MINUTES

FOR THE 88th RCM MEETING HELD ON 15.03.2010
AT 10.30 hrs. at Mumbai.

88th RCM was held on 15.03.2010 at 10.30 hrs. in the conference hall of O/o. Chief Postmaster General, Mumbai 400001.

Shri Faiz-Ur-Rehman, 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

Smt. Abha Singh, 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 J.A. Ghodke  Member
4. Shri C.B. Surve  Member
5. Shri Ashok Pawar  Member
6. Shri V.K. Shinde  Member

At the outset, Chief PMG welcomed all the officers and members of the staff side. Item wise agenda was discussed as follows:

1. Item No. 88/1/2010:
   Commission on BD Products:

The Department is under taking sale of several products or adapting several schemes under Agency basis. The Department is charging commission on such services rendered. The Directorate under its order no. 16-16/2007-08/BD & MD/P-II dated 13.12.2007 has directed that one forth of such commission should be paid to the officials actually performing duty on such schemes. The staff side would like to know as to how much commission has been paid to such staff, because we find that such commission on sale of Herbal Medicines, Cashew Nut, Calendars, Books etc and services rendered for collection of Telephone/Gas/Electricity Bills etc. is not paid to concerned staff. The staff side therefore demands that according to Directorate order quoted above such commission together with arrears be paid to the concerned staff under intimation to RCM.
Decision:

Necessary directions would be issued to all concerned.

(Item closed) Action: ADPS (Marketing)

2. Item No. 88/2/2010: Payment of commission for PLI Business:

It is generally seen that PLI business is carried on by different officials, such as PA, PRI (P) SPM etc. They have also been assured targets. However all such officials have not been allotted code number, due to which the business actually procured by such staff is diverted to SDI, ASP or SP. The commission for the said business is not granted to the concerned official, but received by above officers. Even some business made by our staff is under General Code Number, they are denied commission for the said business. The staff side therefore demands that code number be allotted to all such officials and diversion of business in the names of officers be stopped, at the same time business done on General Code should be made eligible for payment of commission.

Decision:

Individual code numbers to all the officials who have applied for code no. have been allotted from 2007 onwards and now there is no application pending for allotment of code numbers.

(Item closed) Action: DDM (PLI)

3. Item No. 88/3/2010: Denial of stepping up to official who are promoted on 1st July:

The officials who are promoted on 1st July and who have opted for revised pay scale from the same date, they are entitled for two stages (one for his annual increment and second for stepping up i.e. promotion). Orders in this regards are already there, yet some of the divisions are denying such two increments, specially to those who are promoted in TBOP/BCR. There by staff is denied of financial benefit. The staff side therefore demands that strict orders for implementation of directorate orders should be issued to all concerned including Head Post Masters.

Decision:

No stepping up is applicable in case of TBOP/BCR financial up-gradation. In other admissible cases this benefit can be given. However, no case of such a benefit being denied, has been received in Circle Office.

(Item closed) Action: APMG (Staff)
4. **Item No. 88/4/2010:**

   Calculation of period of training for increment purpose – case of Outsider PAs:

   Although instructions are in force and they have also not been cancelled by 6th CPC the PAs who are recruited directly on or after 1/1/2006 are denied the period of training for calculation of increment. The staff side therefore demands that original orders on the subject should be scrupulously followed by the Divisional Heads and Head Postmasters who are disbursing their pay.

   **Decision:**

   As per Department of Personal and Training OM No. 16/16/89-Estt (I) dated 22.10.1990 and OM No. 16/16/92-Estt (II) dated 31.03.1992 (Govt. of India orders under Rule-26 of FR SR), training period before appointment on stipend or otherwise after 01.01.86 is to be counted for increment purpose. However, as per recommendation of 6th pay commission CPC date of next increment in revised pay structure will be uniform date of annual increment viz 1st July of every year. The 1st increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of increment was between 1st July 2006 to 1st January 2007. Even if the period of training is counted for increment, there will be no change in the date of increment as it is uniform date of 1st July in all cases. If there is a case which does not fall in this stipulation the matter can be examined.

   (Item closed)  
   Action: APMG (Staff)

5. **Item No. 88/5/2010:**

   Usage of faulty software having several lacunae:

   The Directorate vide its order No. 110-18/2002-SB (pt) dated 25.05.2009 has stated that the software developed by Maharashtra Circle is faulty having several lacunae or short comings and has been rejected by the Directorate. The Directorate has ordered use the latest ECS version developed by Kolkata Centre. A weekly progress report was also called for. The staff side therefore demands for immediate switch over to the above said ECS versions and we like to know how may Post Offices in Maharashtra Circle have switched over and how many are still remaining till this day.

   **Decision:**

   Total number of post offices identified for ECS – 117.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Region</th>
<th>Total no. of post offices identified for ECS</th>
<th>No of post offices functioning with ECS Version developed by Kolkata</th>
</tr>
</thead>
<tbody>
<tr>
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<td>63</td>
<td>63</td>
</tr>
<tr>
<td>2</td>
<td>Pune</td>
<td>38</td>
<td>38</td>
</tr>
<tr>
<td>3</td>
<td>Aurangabad</td>
<td>14</td>
<td>Nil</td>
</tr>
<tr>
<td>4</td>
<td>Goa</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>5</td>
<td>Nagpur</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
PMG, Aurangabad has been requested to examine this and report.

