

MINUTES OF 24th ALL INDIA CONFERENCE OF POSTAL OFFICERS' ASSOCIATION [INDIA] HELD AT NEW DELHI AT SHREE GURURAMRAI UDASIN ASHRAM, SHREE CHANDERNAGAR, ARAMBAGH, PAHARGANJ, NEW DELHI-110055 FROM 18TH AUG TO 19TH AUG 2012

As per notification issued by General Secretary vide No. POA/CHQ/24 AIC/2012 dated 08.06.2012, the pre-All India Conference, CWC started at the venue Shree Guru Ramrai Udasin Ashram, Shree Chandernagar, Arambagh, Paharganj, New Delhi -110055 on 18.08.2012 at 1430 hours. Delegates from 11 Circles viz.; AP, Assam, Bihar, Delhi, Gujarat, Karnataka, Maharashtra, Orissa, Tamil Nadu, West Bengal, UP (out of 13) attended the Conference. The President declared that the quorum has been made and the house has been duly constituted. With due permission of the Chair, the proceeding of the house was then commenced as per notified agenda items set out for the Conference.

1. At the outset, the General Secretary intimated about the sad demise of Shri NV Sutar, President of the Association on 13.03.2011 and the CWC kept silence for two minutes in memory of ex-President. The house also expressed deep condolence on the sudden death of the Circle Secretary, Maharashtra Circle (who held the post of President also).
2. The President then requested the General Secretary to place the Biennial Activity Report for the period from 31.05.2010 to 17.08.2012. Accordingly, the activity report and minutes of 23rd AIC held at Pune from 28.05.2010 to 30.05.2010 were read out along with the resolutions adopted in last 23rd AIC held at Pune. Except the Para 7 against Orissa Circle Conference, the date should be June 2011 instead of June 2010 after deliberations, the house adopted the minutes unanimously.
3. Shri AK Kolay WB, Mahapatra Orissa, BB Sharan Bihar, SA Siwal Maharashtra, KC Bhardwaj ex-GS Delhi suggested that the CWC meeting should stick on the agenda circulated. They also raised the issue that the General Secretary has not noted anything on the issue of items taken up, action taken report on resolutions adopted during last conference. The GS explained the issue and said that he has placed these things on email and if desired, it will be circulated.
4. Shri TCS Reddy nominated Auditor during last conference did not appear and as a result, it was explained by the General Secretary that the Account for the year 2010-12 has not been finalized. The house then nominated Shri Rameshwar Dayal UP Circle

to complete the audit of the financial account of the Association for the years 2010-12. It was further requested to postpone the issue presently and to take up other issues as per items of agenda.

5. The General Secretary explained the issue related with the holding of DPC of PS Group B/JTS Group A and STS Group A. The CWC after hearing the General Secretary decided to defer it to subject committee meeting for detailed discussion.

6. The General Secretary explained the issue and present position on the issue. After hearing the details, the CWC deferred it for further discussion in subject committee meeting.

7. The President invited view of the Circles representing in CWC on the issue of organizational activities after explaining the status on organizational changes by the General Secretary.

7.1 Shri SV Rao Deputy General Secretary from Andhra Pradesh put forth view point of the Circle that all revenue districts of the State/Circle may have a post of Divisional Superintendent.

7.2 Shri DN Sharma Circle Secretary Assam also put forth the views of the Circle. He specially raised the issue of his non-transfer even after taking up the issue with the Circle Head. He requested the GS to take up the issue at CHQ Level.

7.3 Shri BB Sharan Circle Secretary Bihar raised the issue of increase workload of unit/divisional heads and suggested to increase number of units/division in Bihar Circle on the basis of number of revenue districts. He also raised the issue of abolition of one of the post of SRM 'P' Division Patna. He stressed for restoration of the posts. He also suggested for organizing workshop/training for guidelines of the officers. The case of raising the limit of financial powers was also suggested by him. The Circle Secretary also cautioned the General Secretary to be careful in respect of organizational review as may benefit for DPS and other officers post.

7.4 Chhattisgarh not present

7.5 Shri DC Sharma Circle Secretary Delhi confirmed the views of other previous Circles.

7.6 HP, J&K & Jharkhand were not present

7.7 Shri HR Wakharia Circle Secretary Gujarat Circle and SSPOs Gandhi Nagar explained that the divisional heads are already over worked and they have been entrusted with the work of maturity, loan, etc of PLI/RPLI work. He suggested that separate officers be kept to cater these extra work.

