MINUTES
OF THE 95th RCM MEETING HELD ON 03.06.2013
AT 10.00 HOURS AT MUMBAI.

35th RCM was held on 03.06.2013 at 10.00 hours in the
collection hall of office of the Chief Postmaster General, Mumbai
400 001.

Col K.C. Mishra, VSM, Chief Postmaster General presided over
the meeting.

Following administrative side members were present.

1. Shri H.C. Agarwal, PMG (MM) Member
2. Shri D.Manoj, G.M. (Finance) Member
3. Shri M.E. Haque, P.M.G. Nagpur Member
4. Shri Charles Lobo, PMG Goa Member
5. Shri S.R. Meena, PMG Pune Member
6. Dr. N.Vinod Kumar, DPS (HQ) Member

Shri S.B. Vyawahare, AFMG (PSR) also attended the meeting.

The following staff side members were present:

1. Shri H.M. Gedam Secretary
2. Shri Mangesh Parab Leader
3. Shri Balkrishna Chaitk Member
4. Shri N.N. Mujawar Member
5. Shri D.M. Sonawane Member
6. Shri S.M. Korde Member

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

1. Item No. 95/1/2013:
   Recruitment of steno cadre.

It is a fact that all the officiating arrangement in Group 'C' cadre
above Postal assistant are made from Postal Assistant cadre. There
is a heavy shortage in Postal Assistant Cadre and new cadre like
System Administrator, Marketing Executive are also introduced by the
Department and arrangement made from existing Postal Assistant cadre
since last more than five years. There is no recruitment for steno
and the other posts managed by the Postal Assistants.

We therefore demand the supply of information as how many post of
stenographer are available in Maharashtra Circle, how many
Stenographers are actually working when last recruitment was made
for this cadre and how many post are filled up by officiating
arrangement, and also request that the recruitment of these post may
be made as early as possible.

Reply:
In Maharashtra Circle there are 60 posts of Stenographers as below:
Grade I : 14
Grade II : 26
Grade III : 20
Total : 60

Present Staff Strength is as below:
Grade I : 14
Grade II : 24
Grade III : 03
Total : 41

Staff Selection Commission has allotted 2 candidates in stenographer cadre in the year 2010 (1 UR & 1 OBC) and both the candidates have been appointed in our Department.
However, no recruitment to the entry cadre of Stenographer III is permissible as per Directorate order No. 4-7/(MACPS)/ 2009-PCC (Pt) dated 02.05.2012.

CPMG stated that Directorate is coming with new recruitment rules in stenographer cadre shortly. 'Executive Assistant' cadre is coming in place of steno cadre.

Many stenos were working beyond their tenure on particular posts and hence rotational transfers were recently issued considering request/willingness also. We may await recruitment rules on 'Executive Assistant cadre. Actually, Gr.I, Gr-II & Gr-III stenographers are working not according to their seniority.

(Item closed) Action: APMG (Staff CO)

2. Item No. 95/2/2013:
Recruitment in MTS Cadre through GDS.

As per the orders issued by the directorate, 25% post in MTS cadre should be filled in by examination and 25% by seniority cum fitness from the GDS employees. It is observed that in some division, the divisional heads are not permitting the GDS employees who are 50 years or above age to appear for the examination of MTS and also not considering such GDS for promotion in said cadre by seniority.

We therefore demand that any such orders issued by the higher authorities may be given to RCM members and also circulated to all the concerned authorities otherwise such GDS employees may be permitted to appear for the examination of MTS and also consider for filling up the post of MTS by seniority.

Reply:
As per rulings on the subject the age limit for appointment of GDS shall be 50 years as on the day of January of the year of the vacancy. This is relaxable for those belonging to SC/ST upto 5 year and OBC upto 3 years. The Directorate order no. 45-2/2011-SPB-I dated 27.01.2011 was circulated vide this office letter no. Rectt/2-9/Multi Tasking Staff/2011 dated 14.02.2011, which can be referred. CPMG instructed all the Regional PMsG to confirm whether DPC has been conducted in the matter.

