

## Introduction

*Dear Comrade President, CWC members, Distinguished leaders and delegates.*

### **Welcome:**

At the outset, I on behalf of Circle Union and Reception Committee, Mysore extend a warm fraternal and hearty welcome to our Circle President, Circle office bearers, Divisional and Branch Secretaries, delegates and visitors to this 30<sup>th</sup> Circle Conference, being held at Mysore City- known as Heritage City and the cultural capital of Karnataka.

I also extend a warm and fraternal welcome to our beloved leader Com. M Krishnan, Secretary General, Confederation of Central Government Employees and Workers & former General Secretary AIPEU Group C, New Delhi.

On behalf of the Reception Committee and Circle Union, I extend a warm welcome to our Chief guests, Sri Sa. Ra. Mahesh, Hon'ble Minister of Tourism & Sericulture, Govt of Karnataka and Sri L Nagendra, Member of Legislative Assembly, Chamaraja constituency, Mysore.

On behalf of the Reception Committee & Circle Union a very warm & hearty welcome to our beloved officers, Dr Charles Lobo, Chief post Master General, Karnataka Circle, Sri S Rajendra Kumar, Post Master General, S K Region Bengaluru & Sri N Prakash, Senior Supdt. of Post Offices, Mysore Division, Mysore.

A very warm & hearty welcome to Sri P Sridhar Reddy, CEO PSR Group of Constructions, Bengaluru and Dr P Malegowda, Ortho Surgeon, ESI Mysore.

A very warm and fraternal welcome to Com J R Ramamurthy, President AIPEU Group C, CHQ New Delhi, Com. K V Sreedharan, former General Secretary AIPEU Group C, CHQ New Delhi, Com R Seethalakshmi, former General Secretary, AIPEU postmen & MTS CHQ New Delhi, Com P Mallikarjuna, Circle Secretary, AIPEU postmen & MTS Karnataka Circle, Com A Srinivasa, Asst. General Secretary AIRMS & MMS R-3 CHQ New Delhi & Circle Secretary R-3 Karnataka Circle, Com. B R Jagadeesh, Asst General Secretary, AIPEU GDS CHQ New Delhi, Com D K Bharathi, Circle Secretary, AIPEU Admin Karnataka Circle, Com. Sumana, Chairman Mahila Committee, Karnataka Circle and Com M R Chaitra, Convenor Mahila Committee, Karnataka Circle.

The last 29<sup>th</sup> Circle conference was held at Gayathri Samudaya Bhavana, Mandya 571401 by Mandya Divisional comrades from 03.07.16 -to- 06.07.16. I take this opportunity to thank heartily each comrade and colleague for all their contributions, which made the 29<sup>th</sup> Conference a resounding success and a trend setter in the history of Postal Unions. Also, I wish to personally thank the then CHQ leaders whose guidance and advice steered us to new goal posts.

It is our unique privilege and pleasure to present this biennial report on the activities of Karnataka Circle AIPEU Group C union since our last Circle Conference held at Mandya in 2016.

The following officials were elected Unanimously as office bearers to AIPEU Group C, Karnataka Circle, for the period 2016-2018.

1. Sri. Javarayee Gowda, President,  
Peenya II Stage, Bangalore 560058.
2. Sri Shivashankar Rao, Vice President,  
Mysore HPO 570001
3. Sri C Ananthamurthy, Vice President  
SPM Banashankari II Stage 560070.
4. Sri D Rangaswamy, Vice President,  
PA, Mandya HPO 571401.
5. Sri G Janakiram, Circle Secretary,  
Agaram Po Bangalore 560007.
6. Sri Shailesh Kumar, Asst Circle Secretary,  
Postmaster, Karwar HPO 581301.
7. Sri Prakash Rao, Asst Circle Secretary,  
Instructor, DTC Shimoga 577202.
8. Sri M Satish, Asst Circle Secretary,  
PA, Bellary HPO 583101.
9. Sri Chandraswamy, Asst Circle Secretary,  
PA, Basavangudi HPO, Bangalore 560004.
10. Sri H M Raju, Asst Circle Secretary,  
PA, Kolar HPO 563101.
11. Sri S Nagaraja Rao, Financial Secretary,  
Postmaster, Domlur Po, Bangalore 560071.
12. Sri Keshava Murthy, Asst Fin. Secretary  
PA, Rajajinagar HPO Bangalore 560010.
13. Sri B BBingi, Organising Secretary,  
SPM, Bagalkot B H S Po, 587101.
14. Sri D Narendar Kumar, Org.Secretary,  
PA, Bangalore G P O 560001.
15. Sri BhimashaUdagi, Organising Secretary,  
APM, Gulbarga HPO, 585101