7.8 Shri S Vijayakumar CS Kerala Circle briefed that the officers are entrusted all types of monitoring work without any extra assistance and for simple lapses the officers are being suspended by the Circle. On organizational review, he promised to give proposal in writing. He also suggested for hosting the next AIC.

7.9 Shri Shanker Circle Secretary Karnataka Circle briefed that the workload of divisional superintendents has increased manifold and no additional posts have been created. He also explained that password policy to be maintained and responsibility not to be fixed on the divisional heads. He suggested to supply All India Gradation list of the officers.

7.10 Shri Mukund Badwe Circle Secretary Maharashtra stated that he is newly elected Circle Secretary and promised to do more for the organization in days to come.

7.11 Shri Mohapatra Circle Secretary Orissa raised the issue of suspension of the Class I officers of the Circle by CPMG. He suggested for a postal division in each revenue district. He also suggested for two ASPs in each division to cater the raised workload of the Superintendents. He further suggested that all divisions need be of Class I officers as in-charge. The Circle Secretary invited the attention of CHQ to solve these problems.

7.12 Punjab & Rajasthan Circles were not present

7.13 Shri NK Subhash Circle Secretary Tamil Nadu Circle stressed that all India conference provides us a better munch/forum to deliberate our problems. He fully supported the view point raised by Circle Secretary Orissa. He also suggested that confederation of all Group B Officers be formed to pin-point the problems being faced by the cadre as has been formed in Tamil Nadu Circle. On organization he suggested that in regions only Director Posts should remain and all PMGs posts in the regions are

to go. He further suggested for imparting training on computerization/MNOP etc properly. The Circle is neither in favour of paying incentive for extra work nor additional officer be provided to cater extra work. The Circle was of the view to post some PA/OA to work as Stenographer. He reported that the organization is going on smoothly in Tamil Nadu.

7.14 Shri AK Kolay Circle Secretary WB expressed that all problems discussed earlier are prevailing in West Bengal Circle also. He asserted full confidence in CHQ but requested the CHQ to feed the Circle in future in better way. He pointed out that cadre review of the cadre could not take place whereas the IPoS are getting several cadre reviews.

7.15 Shri AK Saxena Circle Secretary UP expressed his view point that officers in Postal/RMS Divisions are over work and no help is being extended. This results in unwillingness of officials to work in division. Other organizational problem is not there. Circle view point was that all districts should have the post of divisional head in Class I cadre. The Circle view point on other posts is that there should be post of 2 Assistant Superintendents. Circle view is in favour of post of Stenographer. For PLI/RPLI other justified posts be provided. Posts of AO/AAO be provided.

7.16 Shri Janardhan Sharma Ex-General Secretary expressed his view point that before going for suggestion by Association, Department's concept paper be assessed. He suggested the GS to act accordingly.

8. The General Secretary summed up and clarified all issues raised by the Circles. He also requested the Circles to apprise him on all the problems being faced in the Circle for proper remedy. He finally requested for detailed discussion on all issues in subject committee meeting.

9. Finally the Finance Secretary read out the audited account for the Association for the period from 29.05.2010 to 18.08.2012. The CWC adopted the account. Other items were decided to be deferred to subject committee. With this, the President declared the CWC as over.

10. The subject committee meeting started at 0930 hours at the same venue where CWC was held the previous day. The President Shri VP Singh declared that with the

participation of 11 Circles, the quorum is fulfilled. Thereafter, the subject committee meeting started.

10.1 Shri RS Meena SSPO Meerut (UP) stressed that the cadre is referred as backbone of the department but has been left helpless so far as infrastructure support is required. Participation of the cadre is requested for discussion when new project is implemented by the Department. Target is stressed to be completed without having account of the field difficulties. He further demanded for timely holding of DPCs.

10.2 Shri YP Chandrashekhar Superintendent PSD, Patna expressed that 11 Circles have not participated in conference. He requested for activation of all Circle branches. He also expressed that all Group B officers be placed in Rs. 5400 Grade Pay instead in Rs. 4800 Grade Pay. It should be on par with other Central Government Group B officers. On re-organization, he suggested that all revenue district to have one divisional superintendent. It should be 50% in Group B and 50% in Group A. He lastly suggested increasing in financial powers of the divisional heads.

10.3 Shri BB Sharan CPM Patna GPO raised the issue of 50% divisions to be the Group A posts. All officers to get bonus as they are also contributing for productivity. He also suggested for counting of adhoc service followed by confirmation for increment purposes in Class I & Class II. He also suggested for provision of inspection vehicle in division which is not having the facility.