Action: All Regional PMsG
3. Item No. 95/3/2013:
Opening of Accounts in Post Office.

It was instructed by circle office vide C.O. No. SB/30-R Live Accounts/2012-13 dated 5/4/2013 circulated under PMG Mumbai Region No. MR/SB/I-K/30-R/Live accounts/2013 dated 15/04/2013, that "while opening of a new POSB accounts which should be insured that individual SB-3 card is maintained for each accounts and Pass Book should be issued to the depositor for every account.

It is not understood whether these order is applicable for opening of other accounts in small savings scheme like RD/PPF/TD etc. It is observed that number of accounts found open on one SB-3 and one Pass Book has also been issued for multiple accounts as per the direction of Divisional Heads/other officers. The staff therefore demands that clarified orders may be issued for information of all the employees.

Reply:
Instructions were issued vide this office letter no. SB/30-R/Live Accounts/2012-13 dated 05/04/2013 & 13/05/2013, regarding opening of new POSB accounts with individual SB-3 card for each account and pass book should be issued to the depositor for each account, which includes all types of accounts under small savings schemes.

CPMG directed all Regional PMsG to ensure when target has to be completed, it is absolutely necessary that every account needs to be supplied with SB-3 & passbook.

(Item closed) Action: All Regional PMsG

4. Item No. 95/4/2013:
Recruitment in Postman Cadre.

Due to heavy shortage in postman cadre we are not in a position to give satisfactory service to the members of public. The examination of postman cadre is not held since last few years. It is therefore demanded that early steps may be taken for filling of all vacant post in Postman Cadre and before that all the post of Sorting Postman, Cash Overseer, Mail Overseer and Head Postman should be field in, so that actual figure of vacant post of postman cadre can be found out.

Reply:
The last departmental exam for Postman was held in October 2010 and thereafter the postman exam for Gr 'D' and GDS for the year 2011 and 2012 was held in January 2013. Further, the exam for recruitment from open market is under process.

(Item closed) Action: All Regional PMsG

5. Item No. 95/5/2013:
Court cases in respect of Rental Bldg.

It is observed that landlord of rented Post Office Bldg are issued notices to the Postal Department to vacate the
accommodation. Number of cases in court one are also pending we are not serious in the matter and loosing the case so the staff side demands that the experience officers above Group 'B' may be directed to attend such cases in the court.

Reply:
The court cases filed by the landlords for vacation of the premises on rental basis are monitored at Divisional level. The reply to the legal notices is being given by Divisional head with the help of Government Pleader / Government Counsel. To protect the interest of the department, Government Counsel is appointed to defend the cases in the court of law. Whenever necessary, the opinion of the Ministry of law is obtained before filing the reply in the Court. The Court cases related to building sections are personally monitored by the SSPs/SPOs at Divisional Level and Asstt. Director (Bldgs), higher officers at RO/CO level. As such there appears no need of separate officer to attend such cases.

CPMG directed all Regional PMsG to instruct all divisional heads to personally monitor the cases where legal opinion is to be taken. Instructions should be given to all divisional heads for monitoring all such cases and they will be personally held responsible. All Regional PMsG to issue guidelines with a copy to RCM members that it is mandatory for all divisional heads to go personally whenever Govt. counsel is to be briefed about the case and opinion is to be taken. It is responsibility of divisional heads to handle the case and they should not send PRI(P) and ASP(HQ) for filing and briefing the case in the court and see to it that the rented PO is secured.

(Item closed) Action: All Regional PMsG

6. Item No. 95/6/2013:
Ceiling for entitlement of OTA

It is observed that some Divisional Heads are not allowing OTA to the Officers/Supervisor whose pay is Rs. 6800/- and above. This limit was in the pay scale granted by the 5th Pay Commission. According to order issued pay upto Rs. 6800/- is converted as Rs. 16850/- as per 6th Pay Commission report. The staff side therefore demands that suitable instructions may be issued to all the concerned as not to reject OTA to the officials drawing pay upto Rs. 16850/- (Pay in Pay band+Grade Pay Rs. 4200/-)

Reply:
Clarification on upper pay limit for performing work on Over Time Allowance has been again circulated vide this office letter no. Estt/4-7 (I)/Corr/III dated 24.05.2013 to all units for information. CPMG requested all Regional PMsG to circulate it.

