MINUTES
OF THE 98th RCM MEETING HELD ON 11.08.2014
AT 11.00 HOURS AT MUMBAI

98th RCM was held on 11.08.2014 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. Biso, Chief Postmaster General, Chairman</td>
<td>Shri Mangesh V. Parab, RCM Leader</td>
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<td>Shri Charles Lobo, PMG Goa, Member</td>
<td>Shri H.M. Gedam, RCM Secretary</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>Shri D.M. Sonawane, RCM Member</td>
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<td>Shri G.N. Khandare, RCM Member</td>
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<td>Shri V.R. Khamkar, RCM Member</td>
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Shri V.K. Gupta, PMG (MM)
Shri. D. Manoj, GM (Finance) and
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:

New Agenda items –

ITEM NO. 98/1/2014:
Effect of finacle:

Without providing infrastructure, giving proper training to the staff before introduction of new concept the Department is forcing operative staff to implement the Directorate orders. This is happening in respect of CBS/Finacle also. The servers have no capacity to access the commands as finacle is totally command base. Because of that lower staffs are receiving complaints from the members of public/investors. Crores of accounts have been opened by splitting the money since 2010 & only one SB-3 card obtains from the account holders. Lakhos of lower denomination certificates were issued instead of higher denomination as per oral directives of officers & now after introduction of finacle; the Department is finding difficulties to close the
accounts/discharge the certificate. For opening of accounts or issue of certificates account holder/investors should have to wait 40 to 50 minutes of more. There is Citizen Charter but no one can finish the work according to time frame given in Citizen Charter, because of that in number of post Offices, accounts holders/investors closing their accounts or discharging the certificates & not opening new accounts. In some places the members of public has quarreled with the Postal Assistant / Supervisors. Not only that they are lodging FIR against the Postal Staff.

We therefore demand that:

i) In respect of RD any default to be paid due to finacle system the amount should be borne by the Department.

ii) If due to non acceptance of RD deposits for few months i.e. up to the system of finacle work smoothly, the accounts discontinued the postal staff is not held responsible for that.

iii) Police protection should be given to all sub offices including single/double handed Post Offices.

iv) The higher officer up to the level of Regional PMG’s to visit such offices at least once in a month.

**Decision:**

As on date, most of the SB operations are being done smoothly through Finacle. However, it was brought to the notice that the depositor could withdraw the balance amount of less than Rs.50/- in the account. Similarly, there was a problem in PPF account which was discontinued for want of deposit. It was requested to furnish the details of account for taking up the case with DMCC Chennai. Regarding default, if any, in respect of RD accounts because of problems in not able to upload the data, the same can be taken up on case to case basis with the divisional heads concerned who will issue the sanction for payment of the default fee, if any.

Action: ADPS (CBS)

**ITEM NO. 98/2/2014:**

**Supply of receipt book/passbook for PLI/RPLI:**

It is observed that the work of PLI/RPLI has also hampered due to finacle. Secondly the receipt book & passbooks have not been supplied before exhaust the stock. In some divisions BPMs / SPMs have submitted the requisition to HO’s & numbers of reminders was issued but no response was given by HO’s/Divisional Head.

The staff side therefore demands that where the computers have not been installed i.e. BO’s the mobile numbers of Head Postmasters & Superintendents should be circulated up to BO level so that they can send SMS to them & keep proof of correspondence. We also request that all type of stationery including receipt book of PLI/RPLI should be supplied to all in advance.

**Decision:**

As per report from all the Regions, there is no shortage of receipt book/passbook for PLI/RPLI. However, action will be taken to supply the laminated passbooks in case of both PLI/RPLI in future.

Action: All Regional PMsG/All PSDs
Item No. 98/3/2014:
Providing extra computers & manpower to all delivery Post Offices:

It is noticed that the work of speed post articles increased manifold. It is very difficult the staff I delivery section to complete the work in time out delivery as per schedule or to take returns from postman staff. As per the rules, all the articles received for delivery should send for delivery on same day.
The staff side therefore demands that to implementation of this rule and all instructions additional PC's Printers and Staff should be attached to delivery Post Offices.

Decision:

Computers have been supplied to the Post Offices by the Directorate centrally, under the plan fund after examining supply of justified computers to the different post offices and mail offices. In the mean time, some computers and printers are being supplied out of plan funds received for upgradation/up keep of Project Arrow offices as per needs of such offices. Funds received for MGNREGS and minor works are also being utilised for this purpose.

Action: All Regional PMsG / ADPS (Technology)

Item No. 98/4/2014:
Compensation to the staff detained to finish the work:

Your honour has given informal assurance to the union that the compensation will be given to the staff/SA detained for the completion of CBS work. But such orders are not found to be issued by the Circle Office.
The staff side therefore demands that these orders may be issued immediately.

Decision:

Instructions will be issued to all concerned to give justified OTA as per the existing instructions.

