MINUTES OF THE 106th RJCM MEETING HELD ON 20.11.2018
AT 11.30 HOURS AT MUMBAI

106th RJCM was held on 20.11.2018 at 11.30 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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<th>Administrative side</th>
<th>Staff side</th>
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<tbody>
<tr>
<td>Shri H.C.Agrawal, Chief Postmaster General, Chairman</td>
<td>Shri Balkrishna H. Chalke, leader RJCM Member</td>
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<td>Col S.F.H. Rizvi, PMG, Pune Region, Member</td>
<td>Shri S.S.Palav, RJCM Secretary</td>
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<td>Smt. Shobha Madhale, PMG Navi Mumbai Region, Member</td>
<td>Shri S.N.Jadhav, RJCM Member</td>
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<td>Shri Ganesh Sawaleshwarkar, PMG, Pune Region, Secretary</td>
<td>Shri Santosh Kadam, RJCM Member</td>
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<td>Shri R.K.Jayabhaye, PMG Nagpur Region, Member</td>
<td>Shri N.N.Mujawar, RJCM Member</td>
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<td>Shri V.S.Jayasankar, PMG Aurangabad Region, Member</td>
<td>Shri A.B.Shivtare, RJCM Member</td>
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<td>Shri K.S.Bariar, GM(Finance) &amp; Ms. Sumitha Ayodhaya, DPS(HQ) also attended the meeting as invitees.</td>
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At the outset, Chief PMG, Mumbai welcomed all the members and the following item wise agenda was discussed thereafter:

Reviewing of item of 105th RJCM held on 05.07.2018 -

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.
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.

Decision:

a) Out of 1255, 1059 candidates have finally joined. It is decided not to fill up vacant posts from waiting list as the validity of wait list expired after one year

b) Out of 353 SSC nominated candidates, 236 have joined their duties. 117 posts are remained vacant. Report sent to Directorate. Similar process of joining of 335 SSC nominated candidates for the year 2016-17 is in process

c) Review petition filed at High Court Mumbai, Aurangabad bench. The next date for Petition hearing final verdict is 26.11.2018.

d) The RFP draft duly prepared & vetted by MOL has been sent to Directorate for approval

e) Clarification sought by Tamil nadu Circle is awaited from Directorate in r/o filling up of Sports Quota recruitment.

f) CRC for departmental staff held on 09-10.08.2018 & total 100 vacancies filled up i.e 36 PAs, 35 Postman & Mail Guard and 29 MTS

New Agenda Items:

1. ITEM NO.106/01/2018

Regarding non-circulation of APAR since 2009 in Maharashtra Circle-
Request for personal intervention and positive action.

Your kind and authoritative attention is hereby invited to the MoC No.CS/CRs/2008-09/CR lnstns dttd. 04/06/2009 addressed to Hon’ble CPMG Maharashtra Circle in which it is clearly mentioned that the full APAR has to be communicated to the concerned with effect from the reporting period 2008-09 which is to be initiated after 01/04/2009. But it is very unfortunate to state that most of the Divisional Heads have not communicated the same to any operative staff in Maharashtra Circle after year of 2009 except the below benchmark. The recent DoPNo.7-8/2016-PCC(Pt) dttd.02/07/2018 in which it is clearly interpreted that the revised Benchmark is to be followed in case where MACP falls due on or after 25/07/2016. Unfortunately, the ‘Good’ benchmark prior to 25/07/2016 become the reason of disqualification of eligible official/officer for MACP after 25/07/2016 due to retrospective effect of above order. This causes the serious concerned of huge resentment among the entire operative staff of Maharashtra Circle.
RCM Staff side is invited your kind attention to the ‘Point of doubt’ (ii) of a same order dtd.02/07/2018 in which it is clearly mentioned that there is no question of allowing second opportunity of representation against the APAR which are post 2009 as there are already disclosed to the employees in APAR process. RCM Staff side is of the opinion that most of the reporting as well as APAR writing authorities had made up their mind after 2009 that ‘Good’ benchmark could not be the reason for disqualification of official/officer in their due MACP and not awarded even first opportunity of representation against ‘Good benchmark by communicating the same in APAR process. But the recent order dtd.02/07/2018 have changed the whole scenario and caused of disqualification of honest, devoted and sincere officials/officers for their due MACP which is against the natural justice.

RCM Staff side is therefore requested to the judicious mind of Your Honour to kindly examine the present serious situation in right perspective in the light of above mentioned facts and issue necessary instructions to the all concerned authorities of Maharashtra Circle to award second opportunity for representation by communication the full APAR since 2009 to render the justice to honest, devoted and sincere official/officer in Maharashtra Circle.

**Decision**: DOPT orders in respect of communication of the APARs and disposal of representations thereon will be followed by all concerned authorities. A decision may be communicated to all concerned.

**Action**: All Regional PMGs

2. **ITEM NO.106/02/2018**

**Regarding persuasion of individual cases through correspondence**: -

RCM Staff side is already aware that individual cases can not be a part of agenda of any official meeting. But it is very unfortunate to state that individual cases can be taken through correspondence which always use to prohibited. In this connection, your kind and authoritative attention is invited to the Directorate order no. DG(P) SR/1-2/79 dad. 17/12/1983 in which it is clearly mentioned that the prohibition of taking up individual cases by the unions is only for meetings and it does not relate to correspondence.

