of P. C. Suiting Cloth (Khaki) for block year of 2014-16 was received on 27.07.15 at PSD Kolhapur, on 05.08.15 at PSD Nagpur and on 11.08.15 at PSD Nashik.

ii) Supply of 30,744 meters distributed to all units under Mumbai Region in the month of November-December 2015.

b) F.P. Chappal [Gents]

i) E-NIT for procurement of F. P. Chappals [Gents] for the block year 2014-15 was floated on 01.09.2015. Technical bid was opened on 22.09.2015.

ii) The sample was not found as per specification hence tender was cancelled.

iii) Retender file is approved by competent authority & is under process.

c) J. D. Bags (Khaki)

i) The supply was received on 04.09.15 at PSD Mumbai, and supplied to PSD Nagpur and PSD Kolhapur.

ii) Received J. D. Bags (Khaki) of Mumbai Region Distributed to all the units under Mumbai Region in the month of September, 2015.

d) J. D. Bags (Red)

i) Supply for 3,213 nos. of J. D. Bags (Red) for the block year 2012 15 was received on 04.09.15 at PSD Mumbai, on 28.09.15 at PSD Nagpur and on 23.09.15 at PSD
Kolhapur. J. D. Bags (Khaki) of Mumbai Region was distributed to all the units in the month of September, 2015.

Action: PMG (MR) / Supdt. PSD Mumbai

10. Item No. 93/Out of agenda/2013:
No ladies uniforms have been given since last 8 years i.e saries and blouse. Only petticoats have been given. Tenders for saries and blouse have been placed.

Report:

a) **Ladies Salwaar, Kameez and Dupatta cloth (Khaki)**
   i) **Ladies Salwaar, Kameez and Dupatta cloth (Khaki)** for the block year 2014-16 for Mumbai Region is approved by competent authorities with Qty. 1,755 meters for salwar, Kameez and 878 meters for dupatta but due to non availability of funds the procurement is pending.

b) **P.C.Saree (Khaki)**
   i) **P.C.Saree (Khaki)** for Mumbai region for the block year 2014-16 was approved by Competent authorities. with Qty. 1,030 meters. But due to non availability of funds this procurement is pending.

c) **Petticoats (Khaki)**
   i) The supply of 1, 200 nos. of Petticoats for Mumbai Region was received on 27.05.2015 at PSD Mumbai distributed to eligible female staff of Mumbai Region in the month of June, 2015 to July, and 2015.
   
   *(Item closed)*

d) **J.D. Bags (Khaki)**
   i) The supply of Mumbai Region was received on 04.09.2015 at PSD Mumbai distributed to all the units under Mumbai Region in the month of September, 2015.
   
   *(Item closed)*

Action: PMG (MR) / Supdt. PSD Mumbai

(Rupesh J. Sonawale)
Asstt. Director Postal Services (PSR)
O/o The Chief Postmaster General,
Maharashtra Circle, Mumbai 400001.
Email ID: adpsrmh@gmail.com
Tel No. 22623230/22621806
No. Union/2-2/101st RCM/2016 dated at Mumbai 400 001 the 03.03.2016

Copy to:

1. All Regional PMsG in Maharashtra Circle.

2. PMG (Mails & NM) / PMG(BD), % The Chief Postmaster General, Maharashtra Circle, Mumbai.

3. Director Postal Services (HQ), % The Chief Postmaster General, Maharashtra Circle, Mumbai.

4. All PSDs, Maharashtra Circle.

5. Secretary & Members of staff side RCM.

6. All concerned Group officers in CO/RO, Mumbai. They are requested to submit the progress/action taken report on concerned paras of their section within a fortnight.

7. Spare