MINUTES
FOR THE 87th RCM MEETING HELD ON 19.11.2009
AT 11.00 hrs.

87th RCM was held on 19.11.2009 at 11.00 hrs. in the conference hall of O/o. Chief Postmaster General, Mumbai 400001.

Shri M S. Bali, Chief PMG, Maharashtra & Goa Circle presided over the meeting.

Following administrative side members were present.

1. Col. Om Prakash, PMG, Aurangabad Member
2. Ms. Nirmala Pillai, GM (F) Member
3. Shri S.C. Jarodia, PMG Pune Member
4. Col. K C Mishra VSM, PMG (BD, Mktg & Techno) & PMG Goa Member
5. Shri M.E. Haque, PMG Nagpur Member
6. Shri Charles Lobo PMG (MM) Member
7. Shri B. Chandra Shekar, PMG (MR) Secretary

Shri Pradeep Kumar, DPS (HQ), & Shri D R Lokhande, ADPS (PSR) also attended the meeting.

The following staff side members were present.

1. Shri D.K. Rahate Secretary
2. Shri Mangesh Parab Leader
3. Shri D.R. Awate, Member
4. Shri J.A. Ghodke Member
5. Shri C.B. Surve Member
6. Shri Ashok Pawar Member
7. Shri V.K. Shinde Member

At the outset, Chief PMG welcomed all the officers and members of the staff side. The staff side raised a few issues before the regular items were considered. These items were discussed as follows:

**Item: Out of Agenda**

1. Due to Project Arrow and Aam Admi scheme in the Circle, there is shortage of manpower in D.O. and R.O.
2. No postman bags are supplied.
3. Arrears of 6th CPC to GDS staff are pending.
4. DPCs for promotional cadres at C.O./R.O. level are not being conducted in time.

**Decision:**

1. Chief PMG explained that Project Arrow was an opportunity to showcase the Department's ability and resource to improve the quality of its service to the public. He appreciated the special efforts being made by all concerned. Recruitment of Postman & PA/SA Cadre is now under progress, and that should mitigate the shortage to a great extent.
2. Now the item is centralized with PSD, Mumbai for Maharashtra Circle and procurement for the year 2010 is in process with PSD, Mumbai.
3. Payment of arrears of 6th CPC to GDS has already been made in Goa Region and it will be monitored as far as in other Regions are concerned.
4. The PMsG intimated that DPCs were being conducted timely for promotional cadres. It was agreed to monitor this more clearly.

In addition, Chief PMG has mentioned that compared to other Circles, our Circle’s daily performance is not up to the mark under Project Arrow POs. In some of the Post Offices, 30% of Registered Parcels and 10% of Speed Post Articles are not delivered daily. So our Circle score comes very low and generally we get ranking in the last 3 places. He felt that this is due to wrong feeding of data and no proper monitoring at PO level. Chief PMG requested that RCM Member should also intimate the staff in ensuring data feeding etc. correctly so that performance of the Circle could be reflected in the proper light.

Action : All PMsG /Supdt. (PSD), Mumbai/APMG (Techno)/ADPS (Estt)

Itemwise agenda was discussed as follows:

1. **Item No. 87/1/2009**:
   Imparting Computer Training to RCM Members.

   **Staff side brief**:
   It was agreed in previous RCM vide Item no. 58 of Agenda 3/2000 to impart Computer Training to the members of RCM. It should be implemented.

   **Decision**:
   Centralized computer training to RCM members will be given in Mumbai. Formal training on MS Word & Excel, Internet uses and departmental software like Meghdoot, sanchay post will be given to Staff side RCM members. They may also intimate if they would want any other type of training also. The date of imparting training will be in the month of December, 2009.

   Action : PMG (MM)

2. **Item No. 87/2/2009**:
   Possession of Land allotted to Post Offices by the local Administration.

   **Staff side brief**:
   Union observed that land has been earmarked for Post Offices building in the planning of many towns by local authorities, it is demanded that – possession of such land should be taken by the department immediately to avoid its cancellation of allotment and forcible encroachment.
Decision:
The Department has a large number of vacant plots, and many of them are facing encroachment in the absence of funds for their construction. Therefore, a policy decision has been taken not to acquire new plots, except in rare cases with the approval of the Directorate. These also, only a very few cases are agreed because funds available for the purpose are very limited. Therefore, it is not feasible to take over all the plots earmarked for the Department. However, action is under way for taking over as many plots as is feasible.

