MINUTES
OF THE 104th RCM MEETING HELD ON 22.02.2018
AT 14.30 HOURS AT MUMBAI

104th RCM was held on 22.02.2018 at 14.30 hours in the conference hall of office of the Chief Postmaster General, Mumbai 400 001. The following were present during the meeting:

<table>
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<tr>
<th>Administrative side</th>
<th>Staff side</th>
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<tr>
<td>Shri H.C.Agrawal, Chief Postmaster General, Chairman</td>
<td>Shri Balkrishna H. Chalke, RCM Leader</td>
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<td>Shri V.K.Gupta, PMG Mumbai Region, Member</td>
<td>Shri S.S.Palav, RCM Secretary</td>
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<td>Dr. N.Vinod Kumar, PMG Goa Region, Member</td>
<td>Shri A.B.Shivtare, RCM Member</td>
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<td>Smt. Shobha Madhale, PMG Navi Mumbai Region</td>
<td>Shri Santosh Kadam, RCM Member</td>
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<td>Shri Ganesh Sawaleshwarkar, PMG, Pune Region, Member</td>
<td>Shri S.B. Tuwade, RCM Member</td>
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<td>Shri Pranav Kumar, PMG Aurangabad Region, Member</td>
<td>Shri N.N.Mujawar, RCM Member</td>
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Shri Abhishek Singh, ACAO, Nagpur also attended the meeting on invitation.

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

NEW ITEMS:
ITEM NO: 104/01/2018:
Regarding misinterpretation of DOPT order pertaining with benchmark by all divisions in Maharashtra Circle—Request for uniform clarification.

Your kind and authoritative attention is hereby invited to the DOPT order No, 20-45/2016-SPB-II dtd. 13.02.2017 in which it is clearly mentioned that the modalities of the benchmark were being examined in the consultation with UPSC and Department of legal affairs. In this regards, all the circles were requested to follow instructions contained in DOPT’s OM No. 35034/7/97-Estt(D) dtd. 08.02.2002 until further order.

It is very unfortunate to state that many divisions in Maharashtra Circle are not considering the ‘GOOD’ benchmark of prior to 25th July 2016 for promotion or MACP inspite of this order as the ‘VERY GOOD’ benchmark came into existence after 25.07.2016 i.e. after 7th CPC. So it is needless to mention that the ‘GOOD’ benchmark prior to 25th July 2016 should be honored and considered by every DPC’s for promotion and MACP.

Your honour is therefore requested to kindly issue clarificatory and uniform instructions to the all concerned of Maharashtra Circle not to deprive the all departmental officials from promotion or MACP who are having ‘GOOD’ benchmark prior to 25th July 2016.
Reply:

Clarification will be sought from the Directorate as to whether in case of the officials due for MACP after 25.07.2016, the remarks of ‘Good’ in their CRs/APARs written in previous years prior to 25.07.2016 should be treated within benchmark thus making them eligible for grant of MACP.

Action: APMG(Staff)

ITEM NO:104/02/2018:
Supply of vacuum cleaner to all offices in Maharashtra Circle.

All the operative staff, supervisory staff as well as administrative staff have taken all the efforts for successful implementation of ‘Swachhata Abhiyan’ and it is permanent need to carry out these efforts in future to ensure cleanliness in all offices of our department. The supply of vacuum cleaner to all offices in Maharashtra Circle can continue this process very efficiently as this remedy is less time consuming for every official and easy to handle.

Your honour is therefore requested to kindly issue necessary instructions to all the concerned authorities to ensure the supply of Vacuum Cleaner to all offices in Maharashtra Circle.

Reply:

It was noticed that vacuum cleaners supplied previously to the offices are lying unused. Hence, vacuum cleaners will be supplied only in selected offices on trial basis and based on the feedback received on usage, the same will be supplied to other offices in a phased manner subject to availability of funds.

Action: ADPS(Bldg)

ITEM NO:104/03/2018:
Regarding remedial measures for pre and post CSI roll out to avoid inconvenience to division after CSI roll out.

The upcoming CSI project is the one of big milestone in respect of our department and we are welcoming to be a part of the said project. As all are awarded that compatible hardware, UPS and Generator, Bandwidth, network, training, scanning work, full strength of manpower and AMC are the key factors before CSI roll out. In this connection, all the necessary directives from Directorate as well as Circle office have been circulated to take precaution in respect of all these aspects. Maharashtra Circle is also having more mofusil areas. So we have to expedite the RICT roll out to avoid duplication of work of BOs. It is therefore requested to kindly arrange all remedial measures before future CSI roll out and there should not be long gap between CSI and RICT roll out to streamline these project.

