

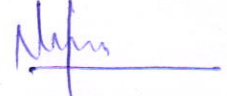
SR-08/5/2023-SR-DOP  
Government of India  
Ministry of Communications  
Department of Posts  
(SR Section)

Dak Bhawan, Sansad Marg  
New Delhi – 110001  
Dated: 19/07/2023

Subject: Minutes of the Meeting held on 17/07/2023 with All India Postal Employees Union Postmen and MTS, All India RMS & MMS Employees Union Group 'C' and All India RMS & MMS Employees Union MG & MTS Group 'C' under the Chairmanship of Member (P)

Please find enclosed the Minutes of the afore-mentioned meeting with the representatives of the said Service Associations for information and necessary action.

Encl.: As above



(Nahar Singh Meena)  
ADG (SR & Legal)

To

1. General Secretary, All India Postal Employees Union Postmen and MTS
2. General Secretary, All India RMS & MMS Employees Union Group 'C'
3. General Secretary, All India RMS & MMS Employees Union MG & MTS Group 'C'

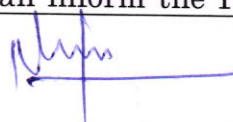
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Respective Divisions for necessary follow up action

ANNEXURE

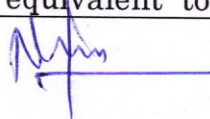
Minutes of the Meeting held on 17/07/2023 with the Representatives of All India Postal Employees Union, Postmen and MTS, All India RMS & MMS Employees Union Group 'C' and All India RMS and MMS Employees Union MG & MTS Group 'C' under the Chairmanship of Member (P)

Sl. No.	Demands	Decision taken in Meeting
<b>AIPEU POSTMEN &amp; MTS</b>		
1	Due pending TA / Medical bills should be paid immediately, since 2018, 2019 onwards, sufficient funds may be allotted to the Circles and divisions in the head of TA to oversee cadre.	Director (PAF) informed that sufficient funds under object heads TA/MR have been provisioned for the year 2023-24. BE for the financial year 2023-24 has been finalized on basis of projections submitted by circles/units as well as taking consideration of the actual expenditure incurred during 2022-23 by respective circles/units. Further, funds will be allocated to all postal Circles at RE Stage on the basis of their expenditure and demands. It was decided in the meeting that SR Section will write a letter to all Circles asking the details of Pending TA/Medical bills and forward the same to PAF for consideration the necessary action with a request to allocate sufficient funds in the respective heads.
<b>AI RMS &amp; MMS EU Gr. C and MG &amp; MTS</b>		
2	Timely allotment of required funds in all heads.	The funds in all the heads are always allotted timely. However, if any specific requirements arise then appropriate directions will be issued.
<b>AIPEU POSTMEN &amp; MTS</b>		
3	Decentralization of parcel delivery to all the delivery offices of the country instead of NDC.	During the meeting concerned Officials informed that Nodal Delivery Centres have been established across the country for expedited mechanized delivery of Parcels at the door-step of the addressee on the day of receipt at the destination delivery office. It was also informed in the meeting that due to this initiative, there has been increase in both volume of the parcels and revenue generated in the recent Past. It was also decided that the concerned division will once again circulate the guidelines related to the Transport of Parcels in all the Circles. Member(P) suggested that if there are any Problems/suggestion related to the Operation aspect of the parcels, the Associations can inform the Parcel Directorate

