MINUTES
OF THE 99th RCM MEETING HELD ON 18.11.2014
AT 11.00 HOURS AT MUMBAI.

99th RCM was held on 18.11.2014 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:

<table>
<thead>
<tr>
<th>Administrative side</th>
<th>Staff side</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shri. P.K.Bisoi, Chief Postmaster General, Chairman</td>
<td>Shri. Mangesh V.Parab, RCM Leader</td>
</tr>
<tr>
<td>Shri. Charles Lobo, PMG Goa, Member</td>
<td>Shri. H.M.Gedam, RCM Secretary</td>
</tr>
<tr>
<td>Shri. S.R.Meena, PMG Pune, Member</td>
<td>Shri. N.N.Mujawar, RCM Member</td>
</tr>
<tr>
<td>Shri. H.C. Agrawal, PMG (MR), Member</td>
<td></td>
</tr>
<tr>
<td>Secretary</td>
<td></td>
</tr>
<tr>
<td>Dr. P.V.S.Reddy, PMG Aurangabad</td>
<td></td>
</tr>
<tr>
<td>Ms. Mariamma Thomas, PMG Nagpur</td>
<td></td>
</tr>
</tbody>
</table>

Shri V.K.Gupta, PMG(Mails & BD) 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. 99/1/2014:**
Fixing of criteria for Receipt and delivery of Speed Post articles received in bulk at Delivery Post Offices in a day.

"Now a days, it is observed that so many companies use to send Speed Post articles in bulk to almost every Delivery Office in Maharashtra Circle. Recently, round about minimum 15000 to 20000 Speed Post articles are received in a day for delivery purpose. But considering the limit of manpower as well as time, it is very difficult job for Pas to issue such a heavy bulk mail as well as for postmen to deliver such huge mail within timeframe. Till this date no criteria or instructions were given by the competent authority about the norms for receipt and delivery of the said bulk in a day.

We therefore demands to issue suitable criteria and norms for avoiding such inconvenience in future.

**Decision:**

As per report from the Regions, the articles are not received in bulk every day. These were seasonal mails and not throughout the year.

It is also noticed that quantum of mails for second delivery set are not too heavy. The sanctioned strength and number of articles received for second delivery set to be reviewed. In case of huge quantum of mails at a particular post office, following arrangements are proposed:

1. Second delivery set postmen to be temporarily diverted to first set
2. *In city divisions, postmen staff to be sent on deputation to needy post offices.*

Action: All Regional PMsG

**ITEM NO. 99/2/2014:**
Strict implementation of RCM decision regarding supply of fake note detecting machine

Your kind and authoritative attention is hereby invited about this sensitive issue which was discussed in various periodical meetings thread barely. But unfortunately administration is not taking thorough cognizance because newspapers are now publishing the news of fake notes of thousand rupee currency used in a day to day affairs. It is therefore necessary to arrest such type of antisocial activities by real means.

We therefore demand to confirm the supply of fake note detecting machine in each Post Office in Maharashtra Circle.

**Decision:**

*All the Regions have reported that the fake note detecting machines are being purchased and supplied.*

Action: All Regional PMsG

**ITEM NO. 99/3/2014:**
Remedial measures to keep Post Offices/RMS Offices neat and clean

We are appreciating the efforts taken for keeping Post Offices/RMS Offices neat and clean under “Swachha Bharat Abhiyan” initiated by our Hon’ble Prime Minister. This practice should be carried out everyday. Therefore, it is very necessary to give priority for remedial measures regarding this issue by supplying house-keeping kit and it is also necessary to provide regular wet sweeper as per requirement to every Post Office/RMS Office. Unless and until the above fulfillment is made, no responsibilities will be relied upon any official holding the charge.

Apart from that some of the records are permanent in nature and so old that the files in which they are preserved are in totally torn condition. E.g. Pensioners files, service books, disciplinary cases. Hence, there is a need to supply good quality and durable files to all offices for preservation of permanent records.