**The following Mahila Committee  
was formed for the period 2016-18**

Com. Smt Saraswathamma N	Bg East Division.
Com. Smt M.R. Chaitra	Bg East Division.
Com. SmtB.LakshmiBaliga	Bg East Division.
Com. Smt Sarala Bai	Bg West Division.
Com. Smt Sumana	Bg South Division.
Com. SmtKanthamma	Kolar Division
Com. SmtPrathibha N S	Kodagu Division.
Com. Smt Poornima Basavaraj	Hassan Division.
Com. Smt Poornima	Mandya Division.
Com. Smt Saraswathi	Chikodi Division.
Com. Smt M P Akshatha	Chikmagalur Division.
Com. Smt Kanchana V K	Dharwad Division.
Com. SmtPrathibha S	Gadag Division.
Com. Smt Sunitha Devi	Nanjangud Division.
Com. Smt S G Kulkarni	Bagalkot Division.
Com. Smt H V Rangamani	Mysore Division.
Com. SmtZareena Taj	Chitradurga Division.
Com. Smt V K Jyothi	Bellary Division.
Com. Smt Sunitha	Shimoga Division.
Com. Smt Mangala Bhagawat	Bidar Division.
Com. Smt K R Sudha	Bg South Division.

## **HOMAGE**

We have lost some of our leaders during the past two years under review. In particular, Sri Atal Bihari Vajpayee, ex-Prime Minister of India, Smt Jayalalitha, Chief Minister of Tamil Nadu, Sri M Karunanidhi, DMK Patriarch and ex-Chief Minister of Tamil Nadu, Com Somnath Chatterjee, Veteran communist leader & ex-Speaker of Lok Sabha, Prof U.R. Rao, noted Scientist and ex-Chairman of ISRO, Martyrs at Indo Pak Borders, people who lost their lives in various floods across India, and many known and unknown personalities. We record our homage and tributes to those souls who left us behind.

## **NATIONAL LEVEL**

The 7<sup>th</sup> Central Pay Commission implementation has been the most trouble some of the CPC's so far. It is a wellknown fact that the 7<sup>th</sup> CPC was doctored by the Government to deny the employees their dues. Even the promises and assurances given by the Four Senior Cabinet Ministers of resolving the anomalies have not been fulfilled till now even after a lapse of two years.

For the first time a GDS pay commission report has been implemented without retrospective financial arrears effect.

On the technological front it has been a big mess. The implementation of Finacle, McCamish, CSI, Network connectivity, and RICT has left the employees aghast. Neither technology nor human infrastructure is provided properly by the department for a smooth and friendly working environment. The short comings are not temporary and short lived, but this been the story since years.

**Organisation:  
ALL INDIA CONFERENCE 2017**

Our Circle Union had taken upon themselves the onerous task of conducting the 31<sup>st</sup>All India Conference of our Union at Bengaluru in August 2017.

The Mega Event was attended by Sri A. N. Nanda, IPOs, The Secretary, Department of Post.

A Galaxy of leaders from various fields graced this occasion

Com. Tapan Sen, MP (Rajya Sabha), General Secretary, CITU, Sri. M. Krishnappa, Minister for Housing, Govt. of Karnataka, Sri. Charls Lobo, Chief PMG Karnataka, Com. K. K. N. Kutty, President, Confederation, Com M. Krishnan, Secretary General Confederation, Com R. N. Parashar, Secretary General, NFPE & General Secretary, AIPEU Group 'C', Com Giriraj Singh, President NFPE & General Secretary, R-3,

Com J. Ramamurty, President AIPEU Group 'C', Com C. C. Pillai, Ex-Secretary General, NFPE, Com K. Ragavendran, Ex-Secretary General, NFPE, Com K. V. Sridharan, Ex-General Secretary, P3, Com V. A. N. Namboodiri, Ex-President, BSNL Employees Union, Com R. Seethalakshmi, Ex-General Secretary, P4, Com Vikram Shah, General Secretary, P4, Com P. Suresh, General Secretary, R-4. Com S. B. Yadav, General Secretary, Postal Accounts, Com Virendra Tiwari, General Secretary, SBCO Assn. Com P. Pandurangarao, General Secretary, AIPEU-GDS, and Com P. Mohan General Secretary, Casual Labourers union.

