

BHARATIYA POSTAL, RMS, ADMINISTRATIVE SUPERVISORS ASSOCIATION (Group B)

(All India Industrial Unit of BPEF/BMS to safeguard the interest of
HSG II/ HSG I/ HSG I NFG (Group B) SUPERVISORS)

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Ref: BPRASA CHQ/8th CPC/TOR dlgs

dated 18.02.2025

To,

eMail/Regd

The Secretary,
Ministry of Personnel, PG & Pensions
Department of Personnel & Training
North Block, New Delhi 110001

**Subject: Submitting staff side suggestions regarding the Term of References (ToRs) of the
8th CPC – reg**

Reference: DoPT OM No. 6/1/2025-JCA dated 23/01/2025

Respected sir,

A kind reference is invited on the above mentioned subject, in this regard, it is submitted that this association represents and protects the common interest of Postal Supervisors and Postmasters of Department of Posts – World's largest Postal staff Network. Postal Supervisors are the front runners and directly implementing all the flagship projects of the Government. As such to protect the legitimate welfare of the Postal Supervisors, as a stake holder service Association, the following term of references may kindly be incorporated in the 8th CPC formation and oblige please.

1. Pay structure, allowances, welfare measures, retirement benefits like pension, gratuity of all central government employees including New Pension scheme/Unified Pension scheme employees

2. Fixation of fitment pay factor and minimum pay based on the "Decent and dignified Living Wage" with reference to the recommendation of the 15 Indian Labour Conference and the Dr. Aykroyd formula with recent developments and life requirements which has undergone changes in last 65 years and also the various Judgments of Hon'ble Supreme Court Judgments

3. Eliminating the discrimination of working 52 Saturdays extra or Compensation for working 52 Saturdays extra. Some staffs are working 5 days in a week and getting the higher pay scales, same CL/RH leaves etc., whereas some staffs are working 6 days in a week in the same Department without any benefit. When everyone is equal before law such discrimination should have been eliminated and should be the core ToR of this pay commission. So either all employees must have been given with 5 days work in a week or compensation factors must have been derived for working 52 Saturdays extra in a year by giving 2 months extra salary or 52 days EL Credit at their leave accounts.

4. Restructuring the Pay matrix or introducing new pay scales with a considerable pay hike to norm based promotions. In the existing 7th CPC - Pay matrix concept, sufficient pay hike is not ensured for promotions. Further during the promotion/pay upgradation from Pay level 6 to 7, only one notional increment was given without grade pay/pay level difference since pay cells are one and the same in both Pay level 6 & 7. This case is applicable to Pay level 7 to 8 promotions also.

5. Vertical – Horizontal anomalies between identical cadres after elevation to higher pay scale by identical cadres after 6th & 7th CPC. Lower Selection Grade Supervisors are still in Grade Pay Rs.2800 (Pay level 5) whereas identical cadre Inspector Posts is increased to Rs.4600(Pay

level 7) after 6th and 7th Pay commissions. Vertical – Horizontal anomalies are still not addressed even after repeated representations.

6. 5 stages of assured norm based promotion to all the government employees instead of MACPs

7. Review the existing MACP schemes. For example counting Hierarchy (seniority quota) promotion only in MACP scheme and non hierarchy promotions (Examination quota) should not be counted as a MACP.

8. Cadre restructuring of every cadre once in 5 years to achieve 5 stages of regular promotions in the career progression. Cadre restructuring of left out Railway Mail Service cadres and pending cadres on war foot basis

9. Review and rationalize the unified pension scheme by ensuring nominal benchmark corpus to ensure 50% assured pension. Lumpsum payment to UPS employees for their contribution with GPF interest.

10. Trainings play vital role in the grooming of every employee. Hence Common Training policy to all Group A, B, C employees with mandatory residential four weeks training period in every year must be introduced.

11. Introducing common Promotion policy. Various Departments are following various % of quota in DPC, absorption, LDC Exam for promotions. So common promotion policy with 50% Seniority quota and 50% LDC Exam quota policy must be derived to attract young and intellectual to the promotional cadres.

12. Review and recommend the LTC concept with one flight journey at least once in two All India blocks.

13. Review and recommend upgrading the Children Education Allowance, Hostel Subsidy allowance up to Post Graduation level of the wards of the employees.

14. Review and recommend CGHS facility with cashless treatment

15. Review and recommend higher pay scales for those cadres educational qualification is enhanced like Postal & Sorting Assistants and further consequent grade pay increase to LSG, HSG II, HSG I, HSG I NFG cadre


16. Review the DDOs duties of Department of Posts and sanctioning Gazetted status to HSG I & HSG I NFG cadres

17. Non implementation of Rs.5400 Grade Pay after completing 4 years of HSG I NFG (Grade pay Rs.4800) service to the selection grade supervisors.

18. Reviewing the job profile of Selection Grade Supervisors with Financial powers and Administrative powers to the better man management and human resource at Post offices.

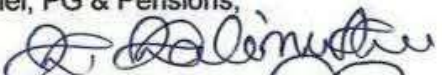
With regards,

Yours sincerely,


K. Kalimuthu
General Secretary

Copy to,

Shri. Parveen Jargar, Deputy Secretary (JCA), Ministry of Personnel, PG & Pensions,
Department of Personnel & Training, North Block, New Delhi 110001


General Secretary