(Item Closed) Action: ADPS (Bldg) / ALL PMsG

3. Item No. 87/3/2009:
Restoration of (abolished) one set of F-28 Section.

Staff side brief:
F-28, Section (Nagpur-Bhusaval-Nagpur) with 2140/2139 train was functioning with four sets. The SRM 'F' Dn abolished one set of it unilaterally without consultation with the staff side. Presently it functioning in three sets but the working hours in four weekly cycles goes beyond the prescribed hours of duties for sectional staff. Hence (abolished) one set of F-28 section should be restored.

L-26 Section Bhusaval – Mumbai – Bhusawal with the same train functions in four sets.

Decision
Nagpur Region:
The work hours of F-28 Section Nagpur – Bhusawal – Nagpur, comes to 32.22 hours, if the Section is functioning in 4 Sets. The working prescribed work hours as per M.T.T. should be to 36 to 42 hrs for a week. The less hours are more than 3 hours 38 Minutes per week. Due to conversion of Section from 4 Sets to 3 Sets the work hours of set comes to 44 hours 50 mts. in a week. The prescribed work hours for 4 Sets are 42.00 hrs. The excess work hours comes to 2 hrs. 50 mts. at present, which is being managed by giving OT to the running staff.

While at present the Section runs in 3 Sets and the excess work hours comes to 2 hrs. 50 mts. in a week, which is being managed by giving OT to the running staff. Therefore, for the excess work of 2 Hrs. 50 minutes, the conversion of present 3 Sets into 4 Sets is not justified as per the rules. Moreover, the running time of Sewagram Express Train No. 2140/2139 (F-28 Section) is being curtailed. Therefore, there will be again reduction in the excess work there is possibility of further reduction from 2 Hr. 50 mts. due to the trend of Rly. Deptt. in relation to increase in speed, etc.
Moreover, there is shortage of staff in RMS ‘F’ Division due to the retirement of the staff. At present, the position of Gr. C and Gr. D is as follows:

<table>
<thead>
<tr>
<th>Established Strength</th>
<th>Actually available</th>
<th>Shortfall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gr. C</td>
<td>Gr. D</td>
<td>Gr. C</td>
</tr>
<tr>
<td>329</td>
<td>298</td>
<td>200</td>
</tr>
</tbody>
</table>

In the circumstances stated above, the conversion of F-28 Section from 3 Sets to 4 Sets is not justified.

However, CPMG agreed to look into the case once again.

Action: Nagpur Region / APMG (Mails)

4. **Item No. 87/4/2009:**

Engaging college students in RMS Divisions for disposal of unaccountable work unmanageable within inadequate manpower till the regular recruitment of S/As as done. Position in RMS BM Division is the worst.

**Staff side brief:**

There is acute shortage of staff (SAs) in each RMS Division due to retirement / death etc. Disposal of work with inadequate staff is unmanageable. Hence college students may be engaged till regular recruitment of SAs.

**Decision:**

The matter is under examination. However, short duty pensioners are allowed, their services can be used.

Action: APMG (Mails) / PMG(MM)

5. **Item No. 87/5/2009:**

Revival of skeleton posts of Group “C” & “D” against the staff deputed for Business Development BPC, MBC, Marketing Executives, etc.

**Staff side brief:**

A good number of regular officials of PO/RMS have been deputed for Business Development, BPC, MBC, Marketing Executives, BNPL etc. Resultantly disposal of normal work in PO/RMS is adversely effected. At the same time member of posts Gr. “C” & “D” are placed in skeleton from these posts should be revived and utilized in needy unit.

This will save unreasonable abolition of skeleton posts.

**Decision:**

Utilization of the Skeleton Posts against the vacancies of the official deputed for BD, BPC, MBC, ME etc. is not feasible because the concerned staff deputed for above work are drawing their pay and allowances on their original posts. Secondly skeleton posts can not be redeployed without justification of posts.

*(Item closed)*

Action: ALL PMsG / ADPS (Estt)
6. Item No. 87/6/2009:
Modification in eMO form to incorporate Departmental message for which eMO has been sent.

Staff side brief:
Number of Departmental Money Orders are sent through eMO systems by the Account Units to the different authorities. Though the eMO are paid the purpose for which Mo has been sent by accounts office is not known, because there is no provision in eMO form to communicate for departmental purpose. Therefore, suitable modification in the prescribed eMO forms for conveying Departmental purpose is necessary.