The 31<sup>st</sup> All India Conference 2017 was conducted by our Karnataka Comrades in Bengaluru from 6<sup>th</sup> August to 9<sup>th</sup> August 2017 on an unprecedented scale of Grandeur and Comfort, as a result no other circle had come forward to host the 32<sup>nd</sup> AIC in 2019. Karnataka has raised the Bar of standard to very high level. It is for the first time in the history of All India Conference that each delegate and visitor was provided with individual luxury hotel rooms. Food for all the three days was a combine of North & South cuisine of high quality. The venue, central location, stage, sound and lighting, walkable distance to lodging facilities, recreation programs everything has left an indelible impression on the leaders, delegates, visitors and guests.

The credit goes to entire Karnataka Circle comrades and the Reception Committee was just the front office managing the events. Karnataka AIC 2017 will be remembered for decades to come.

Today Karnataka AIPEU Group-C is one among the top Circles at the All India level.

I take this opportunity to remember the services and untiring contributions of Divisional/Branch Secretaries/Mahila Committee members, and Volunteers who have worked hard at the grass root level. I offer my heartfelt thanks to all the active workers of AIPEU. Not to forget is the tremendous support, guidance and encouragement of the CHQ & Federation leaders.

### **Womens participation and Mahila Committee:**

Women form almost 50% of the postal staff group C workforce. But their participation in Union activities had been very abysmal till a couple of years back. Today we have women participating in large numbers in Union activities. I happy to share that some of the Divisions have Women Presidents and Office Bearers in their Divisional Union. Mahila Committees have been formed at Circle level and at the Division levels. This is a healthy trend inspite of hectic office and home atmosphere and responsibilities. If this trend continues I am sure the day is not far off when Women Comrades will be heading Circle and National Unions.

### **NEW PENSION SCHEME:**

This has been a very agitative and pressing issue not only for the postal employees, but the entire working fraternity of central and State Governments. The old pension scheme was put to an end for new comers w.e.f. 01.01.2004 and in its place this draconian New Pension Scheme was introduced. There has been a relentless fight with the Government to scrap this NPS and revert to Old Pension Scheme. Agitations, hartals, court cases have been going on. After a relentless fight some modification was done in 2016 where in the Government decided to grant DCRG to NPS holders. Though this is a milestone achievement, our leaders are not satisfied and have been demanding the full scrapping of the NPS in total. Bowing to the struggle by the employees the Government has formed a Committee to redress the grievance of the working class at the National level.

### **Representation at National Union:**

It is a proud moment for Karnataka Circle has been represented at National level. In 2017 AIC we have two of our Mahila Committee members elected as members of National Mahila Committee. It is a very good beginning for women comrades. Also for the first time the post of Working President CHQ has been won by Karnataka Circle Secretary.

### **Circle Council Meetings:**

Four Circle CWC/Council Meetings were held after the 29<sup>th</sup> Circle Conference of Mandya 2016.

The first circle council meeting after the new team took charge in July 2016, was held at Bangalore on 03<sup>rd</sup>&04<sup>th</sup> Oct 2016. The meeting was attended by Com. M Krishnan, Secretary General COC, Com. K. V Sreedharan, ex-General Secretary, AIPEU, Com. R. Seethalakshmi, General Secretary AIPEU P-IV and Com. Panduranga Rao General Secretary, AIPEU GDS.

The second circle council meeting was held at Hotel Adarsh Inn Bengaluru on 14<sup>th</sup> July 2017. The meeting was attended by Com. K. V. Sreedharan, former General Secretary, AIPEU Gr-C and General Secretary AIPEU Gr-C and was conducted in a grand manner.

The third Circle council meeting was held at Bangalore again on 23<sup>rd</sup> April 2018 and this time it was held at Hotel Samrat. Com M Krishnan, Secretary General COC, and Com. K. V Sreedharan, ex-General Secretary AIPEU Gr-C graced the occasion. Our CPMG Dr Charles Lobo, PMG BG Region, PMG SK Region and APMG Tech attended this Council meeting. The Circle Council Members had an unprecedented chance of directly interacting with the Department officers.