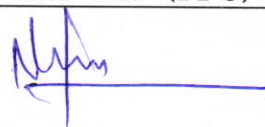


		separately. The Member (P) directed that Parcel Directorate will organise a meeting with service association on the subject.
4	Stop merging / clubbing of delivery offices as well as delivery beats.	Parcel Directorate has not issued any instruction for merger of the delivery offices. Nodal Delivery Centres have been established across the country for expedited mechanized doorstep delivery of Parcels on the day of receipt by clubbing the delivery areas of existing pin codes only.
<b>AI RMS &amp; MMS EU Gr. C and MG &amp; MTS</b>		
5	Stop the merger of CRC into ICH / NSH. Process TD / District mail of Speed and Parcel in an existing L-2 Mail Offices for immediate delivery of public mail i.e. in D-1 and to avoid back routing, re-handling and excess expenses on transmission of mail.	Department already has a very well-defined network for processing of parcels i.e. L1 and L2 Parcel Hubs. The network of L-1 / L-2 Parcel Hubs has been put in place after vast deliberation during Parcel Network Optimization Project. Besides, the network of L-1 / L-2 Parcel Hubs has been expanded as per requests received from Circles. Hence, there is no need for change in existing network of L-1 / L-2 Parcel Hubs. If there are some practical problems in the concept of L-1 and L-2 offices, then the Associations should submit a proposal to the Parcel Directorate for evaluation. Along with this, it was also decided that the concerned divisions will reiterate the guidelines related to Parcel and Speed Posts.
<b>AIPEU POSTMEN &amp; MTS</b>		
6	Provide hand held devices to Postman for collecting, booking the speed post letters, registered letter, other postal articles and other postal business from the door step of respected customers simultaneously all scheme works.	Process has already been initiated for providing mobiles to all Postman. So, providing hand hold devices to Postman at this point of time is not feasible.
7	Stop harassment of delivery staff in the name of unscientific targets, BYOD and in the name of 100 % delivery.	BOYD is optional, in this regard the Concerned Division will reiterate the relevant guidelines to all the circles.
<b>AI RMS &amp; MMS EU Gr. C and MG &amp; MTS</b>		
8	Resume all temporary	RMS sections are being reviewed and resumed

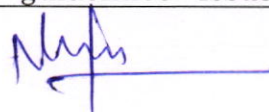
	suspended RMS Transit Sections during COVID-19 period and run Departmental Scheduled through MMS Section up to 500 km where RMS Transit sections are not operating.	on case to case basis. As per transport policy of the Department, RMS sections are not to be operationalized for distance less than 500 km. in this regard, it was also decided that the association will provide the list of RMS sections to the concerned division and the concerned division will take a decision after considering their usefulness etc.
9	Review unscientific work study report on Parcel Hubs / Mail Offices / Foreign Post offices and Fix the scientific norms for the same.	It was decided that the Association should submit a detailed report in this regard and if the demands of the Association are justified then they will be considered.
10	Stop making unilateral moves and decisions to restructure RMS offices, RMS Transit Division and TMO.	There is no such proposal regarding restructuring of RMS offices, RMS Transit Division and TMO being dealt at present.
<b>AIPEU POSTMEN &amp; MTS</b>		
11	Insurance facilities should be provided to the government / public money, including life of the official at the time of huge cash transmission from office to office, where vehicle / security facilities are not available.	To ensure the security of cash conveyance, powers were assigned to the Head of Circle vide this Division's letter no. 24-3/2012-PO dated 01/10/2012 in order to facilitate requirement for security arrangements according to the need. It was agreed that the Association will submit a proposal in this regard and the department will consider it.
12	All the Post Offices should be closed as Holiday on Second and Fourth Saturday like Banking Sector.	It has been previously conveyed that adopting 5 working days in a week in post offices is not in the larger interest of public.
<b>AIPEU POSTMEN &amp; MTS</b>		
13	Cadre restructuring of Postman / MTS cadre should be done on percentage basis like Railway because the Postman joined as Postman and retired as Postman.	The concerned DDG informed to the representatives of the association that the Postman neither has any feeder grade nor any promotional grade for promotion through seniority-cum-fitness. In absence of any feeder/promotion grade, it is not feasible to re-structure the cadre. Moreover, keeping in view the nature of work of Postman, the Government of India has given them a higher scale which is equivalent to that of Central