(Item closed) Action: All Regional PMsG
7. Item No. 95/7/2013:
Granting of cash handling allowance to single & double handed post offices.

As per orders issued by the directorate SPM of Single and Double Handed Post Offices are entitled for cash handling allowance. Due to shortage of staff when the one or two hands withdrawn from double or three handed post offices. The staff side therefore demands that in such cases the cash handling allowance may be paid to the SPM in such offices for the said period.

Reply:
At present, SPMs of Class I offices are not eligible for the allowance.
Matter will be taken up with the Directorate and report may kindly be awaited.

Action: ADPS (Estt)

8. Item No. 95/8/2013:
Implementation of CBS fast and smoothly.

The departmental decision for implementation of Core Banking Solution through all the post offices is appreciable. However while preparation of authenticated data for migration to CBS there are many practical difficulties which should be considered for necessary changes. Some of the suggestions are as below.

a) In many post offices complete up-date of names, addresses and signatures of all the accounts holders is not possible due to incomplete and non availability of old records. So the vendor of the CBS software should be asked to provide option for up date of details of account holders in the package to be provided.
b) For smooth implementation of CBS as per the desired procedure, new block of account numbers should be given to the RD category immediately so that the earlier omissions can be dropped.

Reply:
Directorate has given detailed guidelines for data updation and data cleansing and the Circle is following these guidelines. Problems which crop up during data updation are pointed out to Directorate.

(Item closed)

Action: All Regional PMGs/ADPS (SB)

9. Item No. 95/9/2013:
Replacement of age barred computers / MMs Vehicles.

A large number of computer system and MMS Vehicles of the department are age barred and required to be replaced. However the same are not replaced within time due to which maintenance cost is increasing unnecessarily. Kindly proper orders for replacement of such time barred computers and vehicles should be issued along with provisions of necessary funds.
Reply:
a) Regarding replacement of old computers provided in RMS offices/MMS unit, suitable instructions have been issued to all concerned Divisional heads to submit details of old computers to be condemned for examination and further condemnation by constituting condemnation Committee. On condemnation, provision for required funds will be made in RE & BE for allotment of funds by the Directorate for replacement of condemned computers.

b) Regarding replacement of old MMS vehicles, 65 MMS vehicles have been condemned by the concerned condemnation committee in the Circle during the period of last two years and MVDC reports have been submitted to the Directorate for further necessary action and replacement of such condemned vehicles. However, there is ban on purchase of new vehicles from the Ministry of Finance. This is being continuously followed up with Directorate for early supply of new vehicles against condemned vehicles.

c) There is a ban on outsourcing of administrative vehicles. Dte. has been requested for making it operative one and to remove the ban.

d) During current 5 year plan, new Stg Cases, PCs, Trollies, chairs will be supplied. All Mail Offices will be fully computerised.

c) In Postal Dns, If there are old computers, the same are to be got repaired as no new computers or funds will be given.

(Item closed)  
Action: All Regional PMGs/ADFS (Mails)/Technology

10. Item No. 95/10/2013:

Delay in getting retirement benefits/payment

It is learnt that whenever a employee retired from the Department, it takes a long period for getting the retirement benefits, like leave encashment, GPF, CGEHIS, Commutation amount, Retirement awards etc. Necessary order should be issued to the concerned authority for immediate settlement of retiring employees dues.

Reply:
The Retirement Awards are being paid to officials in time except in cases where disciplinary cases are pending. However remedial measures can be taken if specific cases of delay are pointed out.

Union Pointed out that, in Goa Region, no retirement benefits are given even after 7 months have lapsed. It was told that, funds have now been allotted and these are settled now.