Finally, fourth Circle Council Meeting of our Union before this Circle Conference was just recently held at Kannada Bhavana Tumkur on 16<sup>th</sup>& 17<sup>th</sup> Sept 2018. Kudos to Tumkur Divisional AIPEU office Bearers and comrades who conducted this event on a grand scale with just a short notice.

After Sri P Ramanujam as CPMG Karnataka Circle, the new incumbents Smt Usha Chandrashekar, and then Dr Charles Lobo as Chief Post Master General Karnataka Circle, have been very staff friendly, accommodative and cordial.

Karnataka Circle, which is always a pioneer in many aspects, had created a history. Smt Usha Chandrashekar, Chief Post Master General, Karnataka Circle initiated a novel & path breaking step in India Post. She had interacted directly with the Divisional/Branch Secretaries, listening patiently the difficulties faced by staff, in their day to day functioning in the office, their needs in the running of the post offices smoothly, the infrastructure needs, the technology induction problems, augmentation of human resources and so on.

This initiative is carried forward by the present incumbent CPMG Dr Charles Lobo and his team. We have PMGs, APMG Tech and other Officers attending Circle Council meetings and not only addressing the gathering but also interacting with the participants and giving spot solutions wherever possible. This interaction has soothed the staff who are working under great strain and pressure. It is a big and innovative bold step. Smt Usha Chandrashekar, and Dr Charles Lobo CPMG Karnataka Circle will be remembered for their first of its kind initiative forever. AIPEU Group-C Karnataka Circle salutes all the Officers of the Karnataka Circle.

Com. M Krishnan has stated in clear words that Karnataka Circle AIPEU Group C is one among the top 4 Circles of NFPE. The council meetings were a packed gathering of about 150 members. The venue and the style of the Council meetings were a pleasant experience for the delegates. AIPEU Group C Karnataka Circle, has brought in corporate style of meetings in the Union field, since its Biennial Conference of 2014.

Divisional and Branch Secretaries, Circle Councillors and Mahila Committee Members from all over Karnataka, participated in the Council meetings and majority of them are overwhelmingly happy about the deliberations and the chance to interact with the CPMG, PMGs, APMG Tech Karnataka directly which is a life time experience for them. Many of them have appreciated the initiatives taken by the Circle Union leaders to redress the sufferings of the postal working class. PMG S K Region has once stated that Administration and Union are like two wheels of a chariot and both must move in unison to march forward. Govt had created them to keep a check on each other in the overall interest of the Department.

#### **Karnataka Post :**

Comrades, Karnataka post is again another mile stone which this present team has achieved. The publication was resumed and the same is being published regularly since Nov 2014. Initially this was being published regularly every month and alongwith this Bharatiya post (Now DakVichar) was also being posted to each post office in Karnataka (about 1762). Later as the cost was not being shared by any of the divisions (except a few divisions for a

couple of months) now the magazine is published once in two months. I take this opportunity to thank my team in doing this stupendous task regularly.

We had appealed to Divisions and Branches to share the cost of the magazine as the same was not only being distributed to office bearers but was posted to every post office in the Circle.

I once again appeal to all my comrades to please take a decision of subscribing atleast 50% of the cost.

#### **Problems and Solutions:**

This is a very contentious issue as the problems are never ending and the solutions are always very slow. However, the Divisional/Branch Secretaries over here will agree that most of the issues which could be sorted out at Circle level have been addressed and solutions have been received. The present CPMG Dr Charles Lobo, is a magnanimous person and is very receptive to the problems of the staff. Equally so are the PMG BG Region, PMG SK Region and PMG NK Region who are very receptive and provide the relief sought for. Issues which need Directorate solutions are sent to CHQ leaders. Comrades you all know that Com. M Krishnan and Com. R N Parashar have been very active and the problems are taken up with the Directorate by them till solutions are found. Only issues like technology relating to Finacle, McCamish, CSI, RICT and adequate man power which have to be decided at Ministry level or Govt level only are pending. Our CHQ leaders have been pursuing this also relentlessly.

#### **Divisional Problems:**

Circle Union has always come to the support and assistance of the Divisional Unions whenever there was a crisis of the Divisional Union with the concerned administrations. The Circle team have personally visited the Divisions and sorted out the issues at the Divisional level with the concerned administration. Wherever Divisional Heads did not co-operate then the matter was escalated to the Regional Level and the same were sorted out with the Regional PMG office levels. Rarely only one or two issues which could not be sorted out even at the Regional Level was finally taken up with the Circle level at CPMG office Karnataka.“

(For example Gulbarga, Gadag, Bijapur, Belgaum, Nanjangud, Mandya, Kodagu, Tumkur problems).

