MINUTES OF THE 97th RCM MEETING HELD ON 08.05.2014
AT 11.00 HOURS AT MUMBAI

97th RCM was held on 08.05.2014 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:

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<tr>
<th>Administrative side</th>
<th>Staff side</th>
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<tr>
<td>Shri P K Bisoi, Chief Postmaster General, Chairman</td>
<td>Shri H M Gedam, RCM Secretary</td>
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<td>Shri Charles Lobo, PMG Goa, Member</td>
<td>Shri Mangesh V Parab, RCM Leader</td>
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<td>Shri H C Agrawal, PMG (MR), Member Secretary</td>
<td>Shri Balkrishna Chalke, RCM Member</td>
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<td>Shri S R Meena, PMG Pune, Member</td>
<td>Shri N N Mujawar, RCM Member</td>
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<td>Ms Vandita Kaul, PMG Nagpur, Member</td>
<td>Shri D M Sonawane, RCM Member</td>
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<td>Dr. P V S Reddy, PMG Aurangabad, Member</td>
<td>Shri G N Khandare, RCM Member</td>
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Shri S B Vyavahare, APMG (Staff) & Shri Rupesh J Sonawale, ADPSR also attended the meeting.

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

**Item No. 97/1/2014:**
**Member of RCM from Administrative side:**
As per orders issued by the Directorate and circulated by C.O. under No. Union/2-3/08 dated 12/15-12-2008. Following officers are members of RCM from Administration side. Chief Postmaster General – Chairman, Postmaster General (MR) – Secretary Administrative side and Regional Postmaster general Aurangabad, Pune, Nagpur and Goa are members. But it is observed that, the name of PMG Mumbai Region has been shown as Member and some DPS have been admitted as also member of RCM. This is against the orders issued by the Directorate. There should be a secretary from the Administration side and we have no objection if any other officer is permitted to taken part in RCM meeting as special invitee, but their name should not be shown as member of RCM.

**Decision:** RCM meeting will be held as per rules.

**Item No. 97/2/2014:**
**Implementation of Rotational Transfer orders issued by the Directorate without any modification:**
The Directorate has issued orders regarding transfer of official under Post Office manual 4 Rule 37, 38 and Rotational Transfers also under No. 141-141/2013-SPN-III dated 21 01 2014. Some Regional Postmaster General/Divisional Heads have been using their own method for rotational transfer of staff.

Action: AD(PSR)
(Item closed)
The staff side therefore demands that the rotational transfer policy should be implemented as per the orders issued by the Directorate only without any change.

**Decision:** All the transfers under Rule 37/38 & rotational transfers will be made strictly as per Directorate’s instructions.

**Action:** APMG(Staff)

(Item closed)

**Item No. 97/3/2014:**
Utilization of staff on higher post without payment of higher pay-case of adhoc arrangement in HSG-I Cadre.
This problem is pending with the administration since last one year. In the four monthly meeting held on 28.02.2014 reply was given as ‘this will be examined and suitable instructions issued in accordance with Directorate instructions’ But no action from the administration after laps of nearly two months from the decision given in four monthly meeting.
The staff side therefore demands for early implementation of Directorate orders.

**Decision:**

1. Higher pay will be given as per rules in case of adhoc arrangements in HSG-I cadre as per orders issued by the Circle Office.
2. Directorate has asked the Circles not to make any adhoc arrangements in HSG-I cadre till finalisation of recruitment rules.

**Action:** All Regional PMsG/APMG(Staff)

(Item closed)

**Item No. 97/4/2014:**
Higher officer at Circle level should keep a watch on programmes incorporated in computers due to changes in Rules etc.
As per say of the Postal Department all the Post Offices have been fully computerized. If it is true then no work should be done manually. But in reality it is observed that in Software the changes are not incorporate immediately and according to orders issued by the Directorate. For example the maturity period of 6 NSC VIII th issue changed from 6 years to 5 years w.e.f 01.12.2011, but if these certificates are issued as on today also the computer is showing the period of maturity as 6 years. If an account holder of MIS account has been expired before maturity of account and the claimant claim the amount after maturity of account the computer is showing interest on said death claim up to date of death of account holder. While setting programme in Software in respect of Branch offices, it is not kept in mind that some BOs are also attached to Head Offices. In respect of credit of annual interest on SB Account it should be credited on 1st of April every year, but in so many Post Offices it is found that it was credited after few months. So the staff is forced to done the work manually. This defeat the policy of Postal Department. There are several lacunas in this respect.