(Item closed)  
Action: PMG Goa/DA (P) Nagpur
11. Item No. 95/11/2013:
Increase volume of Missent Mails

It observed that in many delivery post offices the volume of misspent ordinary mails is increasing day by day. This is because, in RMS offices sorting of mails is carried out on the basis of pin codes written on the mails and near about 90% pin codes written by senders are incorrect. Necessary steps should be taken to make the members of public to be aware of right pin codes for fast delivery. Further in RMS offices, the work of sorting of ordinary mails should be entrusted to the experienced and prompt officials.

Reply:
Necessary instructions have already been issued that the Sorting Assistants will sort the mail as per the pin code and also simultaneously read the address for correct sorting and to avoid missending. Efforts have also been taken for publicity of correct pin codes. Pin code publicity boards were prepared and displayed in public area. POs, pamphlets, stickers were supplied to be pasted on wrong pin coded articles. The Circle also released "Mumbai Pin Code Guide" for the benefit of Corporate Mailers and Sorting Offices. It was also directed to prepare Rubber stamps by delivery Pos for showing correct pin code to be impressed on missent letters.

Public needs to be told to write correct address and pin code, as they are writing wrong pin codes. Sorting Assistants to see if pin code is wrong, address is there then sort it properly and then it will be delivered properly.

(Item closed)  
Action: All Regional PMGs/ ADPS (Mails)

12. Item No. 95/12/2013:
Fixation of 125 points basic pay to eligible GDS BPM on 01.01.2006.

In Maharashtra Circle many branch offices are having workload. A large number of BPM employees are working for 8 hours a day and their workload as per norms is above 125 points. But on 1/1/2006 fixation of basic pay of these BPMs is done on the basis of 100 points (3660-70-5760). This is an injustice to such employees working sincerely and they should be given fixation of 125 points basic pay (4575-85-7125) as per the recommendations of Natrajamurthy Committee and orders w.e.f. 01/01/2006.

Reply:
Revision of workload of GDS BPMs has been carried out during 2012. The GDS BPMs whose workload is beyond 125 points are allowed the pay scale of 4575-85-7125 and their basic TRCA has been fixed accordingly.

(Item closed)  
Action: All Regional PMGs/ADPS (Estt)
13. Item No. 95/13/2013:
Creation of Intra Circle Hubs for Ordinary Mails.

At present sorting of ordinary mails is carried out through existing sorting hubs. However due to insufficient number of sorting hubs, it takes near about 15 to 20 days for receipt of ordinary letters from its date of posting. It is result, public complaints for delayed delivery of ordinary mails are increasing day by day. The staff side demands that kindly open more Intra Circle Hubs for sorting of ordinary mails like Speed Post Hubs.

Reply:
There are complaints from public in delivery of wedding cards. In ordinary mails, there is delay in Sangli and Kolhapur Dns, where the mails takes about 8 days. For Ordinary and Registered mail there is no provision for Intra Circle Hubs. As per MNOP for first class Registered and Unregistered mail, Unregistered Second Class mail, all L-1 mail offices can close bags to all other L-1 Mail Offices and L-2 Mail Offices mapped with concerned L-1 offices. Besides this some exceptional bags have been approved by the Directorate to be closed for first class Registered and Unregistered mail, Unregistered Second Class mail between L-1 & L-2 offices with in the Circle and same have been circulated by the Mails Section, C.O. Mumbai.

CPMG requested all PMsG to give proposal for additional justified bags and send it to Mails Section CO and the matter will be taken up with Directorate.

(Item closed)  
Action: All Regional PMsG/ADPS (Mails)

14. Item No. 95/14/2013:
Timely finalization of the PR Cases.

Due to non finalization or non submission of periodical review cases justified staff cannot be available at the offices having heavy workload which causes heavy burden of work on existing staff members. Further, while justifying of postman staff, only one day physical enumeration of mails is taken. However due to such trial check of single day mails average volume of daily mails cannot be ascertained properly. Also while justifying the delivery workload, the increase in physical distance due to increased localities, apartments etc. in postman beat are not considered. Hence it is necessary to issue some proper guidelines to all Divisional Heads for ascertaining the average daily volume of mails for review purpose. Further revision of pay of Branch office staff remains pending due to non finalization of PR cases within time. It is therefore requested to ensure the PR Cases are submitted and finalized within stipulated time.