#### **Important issues taken up with Circle and Regional Offices.**

A plethora of issues concerning the working conditions of our postal staff have been taken up during the past two years at Circle and Directorate level. To name a few,

#### **Cadre Restructuring**

In the interest of Senior Officials A Series of meetings were held with CPMG/PMG/ DPS HQ/ AD East/ AD Staff by the Circle Union and requested to make the process in proper and acceptable manner CPMG and other Officers are agreed and implemented in a scientific manner.

**LSG/HSG- II/ HSG-I Posts after Cadre Restructuring:-**

LSG = 1947

'C' class = 819, B Class = 429

Others: 699

HSG-II = 386

Upgraded from LSG

HSG-1 = 118

HSG-1 CNFG = 13

2464 + 4525 = 6988

LSG Postings were made according to the Seniority and according to their willingness.

Promotions are from retrospective date i.e. 25-07-2016

As many as 15 meetings were conducted at different levels by Circle Union.

**Relaxation of Qualifying Service for HSG-II & I**

Large number of HSG-II & HSG-I posts are upgraded after Cadre Restructuring. Even before implementation majority of the posts of HSG-II & I are lying vacant for want of eligible officials fulfilling the minimum qualifying service for promotion to HSG-II & I are not available, It is most essential that the minimum qualifying service for promotion to HSG-II & I should be dispensed with as a one time measure. Such a relaxation was granted earlier for filling up of Vacant HSG-I Posts.

While dispensing with the minimum for HSG-II & HSG-I as one time measure to facilitate filling up of all Vacant posts, the Recruitment Rules may also be amended so that for future promotions to HSG-II & HSG-I, the minimum qualification service condition may be fixed as 3 years instead of 6 years and 5 years now.

LSG PA's working in HO's/MDG are permitted to work as PM Grade I temporarily.

In case a time scale PA with GP of Rs below 2800/- Officials in LSG Post the officials will be paid LSG grade pay.

**Shortage of staff**

This has been a very big problem of late in the department and in our Circle. The shortage of Supervisory Posts has gone up to 20-30 in all the Divisions This Shortage is made good by the PA Cadre by Officiating arrangement.

Circle Union has taken the issues with the CPMG in RJCM and in Four Monthly Meeting from 2017. Finally CPMG has agreed to permit Postmen Officials to officiate in the PA Cadre temporarily

**Demonetization:**

Circle Union has raised the issue many times and discussed in various meeting with Administration for payment of allowances for having worked on Holiday/Sunday and additional working Hours During November 2016.

CPMG has taken of these issue with the Directorate to issue the orders in this regard.

CHQ also taken the matter with the Directorate

### **NPS - 2004**

From the day one of implementation of NPS our Union is demanding to scrap NPS.

Due to strike notice served during 2016 Govt has announced Gratuity to the NPS employees.

NPS Committee Constituted by the National Pension System has called the JCM Staff side for 2nd round of discussion on 10.02.2017. As Per the notified Agenda the Committee is proposing discussion on only Cosmetic Changes. Basic Changes such as (1) Scrapping of NPS (2) Guaranteed minimum Pension i.e. 50% of the last pay drawn should be guaranteed by Govt as minimum pension even if the returns from annuity insurance scheme amount is less than the 50% are not included in the agenda of the meeting . Main agenda and demand of the staff side are avoided, thus betraying the cause of lakhs of younger generation of CG Employees who joined service after 01.01.2014.

One day strike on 15.11.2018 to scrap NPS is notified.

1000 delegates of NPS Participated in National Convention held at MPCU Shah Auditorium Delhi on 10.06.2017. The convention was presided by Com. K. K.N Kutty, National President, COC.

### **CSI / SAP ISSUES**

(I)(A) Network Related Issues After CSI implementation all the offices are to be configured for a minimum of 512 MBPS primary and 256 MBPS as secondary, but still many officers are left neglected to 256 MBPS only.

(B) During peak hours 09:30 to 11:00 HRS and from 14:00 to 16:00 HRS the network connectivity automatically goes off which results in delay or postponement of day-to-day work. After raising tickets also the issues continues.

### **CSI (DPMS)**

(A) eMO Printing Problems: Not able to print the bulk eMO's during the office working hours, while printing "connection timed out errors occurs". It is not possible to trace the emo's which are printed and which were missed out all the emo's will get jumbled. It is becoming very difficult to distinguish between printed and not printed eMO's.