After CSI roll out of few divisions there are still issues which are yet to be resolved as follows:

a) Though the software is looking like user friendly, the article flow is not beginning to end. Finally ends up with error messages like non receipt of articles or no data found.

b) In DPMS, RTS articles are not fetching for dispatch.

c) In DPMS, receiving of bags use to take long time, hence all the related woks are affecting.

d) No proper reports like speed post performance, postman performance and discrepancy reports are generating in DPMS.
e) While redirecting the misspent articles, official have to enter the correct pincode in DPMS. If the number of misspent articles are more, it use to take hours together for data entry of misspent articles. This will lead to wastage of manpower and time.

f) Synchronization with the central server is taking much due to this aspect. The operative staff has been forced to detain in the offices beyond duty hours. It is requested to reduce the time to ten minutes.

g) Tickets raised by the staff should be attended promptly and the same should be monitored closely by the division office. Tickets raised by the operative staff are not satisfying for abnormal time.

h) SO slips and BO slips are not generating through software. Hence manual slips has to prepare. It has to be set right.

i) There are no clear guidelines on the subject whether we have to maintain manual records besides system generated records, If so the duplication of work will take place, this will lead to wastage of work hours.

j) As per the existing guidelines on the subject, the opening balance of an office will include cash/cheques in hand, postage stamps, revenue stamps and CRF stamps. But consequent on implementation of CSI, the opening balance of an office is only cash in hand. There are no modifications or amendments in the existing guidelines on the subject till this date. Hence, this will lead to violation of statutory rules and the operative has to face the disciplinary actions in such compelled situations. So this vital issue has to be resolved on priority.

Your honour is requested to kindly arrange suitable remedial measures to resolve the above mentioned important pre and post CSI roll out issues before future CSI roll out on war footing for smooth functioning and in the interest of all operative staff of Maharashtra Circle.

Reply:

1. RICT and CSI programs are being implemented independently as per Directorate’s order.

2. CSI Roll Out issues received from Divisions are being taken up with TCS and DMCC Chennai.

3. Regarding non availability of compensatory off option in the CSI system, which is a necessity for RMS offices working 7 days a week, it is to intimate that there is a provision of weekly off in CSI and compensatory off is not a kind of leave.

4. CSI system to be configured as per the timings of night POs/RMS schedules

(Item closed)
ITEM NO:104/04/2018:
Violation of minute on agenda item no. 1 in meeting of recognized union of P4 i.e. Circle JCA with Hon’ble CPMG regarding an issue of utilization of OPA for delivery purpose.
Your kind and authoritative attention is invited to the meeting recognized unions of P4 i.e. Circle JCA with Hon’ble CPMG on 31.03.2017 at 15.00 hrs in which an issue of utilization of OPA for delivery purpose or not was being discussed threadbarely. The reply was incorporated in minutes that OUTSOURCED POSTAL AGENTS WILL BE PRIMARILY UTILISED FOR PICK UP ARTICLES FOR BOOKING FROM CUSTOMERS AND NOT FOR DELIVERY OF MAILS.[ADPS(ESTT)]. This minute was circulated to all concerned of Maharashtra Circle for positive implementation. It is very unfortunate to state that many divisions have published their advertisements for OPA for delivery purpose in spite of this clear order. This is sheer violation of Hon’ble CPMG’s order and amicable settlement between administration side and Circle JCA P4 which will unnecessarily invite the differed agitation again in force.
Your honour is therefore requested to kindly issue clear directives to all the concerned authorities to keep the sanctity of this supreme order of Hon’ble CPMG.

Reply:

New order in respect of OPA scheme has been received, which will be implemented w.e.f. 01.04.2018. This scheme is only to supplement and strengthen the Department in effective implementation of mechanized nodal delivery system in major cities to ensure delivery of e-commerce parcels at the door steps of the addressee.

(Item closed)

ITEM NO:104/05/2018:
Problem of Internet connectivity in many offices in Maharashtra Circle.
Many Finacle as well as CSI migrated post offices are facing the problem of Internet connectivity which is hampering the daily work of concerned post offices very badly. The parallel connections for Internet Connectivity are provided through NSP-II lines by using Dongle are not at all working at many locations. Even after raising the issues of failure of NSP-II by using Dongle, the concerned service providers have not provided the solutions.
Your Honour is therefore requested to kindly issue immediate strict directives to restore NSP-II access through some other alternative way in all post offices wherever there is out of service.

Reply:
The network issues are regularly reported to M/s Sify & they are resolving the issues. Further wherever possible the RF Device has been installed in place of Dongle. Instructions to M/s Sify Technology have already been issued to provide alternate solution where NSP-II lines by using Dongle are not working.