Action: PMG (Aurangabad)

6. **Item No. 88/6/2010:**
**Exchange of Foreign Currency, Travellers Cheque:**

From the month of June 2009 Foreign Exchange transactions have been introduced in selected Post Offices. It is a common experience that Indian Currency Notes are received frequently as fake. Similarly receipt of fake currency note in Dollars, Pounds, Euro, yen etc. and Travellers Cheques can not be ruled out. In case such fake currency is received our innocent staff will be put to financial distress. Staff side, therefore, demand that before introduction our concerned staff should be adequately and properly trained to guard against such mishap.

**Decision:**

HDFC Bank authority will be requested to impart training to designated counter staff.

Action: APMG (RB & Techno)

7. **Item No. 88/7/2010:**
Applications for Compassionate appointment should be considered and decided in the year of making application by the dependent of the deceased employees.

Keeping the application pending to the subsequent next years looses the number of vacancies occurred in the year of making application and chances of appointment against vacancies generated in the same year.

**Decision:**

If any case is received for review it will be reviewed only in the next CRC as a special case.

Action: ADPS (Rectt.)

8. **Item No. 88/8/2010:**
Grading below bench mark for promotion like LSG/HSG-II/HSG-I/ACP etc by the DPC/Screening Committee should be communicated in the official concerned and the final decision be taken on receiving reply from the official within stipulated period.

**Decision:**

Promotions are governed by rules/instructions issued by the Govt. of India and Postal Directorate. Circle cannot deviate from that. Present rules/instructions, do not provide for this. However, APMG (Staff) will re-circulate these orders.

Action: APMG (Staff)
9. **Item No. 88/9/2010:**
Posting care takers for the departmental buildings in Maharashtra Circle for standardized maintenance. This will help in protecting the departmental building too.

**Decision:**

The post of Care Taker to the Departmental Bldg is provided on the basis of prescribed norms i.e. office building having a floor area of 20,000 sq. ft. In Mumbai Region, the care takers posts have been provided at 4 HOs i.e. Dadar HO, Chinchbunder HO, Mumbai GPO & Kalbadevi HO.

*(Item closed)*

**Action:** ADPS (Estt.)

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10. **Item No. 88/10/2010:**
Recruitment of multi skilled employees against the vacancies in dept of post should done to get rid of acute shortage of MSEs to manage the work.

**Decision:**

Dte. vide letter no. 27-24/2009-SPB-I dated 10.12.2009 has intimated that the Recruitment of Group 'D' posts has been discontinued and necessary action for framing of rules for upgraded cadre is already on the anvil. The vacancies in erstwhile Group 'D' cadre now upgraded as Group 'C' will be filed up as per the fresh Recruitment Rules as and when notified by Dte..

*(Item closed)*

**Action:** ADPS (Rectt.)

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**PENDING ITEMS:**

11. **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:**

Training in computer covering aspects such as Microsoft Office and Internet Operations to RCM Members has already been given on 11.02.2010 at 10.00 hrs to 18.00 hrs at WCTC, Mumbai GPO. However, one more day training will be given to RCM Members before 31st March 2010 on these two applications.

*(Item Closed)*

**Action:** APMG (RB & Techno)
12. **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 – Bhusaval with the same train functions in four sets.

**Decision:**

Two issues shall be examined:

1. Whether we can revert back to 4 sets in F-28 Section &
2. Whether F-28 & L-26 section are justified.

Both the issues would be examined in the light of the extant orders of Dte. PMG (MM), PMG Aurangabad and PMG Nagpur will examine and report to CPMG in the next 2-3 weeks.

Action: PMG Agd/ (MM)/Nagpur Region / APMG (Mails)

13. **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 engagement of college students is banned as per DG Memo no. 66-58/96-SPB-I dated 22.02.2001. However, efforts have been made to engage retired officials (Pensioners) as Short Duty Staff (SDS) against the vacancies/leave/weekly off. At present, the services of one pensioner at SRO Ratnagiri and 4 pensioners at HRO Miraj are utilized as SDS during acute shortage of manpower. Since adequate staff is generally not provided for the only option available is to outsource such other jobs after following laid down procedures like calling NIT etc.

Action: APMG (Mails) / PMG (MM)
14. **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 were 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 times, 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 overburden. 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:**

PMG, Mumbai Region along with staff will be shifted to Mumbai GPO Bldg.

Action: ADPS (Bldg)

**Item: Out of Agenda**

15. **No postman bags are supplied.**

**Decision:**

The Proposal of requirement of JD Bags for the year 2009-10 is under process with PSD, Mumbai. Efforts will be made that before the next RCM Meeting JD Bags are provided.

Action: Supdt., PSD Mumbai.

16. **Arrears of 6th CPC to GDS staff are pending.**

**Decision:**

New structure of TRCA to GDS with effect from 1/1/2006 has been implemented and 40% arrears of payment has already been made to all the GDS employees.

(Item closed)  
Action: ADPS (Estt)
17. DPCs for promotional cadres at C.O./R.O. level are not being conducted in time.

Decision:

At C.O. level calendar program has been prepared and accordingly DPCs are being conducted. Regions have been instructed to follow the calendar accordingly.

Action: All PMsG/APMG (Staff)

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

No. Union/2-2/88th RCM/2010 dated at Mumbai the, 15.03.2010.

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.

(D R Lokhande)
Asstt. Director Postal Services (PSR)
O/o The Chief Postmaster General,
Maharashtra Circle, Mumbai 400 001.