### **DPMS BAG RECEIVE/BAG OPEN:**

While receiving /opening the bags we are facing connection timed out error which is taking more time to receive the articles. Also we have to repeatedly do the same job twice or thrice to complete the job successfully.

### **Invoicing the articles:**

We are not able to invoice the article to BOs and Postman in time. It is taking more time to invoice, we need to do the same job twice or thrice for each Postman/BO to complete the work. Even though if we complete the invoiced process and when we try to get the delivery report it is taking more time or not generated. We are finding difficult to send the Postmen staff for delivery on time and causing delay in delivery of articles and returns.

### **Returns of Articles / eMO:**

While taking returns it is taking more time / some time we need to repeat the job twice to complete the returns or in many instances staff leave the office without taking returns and complete the job next day which is highly irregular. While taking eMO Returns the invoiced eMOs are automatically disappears, due to this paid eMOs are kept unaccounted which causes non tally of day to day accounts.

(e) It is found that on some days eMOs marked as absent while taking returns will not appear next day.

(f) The number of eMO's issued will differ the number of eMO's printed.

(g) Many eMO's which were in deposit up to 17th July 2018 have disappeared next day.

Back Office Issues:IPVS Return and redirected articles will not fetch the missent and return articles throws errors. The articles are kept in deposit beyond their time because of this problem. This problem is not solved by TCS on time even after raising Tickets. This problem has to be sorted out in time.

### **Stamp Sale Issues:**

The Stamp/IPO sale of the offices is not configured properly, the stamps are sold manually at many offices and cash kept separate. If at all the stamps are sold at counters and through back office the same is not reflected in daily account causing lot of problems in tallying.

(iv) The DOP cash and Daily Account balance does not tally on the same date due to SAP issue, Staff and the Post Masters are totally confused how to tally their office accounts. Please issue suitable orders in this regard. Data does not flow into POS/DOP Cash immediately, It takes more than 24 hours for data to completely flow in.

Is Daily Account Mandatory if so when it has to be generated. Many Divisions are insisting us to follow the old method of Tallying Sub Office Opening Balance and Closing Balance. Now since every office is independent in nature is it necessary to Maintain SO Balance at HO. Who should maintain and monitor the SO the concept of Sub Accounts is missing in CSI.

Staff are facing difficulties to collect Post Box renewal fee and issue of Franking Machine Rebate Charges.

BNPL Speed post Bill Amount does not tally with the monthly report.

Manual PLI/RPLI Premium collection is not possible in POS ( for those policies which are not migrated, Old dues to be collected).

Data with respect to IPO Issued and Paid and Stamps Sale does not appear on the same day.

Bank Reconciliation has to be done by HO or Concerned SO which are entitled to issue Cheques. Please clarify and provide the Procedure and duties of HO and SO's.

Please Clarify Who should tally RSAO (Drawn and Remitted to Bank) figures. What is the roll of DDAP in this regard.

All the PO's have switched to manual TCB's for tallying purpose.

**Are Branches Like Sub Accounts, NSC Compilation and eMO Paid branches are necessary? If so what are its roles.**

There are many issues for TCS to Set Right. Problems are office and region based General Solutions would not work. TCS should be asked to respond fast in setting things right. Staff are getting restless Public are not CO Operating with the counter Staff. We need a pro active Service Desk only by raising tickets the problems will not solve. We need a Designated Officer and team only to receive problems for PO's , document it, escalate it and Provide solutions at the earliest. The Concerned in charge Contact Number is to be Circulated to all the PO's. Hardware requirements, Network issues, Software issues and maintenance issues to be separated, suitable database to be maintained solutions are to be provided at the earliest.

In this regard Union requested Administration to give enough time/ training for all the staff to get acquainted to the new software. Till such time the staff are not be penalized or demotivated by punishing them for all technology error.

In view of the above problems it is requested to give suitable instructions to the Heads of the Division/Inspecting Authorities to provide the Guidelines/Solutions to the Post Offices how to tally the accounts on daily basis.

It is requested to supply a PUBLIC NOTICE BOARD (Duly signed by the Divisional Head) seeking Public to cooperate with the staff due to technical issues.

**Bench Mark:-**

The bench mark for grant of MACP has been enhanced from Good to Very Good w.e.f. 25.07.2016 for grant of MACP., 3 years APAR are taken in to Consideration and this has denied many officials from financial upgradation.