Reply:
Regions have been instructed to review all cases having more workload and come up with proposals. Action will be taken on receipt of reports.
CPMG instructed all Regional PMSG to review all the PR cases in their Regions pending upto 2012 and complete till 2013 on top priority.

(Item closed)  
Action: All Regional PMSG

15. Item No. 95/15/2013:  
Filling of MTS post in RMS

There are number of vacant post in MTS Cadre in RMS. No recruitment made since long time. Now the recruitment Rules of MTS have been circulated by the Directorate. The staff side therefore demands that all the vacant post of MTS cadre in RMS may be filled in at the earliest.

Reply
Recruitment in MTS cadre is under process

(Item closed)  
Action: ADPS(Estt)

PENDING ITEMS:

16. Item No. 94/7/2012:  
Timely holding of DPCs for LSG (NB), HSG-II, HSG-I and MACP at all levels.

Reply:
DPC for LSG (NB) for the year 2012 held on 26/27.06.2012. DPC for promotion of LSG (NB) to HSG II for 2012 has also been finalized. DPC for HSG I held in May 2013 and allotment has already been done. DPC for MACP in Mumbai, Nagpur, Pune and Goa Region for year 2012 has already been done. (Goa Region Sindhudurg Division DPC for the period 01.10.2012 to 31.03.2013 will be held in June.

(Item Closed)  
Action: APMG (Staff)/All Regional PMSG

17. Item No. 94/9/2012:  
Posting Postmaster Gr-I to Postmaster Gr-II (HSG-II NB) & Postmaster Gr-I (HSG-I) NB.

There is no separate gradation lists for Postmaster Grade-I, Grade-II & Grade-III. Since Gradation list for PM Grade-I and Supervisor LSG (NB) has been prescribed. Hence, Senior Supervisor LSG (NB) should be posted as PM Grade-I, HSG-II, HSG-I.

Reply:
LSG (NB) & PM Gr I are separate cadre & hence the Sr. Supervisor from LSG (NB) can not be posted as PM Gr I except who had opted for Gr I at the time constitution of PM Gr I. DPC for promotion of LSG (NB) to HSG II for 2012 has already been finalised. DPC for HSG I held in May 2013 & allotment done.

(Item closed)  
Action: APMG (Staff)
18. Item No. 94/11/2012:
Payment of GDS working against vacancies of Postman, MTS who are brought on duty on Postal Holidays:

GDS working against vacancies of Postman, MTS brought on duty on Post Office Holidays are not paid remuneration for the day of POH.

It is therefore, demanded that payment of GDS for the duty performed on POH should be paid at the same rate of Postman or MTS.

Reply:
The matter has already been taken up with Directorate and Directorate’s decision in this regard is not received till date. Reminder was issued on 30.05.2013.

Directorate’s decision may kindly be awaited in the matter.

(Item closed) Action: ADPS (Estt)

19. Item No. 94/12/2012:
Staff Side Demand:
i) Overdue supply of FP Chappals for the year 2009-2010, 2010-11, 2011-2012 to the Postman, MTS staff should be made within a specified time limit.

ii) The pattern for supply of Chappals which generate over-delay of 3 years should be changed.

iii) Decentralization of supply of kit items from all PSDs in Maharashtra to be introduced.

Reply:
Supdt., PSD, Mumbai has taken up the matter with Directorate for change in new specification of F.P. Chappals. The Directorate vide their letter no. 4-1/12-UPE dated 13.07.2012 requested to formulate new specification for F.P. Chappals & send it to the Directorate. Accordingly, Supdt., PSD, Mumbai had taken up the matter with some of the Chappal manufacturing industries for preparing new specification of F.P. Chappal.