(Item closed)
ITEM NO: 104/06/2018:
Upgradation of Internet Bandwidth:
Many post offices are still facing extreme slowness while working in software of Finacle, CSI as well as McCamish. Due to the inadequate Bandwidth, slowness while doing any transactions in any of these mentioned modules has to face by operative staff which use to cause unnecessary criticism in the eyes of member of public as well as media. So it is the situational and immediate need to provide immediate justified Bandwidth to all post offices considering their respective workload.
Your Honour is therefore requested to kindly initiate immediate actions to provide justified Bandwidth to all post offices in Maharashtra Circle for their efficient functioning and carry out detailed survey to monitor the functioning and speed of Internet connectivity of all post offices in Maharashtra Circle as prescribed in the blue book.

Reply:
The justified case for bandwidth upgradation may be sent by divisional heads to Circle Office through Regional Office for necessary action.

(Item closed)

Pending Agenda Items:
ITEM NO: 103/01/2017:
Regarding solution for overcoming the problem of shortage of staff in all cadres.
At present, there is shortage of at least 30% to 40% in all cadres in Maharashtra Circle. Due to this shortage, the existing staff are facing heavy burden of work load and not getting leaves during their genuine needs also. If following remedial measures would have been taken, this issue would have been resolved in some extent.
A) The re-typing test of eligible candidates in postal & sorting assistants under direct recruitment Examination 2014 should be conducted at the earliest.
B) The results of examination for recruitment of PA/SA through staff selection commission have been declared recently. The further procedures and formalities for posting them should be carried out on priority basis.
C) The entire recruitment of Postman/MTS under direct recruitment examination has been cancelled. Re-examination for those vacancies should be conducted at the earliest.
D) The pending Postman/MTS recruitment as well as future recruitment quota under direct recruitment should be carried by our department not by outsourcing agencies to avoid delay and previous mal-practices.
E) Filling up the all due sports quota in all cadres immediately.
F) Pending Relaxation cases i.e. holding CRC for the years of 2015 & 2016 should be conducted immediately.
**Reply:**

A) Result of Recruitment examination 2014 has been declared and allotment is issued.

B) Allotment of the candidates in PA/SA cadre for vacancy year 2015-16 will be issued shortly.

C) Review petition filed at High Court Aurangabad in the case. Petition is yet to be heard.

D) To conduct direct recruitment examination of Postman-MG & MTS by the Department or by the outsourced agency is the policy decision.

E) Filling up of Sports Quota is under process.

F) The CRC will be held in March ‘2018.

**Action:** ADPS(Rectt)

**ITEM NO:103/04/2017:**

Regarding counting the period of induction and practical training for MACP

As per references of RCM letter dtd. 24.08.2016 and 16.04.2017 which are still unanswered in which the reference of Dte. Ruling no. 4-7/(MACPS)2009-PCC dtd. 2306.2016 and fundamental Rule 9 (6) (a) and (b) have been already mentioned with interpretation that only the services, if any, rendered on adhoc/contract basis either before regular appointment or before pre-appointment training shall not be taken into reckoning. So it is crystal clear that pre-appointment training shall count MACPS. Also FR 9(6) (a) and (b) define as above. So these interpretation of above mentioned rules are without ambiguity. But unfortunately, most of the authorities in Maharashtra Circle have not interpreted a said Directorate order in proper way and not taken proper cognizance while convening the DPCs of MACP’s.

RCM Staff side wishes to invite your kind attention to the implemented order of CPMG Andhra Pradesh Circle no. ST/PA/Dlgs/2016 dtd. At Hyderabad – 1 the 27.09.2016 para 2 in which it is clearly interpreted that both the orders of Directorate vide no. 44-2/2011-SPB dtd. 05.05.2016 and no. 4-7(MACPS) 2009-PCC dtd. 23.06.2016 for counting the period of pre-appointment training, as qualifying service for purpose of TBO/BCR/MACP up gradation are crystal clear without ambiguity.

Your honour is therefore requested to kindly issue strict directives to all concerned authorities of Maharashtra Circle to implement the mentioned orders in true spirit.

**Reply:**

Clarification regarding counting of induction training period for grant of financial up gradation under TBOP/BCR scheme, received through Directorate’s letter no. 44-2/2011-SPB.II dated 07.02.2018, received through Shri Satya Narayan Dash, ADG(SPN), New Delhi.

*(Item closed)*

**ITEM NO:102/03/2016**

Accumulation of Rule-38 transfers in Maharashtra Circle :-

There are huge accumulations of Rule-38 transfers waiting for approval since long time. CPMG had given assurance in periodical meetings to resolve this issue by diversification and adjusting the vacancies while assessment of vacancies of direct recruitment. After declaration of LGO result, expectations of relief to officials waiting for the approval of Rule-38 transfers were there. But no any fruitful result was being given. Some Rule 38 transfers are within the rule frame i.e. transfer on marriage grounds, physically sufferer etc.
This process can be linked with Annual recruitment and adjustment of Rule 38 transfer requests instead of adjusting the same on case to case basis. The staff side therefore demands to clear all the pending requests of Rule 38 as early as possible and these requests may be taken into consideration without further delay.