There is justification to consider the good bench marks for the previous 3 years i.e. 2013-14, 2014-15 and 2015-16.

This issue has taken up once again to consider good bench mark. If not Circle Union will approach court to intense.

**Postmaster Grade**

The Creation of separate Postmaster Cadre become a static and it is most unfortunate that the PM Grade-I is drawing lesser than the LSG working in single handed offices and maintaining a separate Cadre for a very few Posts is meaningless. The review Period of 5 years is also over.

**Double TA to Physically Handicapped**

Due to procedure lapses by the Divisional Administration regarding sanction of double TA to PH officials resulting in Audit Objection after a Gap of 10 years and recovered from the innocent PH officials is viewed seriously by the Circle Union and demands Circle Administration to intervene in the matter and settle the issue judiciously.

CPMG has positively taken up with Directorate and issued the orders vide letter No. F.No.18-1/2018-PAP dated 31/7/2018 and stopped the recovery and will be refunded if recovery is made from any of the PH Officials.

#### **Aadhar Services**

Aadhar Updation and enrollment is introduced in all the PO's except Single Handed Office.

Issues taken up with Circle Administration to engage GDS officials for Aadhar services. This issue was taken during 2017 and finally CPMG has agreed to engage GDS officials for Aadhar Services after taking the Aadhar examination.

To provide quick service it is intimated by the C.O to change the Network to Airtel Dongel from BSNL.

#### **Maintenance of Staff quarters**

Periodical maintenance of staff quarters have been taken up during Four Monthly meetings Since Jan 2017

Now it is informed by the Circle Administrative that a Sum of Rs 1,61,58,822/- is spent on 24 staff quarters and 12 department buildings.

NK Region = 05, SK Region = 07

BG Region = 12 + 12

And the staff quarters are being maintained periodically according to the availability of funds.

C.O. has requested to notify specific cases for taking maintenance works on priority.

#### **Child Care Leave**

In many Divisions CCL is denied for women employees in Genuine cases.

CPMG has suggested to form Divisional Committees Comprising of Union Representation and women staff who can recommend grant of CCL in deserving Cases.

#### **Women Employees**

Circle Union has requested for Basic amenities for women staff like separate Lunch room, Wash room etc. It is assured that Basic amenities will be provided wherever it is not feasible E-toilet will be provided.

#### **Old Establishment Format**

Establishment review is done on a old format and new services like IMO, Mobile Money Transfer, WUMT, E-payment, COD, POSB, Aadhar, Speed/Regd pick up operations, Business Development, Media post, KYC updation, etc. do not find a place in Establishment Review. Also big time-factor missed out is the time spent by the staff on Business Procurements and target achievements.

De-Quarterization of Post attached Quarter after Cadre restructuring is an imperative need.

#### **Periodical Meetings**

RJCM, Four Monthly meeting are being conducted regularly, 3 RJCM and four Four Monthly Meeting are conducted since 2017 by the CPMG, Karnataka Circle.

Bi-Monthly meeting are being conducted by PMG BG Region, SK Region, and NK Region.

Only Monthly Meeting are not Conducted regularly by the Divisional Heads. Issue is taken up with the Circle Administration and instructions are being issued.

#### **Agitational Programms**

2 days Relay Hunger fast in front of all DO's on 28th & 29th Nov 2017

Maha Dharna in front of CPMG office on 20/12/17

5 days Relay Dharna in front of Dak Bhavan from 12th to 16th February, 2018.

#### **Venture 2017**

Volume-1 = Rs 400/- & Volume-2 = Rs 450/-

A Compilation of Selective Govt Orders. A Compilation to Postal Comrades.

Updated Version of Venture in 2 Parts has been Published Com.K.V.Sreedharan, it is very useful for all employees it may be used as referral books.

#### **GDS Pay Commission**

Implimentation of Kamalesh Chandra Committee Report delayed by two years. Finally Cabinet approved the revision in the wage structure and Allowance.

TREA structure and slabs have been rationalized. GDS DCMs are brought under two levels, BPMs and Asst. BPMs.

Other GDS officials are also brought under two slabs with levels.