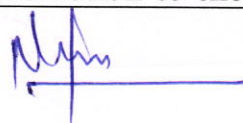
		<p>Police Constable. In addition, they are also entitled for MACPS after 10, 20 and 30 years of service.</p> <p>In the case of the MTS also, it is mentioned that MTS is no longer a unique cadre but is a common category of employees across all govt. Ministries/Departments and therefore, any decision w.r.t. its restructure can only be taken by DoPT. Due to above reasons, cadre restructuring of Postman/MTS is not feasible.</p>
14	Enhance FMCA (Fixed Monetary Compensation Allowance), Rate of Sunday / Holiday duty to Postman and OTA Rate to MTS cadre.	This issue is under active consideration by IFW Wing of Department of Posts.
15	Enhance dress allowance from Rs. 5,000/- to Rs. 15,000/-.	The proposal has been submitted for further forwarding it to DoE through Internal Finance Division of the Department.
16	Promoted Postman, MTS, Mail Guards from GDS after retirement under NPS Scheme should be included in CGHS facilities.	At this point, it was decided that the guidelines related to the CGHS facility for the officers covered in NPS would be shared with the Association.
17	Provision of cashless treatment facilities to the employees working at non-CGHS areas.	This is a policy matter and not under the domain of the Department. Therefore, only the guidelines issued by MoH&FW on the subject will remain effective.
18	Scrap NPS and Restore OPS for all.	This issue is neither under the domain of Department of Posts nor Postal Employees' specific issue.
19	Payment of Rs. 3050/- scale of pay to Postman / Mail Guard cadre w.e.f. 01/01/1996 should be paid immediately (Most of the Circles have not been cleared to all the staff).	The Department has already issued instructions in this regard to all Head of circles. If the guidelines of the department are not being implemented by any particular Postal Circle, then information should be provided so that matter can be take up with them.
<b><u>AI RMS &amp; MMS EU Gr. C and MG &amp; MTS</u></b>		
20	Drop proposed merger of Sorting Assistant cadre with PA (PO) cadre.	The proposal is at examination stage at present. Final decision will only be taken after detailed discussion/consultation with all the stakeholders.
21	Immediate	The PA (SBCO) and PA (FPO) have been



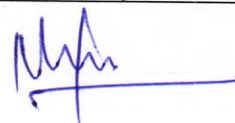
	implementation of Cadre Restructuring in RMS & MMS.	<p>merged with PA (PO) vide order No. Q-25/11/2022-PE-I-DOP dated 16.11.2022. The proposal of merger of Sorting Assistant (RMS) with PA (PO) is also under examination on similar line. Thus, Cadre Restructuring in RMS Cadre at this stage is not feasible.</p> <p>With regards to cadre restructuring of MMS, this is to mention that Revised Sanctioned Strength of Staff Car Drivers has been issued vide letter No. Y-17/2/2022-PE-II dated 26.06.2023 and orders have been issued, vide letter No. Y-17/2/2023-PE-II dated 04.07.2023 for merger of Assistant Manager (MMS) with Inspector Posts and Dy. Manager (MMS) with ASPOs.</p> <p>Finance Ministry has given some comments on this subject, they can be shared with the association. If the proposal comes with financial justification, then it can be considered.</p>
<b>AIPEU POSTMEN &amp; MTS</b>		
22	Fill up of all sanctioned vacant posts of Stg. Postman, Overseers, Postman, MTS and GDS	While making recruitment for year 2022, Circles were directed to fill up all vacancies which could not be filled up earlier owing to various administrative reasons. Thus, while on an average, 3000 posts each of Postmen and MTS were being filled in earlier years, as on 01/05/2023, 10,200 posts of Postmen and 4,900 posts of MTS have already been filled up as per results of examination conducted for 2022 vacancy year. These figures have gone up subsequently as additional list of qualified candidates have also been published by some Circles. Further, to expedite the recruitment process, examination for 2023 vacancy year has already been conducted which will take care of the vacancy year upto December, 2023.
23	Ensure DPC should be met minimum four times or quarterly in a year to fill-up of MTS to Postman vacancies for seniority cum fitness quota.	Instructions have been issued for timely convening of DPC at regular intervals in accordance with the guidelines of DoP&T.
24	The provision of 25 % promotion from	Recruitment Rules have been formulated on the basis of guidelines issued by various