The staff side therefore demands that a officer at circle office level should keep a watch on programmes fitted in software after any changes and see that all work should be done on computer only without mistake and according to recent Rule/Changes instead of doing manually.
**Decision:** (1) The concerned section of the CO/RO dealing with the CBS/PLI etc are already aware of the problems in implementing the CBS software and the same are being informed to the Directorate almost on daily basis.
(2) One workshop on CBS is also being arranged shortly to discuss the different issues relating to the CBS.

**Action:** All Regional PMsG/DDM(PLI)/ADPS(CBS)

*(Item closed)*

**Item No. 97/5/2014:**
Opening of Pension Account jointly with spouse.

As per the orders issued by the directorate under No. 113-10/2004-SB (Pt) dated 20.07.2007, pension account can be opened jointly with spouse and any one of the both can withdraw the amount. But some post offices are not allowing for opening of joint pension account.

The staff side therefore demands for re-issue the said order to all concerned as per the policy of Department maximum pensioners are drawing pension from Pension (SB) Account.

**Decision:** Opening of pension account either individually or jointly with pensioners spouse received vide SB order No 11/2007 and circulated vide letter No.SB/1-R/2007 dated 26-7-2007 will be reiterated.

**Action:** ADPS (SB/FS)

**Item No. 97/6/2014:**
Allowing HRA to the SPM/PM who are not residing in attached to Post Quarters due to non Repairs/under repair of said accommodation.

The then Postmaster General Pune Region Col. K C Mishra who was not occupied the attached to Post quarters was allowed to draw HRA for his full tenure without suspension of attached to Post quarters. There are several attached to Post quarters, which are required major repair work but not suspended by the competent authority and no HRA paid to said in-charge of Post Office if they not occupied the quarters on above reason.

The staff side demands that the facility given to the then Postmaster General Pune Region Col. K C Mishra should be extended to all in-charge of Post Offices who are not residing in attached to Post quarters.

**Decision:** HRA can be drawn by the official for post attached quarter only if it is dequarterised by the competent authority as per the rules on the subject. The post attached quarter which are not habituated will be dequarterised as per instructions of the Directorate till they become habitable by repairs.

**Action:** All Regional PMsG

*(Item closed)*

**Item No. 97/7/2014:**
To allowed HRA to officiating SPM/PM.

As per the orders issued by the Directorate, the in charge of office should occupy attached to Post quarters, whether he is posted permanently or working in officiating arrangement. For officiating Postmaster/Sub postmaster concession of three months has been given i.e. he can draw HRA during his officiating period up to three months from his date of posting. There
after payment of HRA should be stopped if he has not occupied the attached to post quarters also. It is reported that the Postmaster Malegaon HO has not occupied attached to post quarters, the said quarters has not been suspended by the competent authority but he is allowed to draw HRA since more than two years.

The staff side therefore demands that same facility may be extended to all in charge of office who are officiating as SPM/PM irrespective of period of officiating and who are not occupied the attached to Post quarters.

**Decision**: Directorate’s order no. 18-79/2012-Bldg dt. 12.11.2012 will be followed in this regard to grant of HRA to officiating SPMs/PMs.

**Action**: All Regional PMsG

**Item No. 97/8/2014:**

**Fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying the same grade pay.**

A good number of staff member are promoted to a post carrying higher duties and responsibilities but carrying the same grade pay are deserved for fixation of pay under Rule 13 (i) of CCS (RP) Rules 2008, as per orders from Finance Ministry and DOPT No. 10/02/211 E.III (A) dated 07.01.2013 and DOP NO. 4-4/2008-P.C.C. dated 10.01.2013. However, the staff members are deprived from the fixation of pay and monetary benefit.

It is therefore urged upon to issue immediate orders to follow the above orders & ensure that the pay is being fixed accordingly.

**Decision**: Directorate’s orders no. 4-4/2008-PCC/10.01.2013 dt. 10.01.2013 will be followed

**Action**: All Regional PMsG

**Item No. 97/9/2014:**

**Holding of DPC for vacant post in HSG I Cadre in Maharashtra especially in RMS Wing.**

More than 80% posts of HSG-I Cadre are lying vacant inspite of availability of eligible and suitable officials in HSG-II Cadre. Besides HSG-II, LSG (NB) officials are compelled to perform duties in HSG-I Cadre without any officiating pay.