We therefore demand for strict adherence of our above-said suggestions to encourage “Swachha Bharat Abhiyan”.

**Decision:**

1) *It was decided to supply good quality file covers to all offices for preservation of important files.*
2) *Housekeeping kits are being supplied to all Post/RMS Offices as a part of “Swachha Bharat Abhiyan”*

Action: All Regional PMsG/Supdt. PSD
ITEM NO. 99/4/2014:
Structural Audit of major Post Offices and RMS Offices to avoid fatal incidents:

It is observed that the condition of the premises, where Post Offices and RMS Offices in Maharashtra Circle are situated, is very dilapidated and poor. This issue was previously discussed in almost every periodical meeting but, progress on the subject was not so fruitful. Also, there were so many cases of collapse of buildings during this year. It is pertinent to note that inspection quarters were built in Dadar HO building but structural audit was not carried out till this date.

We therefore demand to carry out the same to avoid unlikely incidents in future.

Decision:

Structural Audit of the dilapidated buildings and some buildings which are declared unsafe by BMC authorities have been carried out. Additional funds for structure as well as maintenance will be projected to Dte.

Action: All Regional PMsG / ADPS (Bldg.)

ITEM NO. 99/5/2014:
Strict implementation of RCM decision regarding repatriation of deputed staff at CO/RO/DO and other Divisions to their parent unit.

It is very unfortunate to take this issue in this forum again because agitations were made on this issue and promises were given by the administration positively. But, the promises were not being kept. Some of the PAs are officiating in not only PA cadre but also in Steno cadre. Repeated instructions were issued by RO to not to depute any official to DO for more than 15 days but some of the Divisions in Maharashtra Circle are having excess staff other than their sanctioned strength. This may be caused for acute shortage in operative offices.

We therefore demand to repatriate the entire deputed staff to parent unit immediately.

Decision:

On joining of newly recruited staff, deputed staff of CO/RO/DO will be repatriated to their parent unit.

Action: All Regional PMSG/ APMG (Staff)

ITEM NO. 99/6/2014:
Creation of a sanctioned strength of BPC, MBC, NSH, SPC Hub and provision of infrastructure for that:

Under the BD scheme, the BPCs / MBCs are introduced as a revenue generating units. There is huge quantum of work in BPCs/MBCs/NSH and SPC Hub round the clock i.e. booking of accountable articles, defacing, franking and dispatch of the same which has to be performed by Departmental official only. For this purpose, administration is using the staff from other Divisions on deputations. But these type of deputations are from the actual sanctioned strength of that particular Division. Therefore, such Divisions have to face the acute shortage of staff and cannot give prompt service to the member of public in operative offices.
We therefore demand the creation of sanctioned strength as suggested above are very essential in future and fill the vacancies through direct recruitment process.

**Decision:**

Statistical review of concerned National Sorting Hub/IBC Hub in MM Unit is under process. On completion of the same, further action will be taken.

Action: All Regional PMsG/ADPS (Mails)

**Pending 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. Lakhs 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:**

Initially there are few shortcomings in the system which has been completely resolved now and Finacle is working smoothly in all the 54 migrated offices. As of now, there is no any issue reported regarding non acceptance of RD deposits and other SB related issues. Service Union can take up the issues if any on case to case basis with the Divisional Heads, who will issue sanction of payment for default fee if any as per decision.

*(Item closed)*
ITEM NO. 98/2/2014:
Supply of receipt book/passbook for PL1/RPL1:

It is observed that the work of PL1/RPL1 has also hampered due to finale. 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 upto 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 PL1/RPL1 should be supplied to all in advance.

Decision:

Adequate receipt book/passbook for PL1/RPL1 has been supplied as per requirements to all Regions.

(Item closed)

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:

Providing of computers and other peripherals as per the norms of Post Offices is under the active consideration at Directorate level.

Action: ADPS (Technology)

(Item closed)

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

Necessary instructions have been issued to all concerned to give justified OTA to the staff detained for completion of CBS work.