New TRCA 5 hours

(1) BPM-12000/- Level 1                      (2) BPM - 14500 Level 2

(2) ABPM 10000              Level-4 Hours 12000

#### **Filling up Vacant Posts in PA in Karnataka**

Vacant Posts of Pas for the Year 2015-16, 2016-17 and 2017-18 have been given to the SSC ND for recruitment. 2015 DR results has been declared for Karnataka 153 PA are allotted but only 79 candidates have joined and almost all the Candidates are from other states. 2016 Results are also declared. Karnataka Circle has got 90 Pas Postings are under progress.

#### **Conclusion :**

Finally to conclude I take this opportunity to heartily thank all the CHQ leaders including those retired who have been extending support and guidance to my team in all possible ways. I also take this opportunity to thank the present Circle administration of CPMG, PMGs, DPS & other staff who have been maintaining a cordial relation with the Circle Union. Last but not the least I thank my entire office bearers, Divisional/Branch Secretaries, Mahila Committee members, Circle Councillors and every member of this organization for their support and co-operation.

Last but not the least, I wish to take this opportunity to congratulate and thank the Reception Committee Members, Volunteers and Supporters who have worked hard for making this conference a success.

With warm regards and greetings to one and all.

Yours Fraternaly, **G. Janakiram**, Circle Secretary

For and on behalf of Circle Working Committee

### Balance Sheet of Karnataka Circle AIPEU Group for — 2016-2017

Particulars	Amount Rs	Particulars	Amount Rs
1 Opening Balance - Cash	212067.00	1 Conveyanve local	37146.00
2 Opening Balance - Bank	794368.00	2 Conveyanve Outstation	192947.00
3 <b>Quota received from Divisions</b>	<b>498939.00</b>	3 Conveyance CHQ leaders	55213.00
4 Interest	6520.00	4 Karnataka Post	75000.00
5 Fgn ser CS 50% share	278548.00	5 CWC expenses	214685.00
6 Loan repayment of Mandya	100000.00	6 Printing	29920.00
7 Loan repayment of Bg East Division	130000.00	7 Stationeries	5625.00
8 TA-DA recd at Chattisgarh	23000.00	8 Postage	11404.00
9 CHQ NFPE Quota Recd in Circle bank account	9671.00	9 Food Refreshmenta	18465.00
		10 Lodgings	45798.00
		11 Tel -SMS charges	19046.00
		12 Gifts	43990.00
		13 Donations/ Subscriptions/Delegates fees	37000.00
		14 Circle con exp	66311.00
		15 Mandya loan	100000.00
		16 Chq Books	3400.00
		17 Chq -NFPE quota	9671.00
		18 C S Pay and allow	555280.00
		<b>Closing Balance</b>	<b>532212.00</b>
<b>Total Receipts</b>	<b>2053113.00</b>		<b>2053113.00</b>
		<b>Bank Balance</b>	<b>521575.00</b>
		<b>Cash on Hand</b>	<b>10637.00</b>

### Balance Sheet of Karnataka Circle AIPEU Group for — 2017-2018

Particulars	Amount Rs	Particulars	Amount Rs
Opening Balance cash	<b>10637.00</b>		
Opening Balance bank	<b>521575.00</b>		
1 <b>Quota received from Divisions</b>	514397.00	1 Conveyanve local	17760.00
2 Interest	2571.00	2 Conveyanve Outstation	28369.00
3 Fgn ser CS 50% share	313353.00	3 Conveyance CHQ leaders	19696.00
4 Calendars Sales	29210.00	4 Karnataka Post	15000.00
5 Calendars Loan Amount	76500.00	5 CWC expenses	100000.00
6 AIC colletions recd in Circle account	40994.00	6 Printing & stationery	16034.00
7 CHQ NFPE Quota Recd in Circle bank A/c.	30066.00	7 Calendars	76500.00
8 unaccounted quota for divisions	14382.00	8 Postage	11275.00
		9 Food Refreshmenta	19953.00
		10 Lodgings	14128.00
		11 Tel -SMS charges	2800.00
		12 Gifts	2417.75
		13 Donations/ Subscriptions/Delegates fees	16200.00
		14 Chq Books	600.00
		15 Chq -NFPE quota	30066.00
		16 C S Pay and allow	625095.00
		17 AIC transfer Shimoga	10000.00
		<b>Closing Balance</b>	<b>547791.25</b>
<b>Total Receipts</b>	<b>1553685.00</b>		<b>1553685.00</b>
		<b>Bank Balance</b>	<b>532922.25</b>
		<b>Cash on Hand</b>	<b>14869.00</b>