It is therefore urged upon to fill-up post of HSG-I Cadre by holding D.P.C. on regular basis or on adhoc basis.

**Decision**: As per Directorate’s instructions no. 4-44/2012-SPB.II dt. 18.04.2014, the vacancies in HSG-I cadre in Postal & RMS were filled up during 2013 as per orders issued vide CO memo no. STA/10-8/HSG-I(GL)/2013 dt. 13.05.2013 for postal and for RMS vide CO memo no. STA/10-12/HSG-I(GL)/2009-10 dt. 13.05.2013. Further, filling up of such vacancies will be done after receipt of orders from Directorate revising the recruitment rules for HSG-I.

**Action**: APMG(Staff)

**(Item closed)**
Item No. 97/10/2014:

Reduction of workload of F-26 In Section

On abolition of F-28 Section working with Sevagram Express the work load of F-26 Section working with Howrah-Mumbai Express is increased. About 1000 Mail bags are being dealt with by the section in the 40 Seater Mail Van and it is very difficult to maintain smooth functioning of the section.

To overcome the above problems it is necessary to reduce the work load of F-26 Section by diverting the MLS 1) MP-1-Out to F-26 In & 2) MP-29-Out to RP.5-Out to F.25 In Section functioning with Howrah – Ahmedabad train at Bhusawal point.

Decision – The merger of F 26 and L 35 sections is being examined by the Circle to overcome the problem

Action : ADPS (Mails)

Item No. 97/11/2014:

Provision of Tiffin/Changing Room to Women workers at Panvel Stg. Office

A good number of women workers are working at Panvel Stg. Office, but tiffin/changing room is not provided. The issue was taken in Bi-monthly meeting with PMG (MM) and the same is pending since 2010 without any appropriate action.

It is therefore urged upon the provide tiffin/rest/changing room to women workers at Panvel Stg. Office.

Decision : This will be provided by constructing a special room in the temporary shed already available. PMG(MM) will also visit and take necessary action for the purpose.

Action : PMG(MM)/ADPS(Bldg)/ADPS(Mails)

Item No 97/12/2014

Issue of CGHS Identity Card to staff members through Divisional Heads.

Now a day staff members are being directed to % CGHS for getting Identity Card. The staff members are therefore facing hardship in getting the CGHS Identity Cards in addition to loss of time and leave.

It is therefore urged upon to cause issue of CGHS Identity Cards through Divisional Heads instead of directing the individual staff member to % CGHS for getting Identity cards of CGHS.

Decision : Instructions regarding filling up the forms on-line for issue of CGHS identity card have already been issued by the CO vide memo no. WLF/18-3/Misc/CGHS/13 dt. 01.05.2014. All the officials who desire CGHS cards may contact the divisional office for the purpose.

Action : ADPS(Welfare)
PENDING ITEMS:

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.

Decision: The number of vacancies identified for abolition in respect of different divisions will have to be reassessed as per the no. of officials recruited and no. of posts identified for abolition as per ADR plan. This work may be completed within one month. After that all the vacancies identified for recruitment will be filled up as per recruitment rules.

Action: ADPS(Estt)

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.

Decision: Directorate will be reminded in the matter.

Action: ADPS (Estt)

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.

Decision: PSD Kolhapur has already placed online supply for P.C. khaki cloth on 3/3/2014. The delivery period is 120 days i.e by July’2014 and the delivery is expected after quality inspection.

Action: PMG Goa Region/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.
**Decision**: The matter was discussed and it has been decided that the ladies uniform for the current block only i.e. 2012-13 & 2013-2014 will be procured by the respective PSD in the Circle.

Action: All Regional PMsG/All Supdt PSD in Mah Circle

11. Accommodation for RCM

**Decision**: PMG(MR) will identify one suitable space for the RCM.

Action: PMG (MR)

The next meeting will be held on 11.08.2014. The agenda to be submitted by 06.08.2014.

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/2-2/97th RCM/2013 dated at Mumbai 400 001 the 22-05/2014

Copy to:

1. All Regional PMsG in Maharashtra Circle
2. Director Postal Services (HQ), CO Mumbai
3. Secretary & Members of staff side RCM
4. All Group officers in CO/RO for necessary action and report compliance
5. Spare