(Item closed)
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 Staff. 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:

Commercial bids for outsourcing work of Departmental Exam for direct recruitment to the cadre of Postman/Mailguard and MTS Staff have been opened on 27.10.2014. Matter is under process.

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:

Necessary clarification sought on severance amount is awaited from Dte.

Action: DA (P) Nagpur

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 PPSS RPLI (Non Plan) for the payment of incentive of RPLI sales force have been allotted to all Regions on 22.08.2014.

(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:

Arrival time of MP-1 OUT at Bhusaval is 23.25 hrs, MP-29 OUT is 18.45 hrs and MP-33 OUT is 07.10 hrs. F-26 IN starts from Bhusaval at 03.40 hrs and F-25 IN at 11.00 hrs.

In view of above, the full workload of mail received in connection with MP-1 OUT and MP-29 OUT for Nagpur line could not be diverted from F-26 IN to F-25 IN. SRM L DN Bhusaval may take necessary action to connect forward mail received in connection with MP-1 OUT F-26 IN Section and also mail received in connection with MP-29 OUT to F-26 IN section observing space availability. In case mail could not dispatch to F-26 IN section, same is to be connected to F-25 IN section.

(Item closed)

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:

The present ladies room of Panvel Divisional Office is already available. Provision of ladies room to ladies of Panvel Stg Office on for Saturday/Sundays will be examined.

Action: PMG (MR)/PMG (MM)

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:**

As per recruitment rules for Multi Tasking staff issued vide Gazette Notification dated 12.10.2010 and clarification issued by Directorate vide 45-2/2011-SPB-1 New Delhi dated 02.11.2012, the appointment of GDS as MTS by selection cum seniority as well as on the basis of competitive examination will be by direct recruitment, upper age limit prescribed in Note 3 below column 7 of RR's i.e. 50 years as on first day of January of the year of vacancies relaxable up to 5 years for SC/ST and three years for OBC's for both said modes of recruitment. Copies of above orders have already been circulated vide memo no. Rectt/2-9/MTS/2011/Rlg Part II dated 02.11.2012.

*(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:**

1) **P.C. Suiting Cloth (Khaki)** —
   Matter is under process.

2) **F.P. Chappals (Gents)** —
   Formulation of new specification from the Dte. is awaited.

3) **Umbrella:**
   Retender E-NIT for supply of umbrella floated on 07.11.2014 & Technical bid scheduled to be opened on 02.12.2014.

4) **JD bags (Khaki)** —
   Matter is under process.

5) **JD Bags (Red canvas)** —
   NIT for 3213 red JD bags for project arrow offices is under process.

Supply order placed for 681 meters of Cotton Blue Drill Cloth for MMS technical staff for the block year 2012-14 on 07.11.2014 and supply is awaited.

Action: PMG (MR) / Supdt. PSD Mumbai
10. Item No. 93/Out of agenda/2013:
No ladies uniforms have been given since last 8 years i.e sarees and blouse. Only petticoats have been given. Tenders for sarees and blouse have been placed.

**Decision:**

i) **P.C. Sarees (Khaki)**
   - Supply of sarees approved.
   - Orders being placed.

ii) **Female Chappals**
   - Supply of Female Chappals approved.
   - Orders being placed.

iii) **Petticoats (Khaki)**
   - Retender is under process.

iv) **Salwar and Kameez Cloth (Khaki)**
   - Supply order for 1630 meters of Salwar and Kameez Cloth (Khaki) for the block year 2012-14 is placed on 07.11.2014. Supply is awaited.

v) **Dupatta Cloth (Khaki)**
   - Supply order for 811 meters of Dupatta Cloth (Khaki) for the block year 2012-14 is placed on 07.11.2014. Supply is awaited.

11. Accommodation for RCM

**Decision:**

The space available near the canteen to be utilised.

*(Item closed)*

The next meeting will be held on 23.02.2015. The agenda to be submitted by 10.01.2015.
Copy to:

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