A reminder to be issued to Directorate for early finalisation of the case.

(Item closed) Action: Supdt. (PSD)/ADPS (Stock Depot)

20. 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 1.47 cms as per the specifications prescribed by the Directorate (instead of 2.40 meters x 1.37 cms).

The Directorate have specified shirt with full sleeves can be stitched. For the purpose 2.60 M x 1.47 cms cloth is required
whereas at some places cloth is supplied @ 2.40 M x 1.37 cms. Hence, it may be ensured to supply at @ 2.60 M x 1.47 Cms.

Reply:
As per Directions of competent authority, Supdt PSD Mumbai has floated the re-tender of P.C. Suiting for Mumbai Region only on 25.06.2012. The technical bid was opened on 17.07.2012 and commercial bid was opened on 21.01.2013. After according approval by the competent authority PSD Mumbai has placed the supply order of P.C. Suiting Cloth (Khaki) for 36,901 meters and the same has been received.

In Goa & Nagpur Region, uniforms have been supplied. For Mumbai Region, sample test approval sent to National Test House (WR) for uniform has been received. Uniforms will be distributed shortly.

Action: PMG (MM)/Supdt. PSD Mumbai

21. Item No. 93/3/2012:
Obtaining economic Toll Free Telephone Tariff connectivity from BSNL for the landline telephone under each Postal Division to reduce telephone bills.

Almost of our (post) offices have BSNL landline telephone connection. BSNL charge it as separate connection. We may approach to BSNL to provide Toll Free connectivity to the landline telephones under each postal division so that amount of telephone bill can be reduced.

Reply:
In respect of other four divisions besides Kolhapur, the concerned Divisions have been directed to implement the VPN system at the earliest and the matter is under process.
PMG Goa told that, such facility is not available with other BSNL DNS

(Item closed)
Action: PMG, Goa Region

22. CRC Dadar to be shifted to GPO Bldg.

Reply:
CRC Mumbai has been shifted at 3rd Floor, Annex Building, Mumbai GPO 400 001 on 16.09.2012. All 24 computer terminals have been provided R-Net connectivity through server. R-Net program has been successfully installed in server. All printers are working properly. New equipments i.e. 17 roller containers, 13 tray trolleys have been handed over to staff for proper use. New L-1 & L-2 sorting cases as per MNOP are used for sorting of registered articles. The smooth functioning of CRC Mumbai is going on for disposal of public registered mails.

(Item closed)
Action: PMG (MM)/ADPS (Mails), Mumbai
23. Item No. 92/3/2011:
Providing new additional staffs lift for New Annex Building, Mumbai GPO at E.C. Sorting end near the staircase.

Reply:
AA&ES dated 22.08.2012 for amount of Rs. 26,67,965/- was issued in connection with installation of one new 13 passenger lift at GPO, Annex Building, Mumbai against existing lift Electrical Wing will complete the installation work shortly.

Electrical Wing has already started the installation work.

(Item closed) Action: PMG (MR)/ADPS (Bldg), CO/Elect Wing Sion Mbi

Following point was brought to the notice of CPMG:

1. No ladies uniforms have been given since last 8 years i.e saries and blouse. Only petticoats have been given. Only tenders for saries and blouse have been placed.

Supdt. PSD, Mumbai to expedite this matter immediately.

Action: PMG (MR)/Supdt PSD Mumbai

The meeting was concluded by CPMG with a vote of thanks to all.

(S.B.Vyavahare),
Asstt. Postmaster General - I (6)
CO Mumbai 400001

No. Union/2-2/95th RCM/2013 dated at Mumbai-1 the 04.07.2013

Copy to:

1. All Regional DMGs in Maharashtra Circle
2. Director Postal Services (HQ), CO Mumbai
3. DA(P) Nagpur
4. Secretary & Members of staff side RCM
5. Supdt. P&DD Mumbai,ADPS (Stock Depot), Mumbai
6. Concerned Group officers in CO/RO for necessary Action
7. Spare