Action: ADPS (CBS)

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 the years. Hence, necessary action is requested to be taken for immediate recruitment of Postmen and MTS Staf. 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.
Decision:

The Technical evaluation of the tender for outsourcing of agency for conduction of direct recruitment examination is under process. Directorate has given time line for direct recruitment of postman/mailguard/MTS staff and the same will be followed.

Action: APMG (Rectt.)

Item No. 98/6/2014:
Non Credit of Severance amount of GDS passing Postman/MTS Exams:

When a GDS Employee passes LDC for the post of Postman/MTS, severance amount of such GDS employee should be credited to the NPS Account of such employee as per Directorate orders. However, due to absence of clear directions from NSDL to CRA, such amounts are not credited to eligible employees NPS Accounts. Hence, immediate action is necessary for credit of such non credited amount of GDS Employees who have cleared LDC for the posts of postmen/MTS.

Decision:

DA(P) Nagpur will check the present position regarding non credits of severance amount to NPS in respect of those GDS, who have opted for NPS and who have been promoted to postman/MTS cadre.

Action: DA (P) Nagpur

Item No. 98/7/2014:
Non availability of Funds for RPLI Incentive:

Sufficient funds for payment of Incentive for procuring RPLI Business by GDS Staff is not available over last two years. Yearly Targets for procurement of maximum business of RPLI are given to GDS Employees. However, incentive for the same is not paid due to regularly. Hence, necessary action for making available sufficient funds for the payment of incentive is required.

Decision:

The funds under the head PPSS RPLI are yet to be received from the Directorate. The allotment of the funds to the Regions will be made on requirement depending upon the availability of funds. In case of more funds, the same will be projected to PLI Directorate for allotment.

Action: All Regional PMsG/DDM (PLI)
**PENDING AGENDA ITEMS:**

**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:**


(Item closed)

**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:**

Instructions to follow Directorate orders No. 4-4/2008-PCC/10-1-2013 dt. 10.1.2013 have been issued to all Regions.

(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 Bhusaval point.

**Decision:**

*This matter will be examined in consultation with PMG Aurangabad and PMG Nagpur Regions*

Action: PMG (MM&BD)/PMG Agd/PMG Nag Regions

**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 matter will be examined by PMG (MR) & PMG (MM).*

Action: PMG (MR)/PMG (MM)

**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 issued vide letter no. WLF/18-3/Misc/CGHS/2013 dated 13/05/2014 to all Regional PMsG, SSPOs/SPOs/SSRM/SRM of Mumbai Region, Sr. Manager MMS & Manager AMPC, Supdt. PSD Mumbai, DA (P) Nagpur and to Sr. AO of Circle Office.*

i) Dealing assistant in the Divn/Head Office, who is looking after CGHS work should assist all officials of Divn/Head Office for filling of online CGHS forms.

ii) After filled up forms with two photographs of official & dependents each along with the related documents should be sent to CGHS office for further necessary action.

iii) Under any circumstance, the official should not be forced to attend CGHS Office.

* (Item closed)*
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:

1. It is reported that 25% post in MTS cadre by seniority for the year 2013 is yet to be filled in Aurangabad Region, Mumbai Region and MM unit. This work should be completed within one month’s time.

2. The notification for recruitment of MTS by examination through GDS for the year 2013 has also been issued and examination will be conducted on 28.09.2014.

Action: PMG Aurangabad/PMG (MR)/PMG(MM)/APMG (Rectt)

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:

This item is closed, as this is not in the competency of Head of the Circle.

(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.

Decision:

The staff side is requested to nominate one member for technical evaluation of the kit items.

1. Uniforms for gents have been supplied to all the Regions
2. Sarees for women employees – Technical bid is due to be opened on 19.08.2014
3. Umbrellas – Technical bid scheduled on 27.08.2014
4. Salwar Kameez – PMG(MR) to process the matter
5. Petticoats – Tender is under process
6. JD Bag khaki – Technical bid opened on 24.07.2014. Technical evaluation is under Process
7. JD Red bag for project arrow offices – Requirement in respect of project arrow offices for upgradation during the current year and the offices identified for upkeep/look and feel are to be reassessed and the procurement processed.

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

11. Accommodation for RCM

Decision:

Matter will be examined.

Action: PMG (MR)/Director GPO

The next RCM meeting will be held on 18.11.2014. The agenda to be submitted by 03.10.2014.

(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/2-2/98th RCM/2014 dated at Mumbai 400 001 the 25.08.2014
Copy to:

1. All Regional PMsG in Maharashtra Circle
2. PMG(MM& BD), Mumbai
3. Director Postal Services (HQ), CO Mumbai
4. The DDM (PLI), % The Chief Postmaster General, Maharashtra Circle, Mumbai-400 001
5. The Director, Mumbai GPO, Mumbai-400 001
6. The DA (P) Nagpur
7. All PSDs, Maharashtra Circle
8. Secretary & Members of staff side RCM
9. 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.
10. Spare