Decision:
The provision to communicate user's message is now available in eMO software

(Item closed) Action: APMG (Technology)

PENDING ITEMS:

7. Item No. 83/2/2008
Recovery of postage if foreign articles returned due to non availability of service:

Decision:
Directorate vide their letter no. 71-8/2008-CF dated 23.05.2008 intimated that in such cases amount recovered is under the discretionary power of the concerned disciplinary authority depending on the extent of violation proved.

(Item closed) Action: PMG (MM)/ADT

8. Item No. 83/8/2008
Payment of SB Allowance to SPM of single handed sub post office:

Decision:
Directorate in its communication no. 113-8/08-SB dated 09.01.2009, quoting its earlier letter no. 55-2/90-SB dated 04.05.1990 has now informed that SPMs of Single Handed SOs are only PAs but have been designated as SPMs and therefore covered under para I(iii) (a) of order No. 2-3/86-SB dated 27.04.1989 (substituted vide Directorate letter no. 2-3/86-SB dated 12.09.1989). This clarification still holds good. In other words, if by calculation of workload of single handed post office SB work alone is more than 4 hours (i.e. at least 0.5 of the work hours justifying sanction of Postal Assistant) the S.B. Allowance will be payable, subject to fulfillment of conditions laid down in Directorate letter no. 2-3/86-SB dated 27.04.1989.
Copy of the orders received from Directorate was supplied to the staff side RCM Members.

(Item closed)  Action: ADPS (Estt)

9. Item No. 86/1/2009:
Supply of copy of calculation sheet regarding payment of arrears to individual employee.

Staff side brief:
The common member of staff do not know how his pay has been fixed by the DDO according to the recommendation of Sixth Central Pay Commission. In many cases juniors are getting more pay than seniors. The staff side therefore demands that, the copy of calculation sheet may be supplied to all officials.

Decision:
Orders have already been issued vide this office letter no. ACA/Union/86th RCM/2009 dated 14.05.2009 to supply the copy of calculation sheet regarding payment of arrears to individual employees, if so requested by them. A copy of the same was supplied to staff side RCM Members.

(Item closed)  Action: CAO

10. Item No. 86/3/2009:
Drawal of arrears of the employees retired between 1.1.06 to 30.08.08.

Staff side brief:
In number of division arrears of the employees retired from service during the period 1.1.06 to 30.8.08 have not been drawn and paid. Their pensions have also been not revised. We do not know the reason behind it. The staff side therefore demands that, the payment of arrears of pay due to recommendations of 6th CPC may be paid to them immediately by taking undertaking for refund of amount if found paid excess.

Decision:
All 3028 pre check cases received in DAP (Nagpur) have been settled and respective DDOs/units were asked to draw the arrears. No pre-check cases are pending in DAP, Nagpur Office now. Admissible arrears have been paid to pensioners.

(Item Closed)  Action: All PMsG/GM (F)/DA (P) Nagpur
11. **Item No. 86/4/2009:**
To avoid duplication of work in Circle Office due to separation of Mumbai Region.

**Staff side brief:**
The orders for separation of Mumbai Region are issued on 28.11.2007, but till this day no physical separation is made. About demerits of separation of Mumbai Region have already brought to the notice of administration several time, but the orders have not been cancelled. Each dealing assistance in Circle Office is compelled to open separate file for Mumbai Region and Circle Office also and to submit different officers for RO and CO. This is nothing but duplication of work. Due to non filling of vacant post the staff is already over burden. The staff side therefore demands that physical separation with adequate staff strength for Mumbai and Circle Office may be done or the orders for separation of Mumbai Region may be cancelled.

**Decision:**
Physical staff segregation of Mumbai Region at Circle will be made in order to implement the orders before shifting R.O. Mumbai Region at Dadar.

**Action:** PMG (MR)/DPS (HQ)/AD (Estt)

\[Signature\]
(D R Lokhande)
Asstt. Director Postal Services (PSR)
O/o The Chief Postmaster General,
Maharashtra Circle, Mumbai 400001.

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No. Union/2-2/87th RCM/2008 dated at Mumbai the, 27th Nov. 2009

**Copy to:**
1. The Secretary & Members Staff side RCM
2. All Postmasters General in Maharashtra Circle.
3. The GM (Finance) CO Mumbai
4. The DPS (HQ) CO Mumbai
5. The Group Officers concerned in CO Mumbai for necessary action and report compliance within a month.

\[Signature\]
(D R Lokhande)
Asstt. Director Postal Services (PSR)
Maharashtra Circle, Mumbai 400 001.