10.4 Sri Balasubramania Senior Postmaster Mysore HO Karnataka Circle suggested for training of Group B officers also in foreign country. He also suggested for separate officer in division for PLI/RPLI/BD, etc. All Circle branches of this Association are to be activated.

10.5 Shri Kanwaljit Singh AD (SB) Postal Directorate New Delhi attended the conference. He was welcomed by all. He informed the members about the publications corrected up to July 2012 on SB and suggested for supply for their use.

10.6 Shri SN Singh SSPO Bareilly (UP) suggested for revision of grade pay of Inspector Posts so that there should be revision of Group B Grade Pay to Rs. 5400. He suggested for regular holding of DPC for Group B, JTS, STS cadres. He also supported the demand of adhoc promotion to count for increment purpose.

10.7 Shri Jayant Kumar AD (FS) CO Karnataka Circle demanded for making provision of training of Group B officers also in foreign country. He also supported raise of Grade Pay of Inspector Posts to Rs. 4600/-.

10.8 Shri VK Singh ADG (Philately) stressed and suggested our members to have personal email ID's besides having official email IDs. He also suggested for posting of an IP/ASP in DDG (P) Section for having coordinated CR demands from Circles so that timely DPC may be held. He also stressed that our members should try to inspire personality development.

10.9 Shri NG Saha (WB) suggested that all circle branches of this Association be got activated and it should be ensured that all Circles should participate actively in next 25th AIC. He also suggested for increase in Grade Pay of Group B officers from the present Rs. 4800 to Rs. 5400. He put forth the demand of special pay for Deputy Directors working in Kolkata GPO and AD's of CO/RO.

10.10 Shri VK Bagchi Retired Officer from West Bengal also demanded for increase in Grade Pay to Rs. 5400 for Group B officers.

10.11 Shri Nar Singh Mahto AD (PMU) Patna expressed that no CWC was held in last two years. He suggested for holding CWC every six month in future. He also suggested for timely holding of induction training of the postal officers of Group B after the Group B result and raising union subscription from present Rs. 30 to Rs. 50.

10.12 Shri NK Subhash CS TN suggested for filling all vacant of DPS so that members of the Association may get early promotion.

10.13 Shri N Ravi ACS TN explained that result after DPC for JTS is not announced as per the vacancy for the year and as a result the posts remain vacant and our members are kept deprived of the Group A promotion.

10.14 Shri RN Yadav AD Allahabad Region (UP) also stressed for raise in grade pay of Group B officers from the present Rs. 4800 to Rs. 5400. He also suggested for subscription raise from the present Rs. 30 to Rs. 50 per month.

10.15 Shri Mukul from Maharashtra suggested that Accounts line officers are placed in better Grade Pay. General Secretary may take up the issue of same grade pay structure to our officers also.

10.16 Shri S Ravi explained that the posts of Deputy Superintendent from division were taken up in CO/RO as AD but they are not allowed special pay for AD working in CO/RO.

10.17 Shri KC Bhardwaj ex-GS welcomed all members. He explained all the problems faced by the Association. He also asserted the action taken by the ex-GS for the 6th CPC reports. He lastly suggested to remain active, united for their demand and to think for electing a member of Directorate to work as General Secretary for betterment of the Association.

A Tea break was announced from 1145 hours to 1200 hours. The subject committee meeting again resumed at 1200 hours.

10.18 Shri A Kumaraswamy Finance Secretary (CHQ) congratulated the members for attending CHQ in large number. He appreciated efforts of Shri Roop Chand New Delhi for cooperating in holding the conference and collecting fund, which is to the extent of Rs. 24000 exclusively. He stressed need of timely writing of CRs by DPS/PMG's and if they did not do so timely as it warrants action against them for delaying convening of DPC for Group B, JTS & STS. He also explained that STS officers mostly from our cadre are to undertake Management Development Programmes Training during the next year.

10.19 Shri PK Bhowmik founder member of IP/ASP Association (WB) extended thanks to the chair for allowing him time for addressing the members on this occasion. He suggested the CHQ to get the defunct circle to activate and make the members of that circle to actively participate. He pointed out the interest of IP/ASP Association and Postal Officers' Association are apparently common in respect of their demands and thereon he suggested that both the Association should act together and struggle for the betterment of the cadres. He also suggested the CHQ to remain vigilant on holding the DPCs for Group B, JTS, STS and see that these are held timely and all wanting CRs are collected.