Reply:

The matter is under active consideration.

Action: APMG(Staff)

ITEM NO.102/04/2016
Functioning of new software on outdated computers:
There are many computers which are still lying for condemnation in Maharashtra Circle. Due to this, functioning of newly introduced software on these outdated computers is always tedious job for operative staff. Recently there was a supply of new computers, but there was no supply of computers against already condemned computers. Operative staff in urban as well as rural areas is facing this problem. The staff side therefore demands to ensure regular supply of computers and its peripherals against condemnation at regular intervals and at the time of introduction of new software which has to be upgraded time to time.

Reply:

Total 2294 Desktop Computers have been supplied by the Directorate to all Divisions/Units of Maharashtra Circle.

(Item closed)

ITEM NO.102/06/2016
Non-keeping the sanctity of HSG-I recruitment rules while earmarking the HSG-I post from IP line to General line:
After the issuance of HSG-I recruitment Rule on dated 27.08.2014 by Directorate as well as Gazette Notification of India on dated 17.07.2014, some post is still retained for PM Grade III as per the notified on 24.12.2010 that is totally incorrect because the retention of said post for PM Grade III is already being superseded by new HSG I Recruitment Rule as well as Gazette Notification. So this post should be earmarked for HSG-I general line prescribed in new recruitment rule.
The staff side therefore demands to cause necessary amendment to the concerned to earmark all HSG-I IP line not to retain for PM Grade III.

Reply:

The matter has been referred to the Directorate and reply is awaited.

Action: ADPS(Estt)
ITEM NO.101/01/2015

Problem faced while working in CBS environment :-

First of all we appreciate the administration of Maharashtra Circle for rolling out maximum post offices to the CBS platform. However, following are some important difficulties which the staff have to face while working in CBS environment and an early action for solution is expected.

a) While migration of new offices to CBS platform, the connectivity and speed of already rolled out offices is affected adversely. When such migrations are going on the other offices working is totally down and the staff has to attend the offices till late hours. The vendors should be asked to give appropriate solution to avoid such problems during migration of new offices.

b) For automatic logging out of users, reactivation option for auto logged out user should be entrusted to any one of the: Any OA from Divisional Office or any PA from Head office or concerned Office Supervisor.

c) Many times the Central Server is down for maintenance without prior intimation to CBS offices. This causes much inconvenience to the staff members while facing public grievances. Hence suitable prior intimation to be served to the CBS offices so that they can display the notice regarding the maintenance schedule and expected time of its completion.

Reply:

a) As on date now 2170 offices have been migrated into CBS in the Circle. The Finacle system is now working smoothly and no problem in Finacle is reported by migrated offices till date to take up with the Directorate.

b) At present there is no need to entrust the reactivation option to any OA from Division Office or any PA from Head Office or concerned Office Supervisor to activate the automatically logged out user. As per the revised process, the user just needs to clear cookies and restart in new browser and thereby issue of automatic logged out can be resolved. Instructions in this regard have already been issued vide email dated 04.04.2016 at 10.37 a.m.

c) Prior intimation as & when received, is immediately intimated to all the Regions that the central server is down or under maintenance.

ITEM NO.101/14/2015

Provision of accommodation for functioning of RCM :-

As per provision made in union constitution, we have to look after the status and welfare of the members. Therefore suitable accommodation is necessary for functioning of RCM. Despite assurance given by the administration to provide suitable accommodation for RCM functioning, the same has not yet been done. The staff side therefore demands that suitable accommodation preferably at Mumbai GPO may kindly be provided for functioning of RCM in the interest of staff members in the light of rules and regulations on the subject on priority basis.

Reply:

The matter will be examined

Action: ADPSR
ITEM NO. 100/05/2015

Preparation of compendium of RCM decisions and its circulation to all Regions, Divisions, Units and RCM Members:

It is observed that decisions taken in RCM have not been implemented in many divisions as they are not aware of it due to non-availability of detailed information with them. The staff side therefore request for preparation of compendium of important RCM decisions subject wise and its circulation to all Divisional / Unit Heads/RO the copies may be supplied to all the RCM members.

Reply:

The soft copy of the compendium of RCM has been uploaded on Maharashtra Circle official website.

(Item closed)

(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/2-2/104th RCM/2018 dated at Mumbai 400 001 the 05.02.2018

Copy to:

1. All Regional PMsG in Maharashtra Circle.
2. Director Postal Services (HQ), O/o The Chief Postmaster General, Maharashtra Circle, Mumbai.
3. Secretary & Members of staff side RCM.
4. 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.
5. Spare