Your Honour is therefore requested to kindly issue necessary instructions to the all concerned in Maharashtra Circle to keep the sanctity of above Directorate order in true spirit.

**Decision**: The orders of the Directorate are very clear that individual cases cannot be espoused or taken up by the unions either by correspondence or in the meeting.

(ITEM CLOSED)
ITEM NO.106/03/2018

Illuminating the building of Postal department on National Holidays and Postal Week :-

Every department is celebrating the National holidays or particular significant day as well as week by illuminating their offices and buildings except Postal Department. Our department is now not restricted with traditional services but dealing with business. It is needless to mention that we should propagate our historical department by fascinating illumination on our buildings on specials occasions to attract the member of public as well as foreigners towards our department.

Your Honour is therefore requested to kindly issue necessary instructions to the all concerned authorities of Maharashtra Circle to illuminate our departmental buildings on special occasions like National Holidays, World Postal day, Postal Week or specific significant day declared by the competent authority.

Decision:

Directorate’s order on the subject may be followed by all Regions/Divisions

Action: All Regional PMsG
(Item closed)

4. ITEM NO.106/04/2018

Nomination of representative for RCM / Welfare as well as Sports Boards of Maharashtra Circle :-

RCM /Welfare as well as Sports Boards are having their constitutions in which it is clearly mentioned that the nominations recommended by recognized unions can be a part of respective Boards. But it is very unfortunate to state that administration is not only entertaining some unrecognized unions but also already approved some nominations of unrecognized union as well as associations violating the provisions of their respective constitutions. RCM staff side is recording strong resentment against such act.

Your Honour is therefore requested to kindly issue necessary instructions to the all concerned not to entertain such unlawful nominations and remove the illegal nominations if already approved. It is also further requested to kindly provide copies of the said constitutions to RCM Members.

Decision:

The existing Welfare and Sports Board are constituted as per composition laid down in their respective constitutions / by laws. Copy will be provided to RCM member.

Action: ADPS (Bldg)
Appointment of SPOC i.e. single point of contact at CO/RO/DO level to assist the families of deceased postal employees :-

It is observed that a family use to suffer lots of inconvenience and hurdles after the death of our employees due of lack of knowledge. There is no official authority till this date to whom the family of deceased postal employee can approach. It is the duty of our department to provide them official assistance in their crucial time as well as every need pertaining with our department after the death of our employee. We can not desert them when the families of deceased postal employee are in need.

Your Honour is therefore requested to kindly issue immediate instructions to the all concerned authorities of Maharashtra Circle to appoint the SPOC who can assist as well as help the families of deceased postal employee officially within the rule frame in important aspects pertaining with our department.

Decision :

Divisional Superintendents should take proactive measures for early settlement of the claims of the families of the deceased employees. The cases of deliberate delay if any may be viewed seriously.

Action : All Regional PMGs

6. ITEM NO.106/06/2018

IPPB Training to Postman Staff :-

In many divisions, training of IPPB Operations to the Postman staff is conducted at WCTC and even on holidays. Further, trainees for this training are invited for half day training after completing their delivery work. This system of training is hampering duties of Postmen staff as they have to attend the training after completion of their work. Moreover, Postmen in remote areas have to attend the training at Divisional Head Quarters where the WCTC is located. In this scenario, it is suggested that, training for Postmen staff may be conducted at concerned delivery offices by the master trainer (ASP/SDI). Also, the Postmen from neighboring offices may be invited in one office. All this may save the cost of expenditure incurred on TA/DA bills to the trainees.

Decision :

IPPB training to Postmen staff is to be conducted at Divisional level by looking into the local conditions.

Action : All Regional PMsG/DDM(PLI/IPPB)

(Item closed)
Pending Agenda:

1. 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.

Decision:

Rule 38 transfers will be issued as per revised instruction issued by Directorate.

Action: APMG [Staff/ADPS(Est)]

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.

Decision:

The matter has been taken up with Directorate for clarification. Reminders dated 14.03.2017 and 03.04.2018 are also issued in the matter. Reply from Directorate is awaited.

Action: ADPS (Est)
ITEM NO.101/14/2015

Provision of accommodation for functioning of RJCM :-

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 RJCM. Despite assurance given by the administration to provide suitable accommodation for RJCM 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 RJCM in the interest of staff members in the light of rules and regulations on the subject on priority basis.

Decision:

The ADPS (PSR) and the Secretary RJCM (Staff side) jointly will look out for another two-three alternatives of accommodation and submit the report.

Action: ADPSR

The meeting concluded with a vote of thanks to all.

(Santosh S.Kulkarni)
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/2-2/106th RJCM/2018 dated at Mumbai 400 001 the 12.2018

Copy to:

1. All Regional PMsG in Maharashtra Circle.
2. Director Postal Services (HQ), % The Chief Postmaster General, Maharashtra Circle, Mumbai.
3. Secretary & Members of staff side RJCM.
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