10.20 Shri Damnesh Kumar Former GS thanked the GS for inviting him to attend and address the body members. He also confirmed the version of Shri VK Singh ADG (Philately) for placing some IP/ASP in section of Directorate for looking after the wanting CRs. He suggested to again go for the demand of the cadre reviews as was taken up during his period. He also pointed out that several members do not get timely JTS promotion due to non holding of timely DPC. He stressed on unity and activation of all Circles and holding of at least one CWC during the AIC. He requested for providing additional required items and funds for betterment of the CHQ quarter.

10.21 It was decided to pursue all the resolutions adopted by the 23rd AIC.

11. Next CWC meeting was suggested at Patna with UP as a standby. Next AIC was suggested at Bangalore with Kerala as stand by,

12. The members unanimously agreed for change of subscription from present Rs. 30/- to Rs. 50/- per month and adopted the change in constitution.

13. The house unanimously approved the new body of office bearers for the next term of two years as under:-

Name	Post	Designation
Shri SV Rao	President	SSPO Hyderabad South East Division
Shri RN Lal karn	Vice President	AD(FS) CO Patna
Shri N Ravi	Vice President	APMG(SB) CO Chennai
Shri VK Singh	General Secretary	ADG (Philately) Postal Directorate
Shri CB Labana	Deputy General Secretary	DDM (PLI) CO Ahmadabad
Shri SC Barik	Assistant General Secretary	SSPO Sundergarh Division, Orissa
Shri Dinesh Khare	Assistant General Secretary	SPO Chitradurga Division Karnataka
Shri DN Sharma	Assistant General Secretary	SSPO Silchar Division, Silchar
Shri DC Sharma	Assistant General Secretary	AD (IT&FS) Delhi Circle
Shri Prakash Shewale	Organizing General Secretary	SSPO Thane Central Division (Mah)
Shri Dibyendu Roy	Organizing General	SPO Barasat Division WB

	Secretary	
Shri RN Yadav	Organizing General Secretary	AD RO Allahabad
Shri Nar Singh Mahto	Organizing General Secretary	AD (PMU & Tech) CO Patna
Shri S Ranganathan	Finance Secretary	ADG (Tech) Postal Directorate
Shri K V Vijayakumar	Assistant Finance Secretary	AD (Tech) CO Kerala
Shri Mangey Giri	Auditor	Senior Postmaster Meerut

The new General Secretary thanked the former counterpart and the members for the faith they have shown in electing him the General Secretary. Lastly, the newly elected President Shri SV Rao was requested on 'Munch' and he was welcomed on chair of President. The members present in the house congratulated both the General Secretary and President, who were newly elected. They also promised the members to actively act for the Association in the days to come. With thanks, the meeting was declared as over.

POSTAL OFFICERS' ASSOCIATION (INDIA)
XXIV ALL INDIA CONFERENCE HELD AT NEW DELHI
18.08.2012 TO 19.08.2012
[Adopted by XXIII AIC & XXIV AIC]

RESOLUTIONS

1. Non holding of DPCs on time for PS Group B and JTS promotions:

There are standard guidelines and a fixed time schedule for holding DPCs every year for filling up vacancies in every cadre. However, the experience reveals that these guidelines and prescribed time schedules are not followed in the case of promotions to Postal Service Group B and Indian Postal Service Group 'A' (JTS) cadres. Consequently, most of the vacancies in these two cadres remain unfilled for considerably long period resulting in adhoc arrangement. As a result of this, the officers who could have got promotion had the DPCs been held in time, retire without getting their due promotion and thus subjected to sustain recurring monetary loss.

This Association has repeatedly been bringing this fact to the notice of the concerned authorities and the Head of the Department but of no avail. The present situation is that the DPC for promotion to Indian Postal Service Group 'A' (JTS) and Postal Service Group 'B' for the vacancy year 2009-10 have not yet been conducted and the select panels are not available for filling up the vacancies.

2. Grant of Grade Pay of Rs. 5400 to PS Group B Officers.

During the span of last 10 years, there has been tremendous change in the job profile, jurisdiction and responsibilities of a Divisional Superintendent in the Department of Posts and the onus lies on such officers for maintaining & ensuring efficient functioning of the Postal Services. Despite this fact, the Postal Service Group 'B' officers holding such key positions have been treated as Support staff classified in Pay Band-2 and granted Grade Pay of Rs. 4800. There is a justification for grant of initial Grade Pay of Rs. 5400 to the officers of this Cadre and further Grade Pay of Rs. 6600 (NFSG) on completion of 4 years of service. A proposal highlighting the justification for higher Grade pay for such officers has already been submitted to the Department. But no decision has so far been taken in the matter.