	seniority cum fitness quota from GDS to MTS / Postman.	concerned Ministry/Department like DoP&T etc. after due deliberation of keeping a balance between aspiration of staff, and overall interest of the Department.
25	Provisions should be made seniority cum fitness quota from Postman / Mail Guard to PA / SA without any examination.	
26	Postman / Mail Guard after three years of service can appear in LGO examination i.e. PA / SA. No A-B-C categories provision in the R.R., the pattern should be stopped.	Recruitment Rules have been formulated on the basis of guidelines issued by various concerned Ministry/Department like DoP&T etc. after due deliberation of keeping a balance between aspiration of staff, and overall interest of the Department.
27	Training period of Postman and MTS should be counted as regular service as like PA / SA induction Postmen training period treated as regular service since 1983.	During the meeting it was informed that a Government Servant may be treated as on duty during a course of instruction or training as provided in sub-clause (i) of clause (b) of Rule 9 (6) of the Fundamental Rules. If any Cadre is not covered under the above provisions, details may be provided for examination.
28	Immediately withdraw arbitrary order to de-recognition of NFPE and AIPEU Gr. 'C'.	The recognition granted to AIPEU Gr. 'C' as well as NFPE has been withdrawn due to the violation of the CCS (RSA) Rules, 1993 with the approval of the competent authority after giving due opportunities to the concerned Association / Federation to present their case. Moreover the matter is sub judice. (Personnel)
29	The anti-workers and anti-public nature of CPMG Punjab Circle should be stopped, if not stopped, he may be transferred from present place.	If the association informs about the specific case with evidence and justification, the department will take cognizance of it.
30	Recruitment of Postmen / MTS Delhi Circle should be done with immediate effect from among interested qualified GDS from all neighbouring Circles.	Vide letter number W-03/1/2020-SPN-I dated 24/05/2023, approval of the Competent Authority has been conveyed to Delhi Circle for filling up of vacancies of Postman, Mail Guard and MTS of Delhi Circle from surplus qualified and willing GDS candidates of LDCE, 2022 of whole of UP and Haryana Circles.
31	For one-time measures,	Appointment / promotion to the posts of MTS,



	all one year completed GDS should be given chance to appear MTS / Postman / Mail Guard / LGO Exam to fill-up the vacant posts of Postman, MTS / Mail Guard.	Postman and Mail Guard is done as per the provisions of the relevant recruitment rules. GDS with five years' service and GDS with three years' service are eligible for appearing in the LDCE for appointment to the posts of Postman / Mail Guard and MTS respectively as per the existing recruitment rules.
32	Vacancies (PA / SA, Postman / Mail Guard and MTS) should be declared well in advance before examination and complete the examination process within a stipulated time.	Action is initiated in advance for calculation of vacancies which include vacancies which can be clearly anticipated on account of retirement, deputation, promotion etc. However, vacancies which may remain unfilled after Competitive Examination cannot be anticipated in advance, therefore, such vacancies are added after completion of the recruitment process. DE Section while issuing model Notification for the above examinations clearly indicates time schedule from issuance of formal Notification to conduct the examination. Also, to complete the entire post examination activities up to declaration of result and issuance of promotion order / offer of appointment, DE Section with the approval of Member (P), issued a time line separately for PA / SA and Postman / Mail Guard examinations. The progress of the examination process is also monitored through Google Spreadsheet.
<b>AI RMS &amp; MMS EU Gr. C and MG &amp; MTS</b>		
33	Timely conducting periodical meetings.	It was decided in the meeting that all the circles should organize periodic meeting with the service association as per the instructions issued on the subject. The instructions already issued in this regard will be reiterated.
34	Fill up vacancies of all cadres and regularize all casual workers.	Vacancies arise on account of retirement, promotion, death and deputation to other cadres etc. Recruitment to fill up vacant posts is a continuous process and is being done regularly by holding departmental promotion committee, departmental examination and direct recruitment through Staff Selection Commission and also by individual Postal Circle as per the provisions of the relevant recruitment rules. Available manpower is deployed judiciously to ensure that postal services are not adversely affected. For the vacancy year 2023, Departmental Examinations have already been conducted





		<p>and the results will be published in due course of time.</p> <p>Department of Posts has framed Casual Labourers (Grant of Temporary Status and Regularization) Scheme vide letter dated 12/04/1991. Accordingly, provisions have been made in Recruitment Rules for the post of MTS to regularize casual labourers.</p>
<b>AIPEU POSTMEN &amp; MTS</b>		
35	<p>Stop harassment / pressurize in the name of Social Media activities like Twitter, Facebook and Instagram.</p>	<p>The Department has crafted the social media course for all postal employees in view of the guidelines issued by Ministry of Electronics and Information Technology (MeiTY), Government of India for all government departments and autonomous organizations.</p> <p>This course is expected to make the postal employees more aware and informed about various new developments happening at various levels of the department, resulting in better delivery of services to citizens especially rural and geographically difficult locations.</p> <p>The social media framework given by Ministry of Electronics and Information Technology (MeiTY), Government of India takes care of privacy, and other related concerns of the organization and employees using social media for improving the quality of services provided by the department.</p>

After the meeting with Member (P) and DDG (P) requested the Associations to call off the proposed Dharna. Representatives of Associations assured that they will consider it constructively. The meeting ended with a vote of thanks to Chair.