3. Grant of Headquarter Allowance/Special Allowance to the Officers posted in Circle Office & Regional Offices

The officers drafted from the Field Units and posted in Circle Office & Regional Offices as APMG/ADPS perform arduous nature of work and remain actively associated in formulation & implementation of various Plan Projects and the policies of the Govt. of

India in general and of India Post in particular. However, such officers are denied payment of Headquarter Allowance/Special Allowance. Department has recently issued clarification to all Heads of Circles in the matter of Special Allowance to all ADPS posted in Circle Offices/Regional offices but still in some Circles the orders/instructions are not being complied with. Further, in the case of officers posted as APMG (Vig & Inv), APMG (BD), APMG (FS &SB), APMG (Technology) such an allowance is not allowed for the reason that the incumbent holding such STS grade posts are in JTS grade. Department has recently allowed such allowance to the officers in JTS grade working as ADG (STS grade post) in Postal Directorate. There is a justification to extend the same orders to the APMGs working in Circle Office/Regional Offices on the posts mentioned above so as to maintain parity & uniformity within the Cadre.

4. Upgradation of Postal/RMS Divisions:

There are many Divisions which continue under the charge of Postal Service Group 'B' officers, despite the fact that as per norms & standards laid down by the Department, such Divisions are justified to be upgraded to Group 'A' status. The proposals in this regard have been sent by some Heads of Circles but decision has not yet been taken. The issue has direct bearing on the functional efficiency of such Divisions besides affecting adversely the promotional prospects of this Cadre. Thus, there is a need to examine such cases on priority basis and to take decision without delay.

5. Provision of Inspection Vehicles:

Many of the Divisional Heads do not have Inspection Vehicles whereas it is the first and foremost requirement of the Divisional Heads to carry out inspections and visits so as to ensure operational efficiency of the Postal services in their Divisions. The issue needs an immediate attention.

6. Filling up of posts of Stenographers in Divisions:

The Heads of divisions are now shouldering work pressure more than ever before with thrust on achieving targets relating to BD/Non BD/SB/PLI/RPLI and work relating to Project Arrow/CBS/New Pension Scheme etc. The stenographic assistance to these officers is an essential requirement to discharge the assigned duties efficiently. The vacant posts of stenographers attached to Divisional Heads should be filled up on priority basis.

7. Sanction of motivational incentive to Divisional Heads for performing PLI/RPLI/NREGS work:

PLI/RPLI/NREGS work is now being performed by Divisional Heads without any remuneration. Divisional Heads are really putting extra efforts to achieve the targets relating to PLI/RPLI and to ensure smooth functioning of NREGS. While the Staff of other cadres is being paid incentive for the extra work done, there is no such incentive scheme to the Divisional Heads. The issue needs to be addressed promptly.

8. Repatriation of JTS Group 'A' Officers working in other Circles:

It is a known fact that majority of the officers in Postal Service Group 'B' get their promotion to JTS Group 'A' when they have only 2 to 3 years service to retire. Such officers when posted out of their Home Circle on their promotion to Group 'A' (JTS) expect to rejoin their family to discharge their leftover family obligations well before their retirement. Such officers may be posted back in their Home Circles as and when there occurs any vacancy.

9. Deployment of Group 'A' Officers to hold additional charge of Group 'B' Divisions.

In some Circles, Group 'A' (JTS/STS) Officers are being asked to hold additional charge of Divisions under the charge of PS Group B Officers. Such an arrangement does not prove to be conducive to the efficiency of the incumbent besides it disturbs the administrative hierarchy and the specified levels of administrative set up. Such a situation is not seen anywhere in the administrative set up.

This issue should be redressed without delay so as to maintain the status of Group 'A' (JTS/STS) Officers.

10. Creation of a separate cadre to look after the work now being done through System Administrators:

With total computerization of many Head Post Offices/Sub Post Offices and as a result of implementation of Project Arrow, the importance of System Administrator has increased multi-fold. Now a days, a Divisional Head, if he has to be successful in his administration, should have at his disposal a good set of System Administrators. In order to improve the quality and technological upgradation of the services rendered by the Department, a separate cadre of System Administrators with requisite technological skill/professionalism to perform the I.T. related jobs is required to be formed.