

**GOVERNMENT OF INDIA
COMMUNICATIONS
LOK SABHA**

UNSTARRED QUESTION NO:4447
ANSWERED ON:24.04.2000
STRIKE BY P & T EMPLOYEES
P. RAJENDRAN

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Government have taken by steps to avert the nation-wide indefinite strike of the six lakh employees of the Department of Posts starting from the May 3, 2000;
- (b) if so, the details thereof;
- (c) whether the Government have decided to implement the recommendations of the Justice Charnjit Talwar Committee on Extra Departmental of Employees;
- (d) if so, the details thereof;
- (e) whether the Government have also implemented the agreed proposals between the officers side and the staff side of Department of Posts on the issues of anomalies of pay scales and other related issues of the regular Postal employees; and
- (f) if so, the details thereof ?

Answer

MINISTER OF STATE FOR COMMUNICATIONS

(SHRI TAPAN SIKDAR)

(a) & (b): Yes, Sir. The Department has requested Chief Labour Commissioner to initiate conciliation proceedings under Industrial Disputes Act between the Department and Federations/Associations relating to the charter of demands. Deputy Chief Labour Commissioner fixed meeting for conciliation proceeding on 24.4.2000. A copy of charter of demands is at Annex. 'A'.

(c) & (d): The recommendations contained in the report of Justice Talwar Committee were duly considered by the Government and thereafter it was decided in full and final settlement of all pending demands relating to the Talwar Committee recommendations to extend a package of benefits to ED Agents and orders were issued on 17.12.99 by which the following benefits became available to ED Agents:

- i) Raising the basic monthly allowance by a factor of 3.25 for the period 1.1.1996 to 28.2.1998.
- ii) Thereafter, with effect from 1.3.1998 placing ED Agents in Time Related Continuity Allowance (TRCA) corresponding to the first two scales of pay recommended by the JCT in case of different categories of ED Agents except EDSPM and the first scale in respect of the ED Sub Postmasters.
- iii) Increasing the maximum permissible amount of Ex-Gratia Gratuity from Rs.6,000 to Rs.18,000/-.
- iv) Increasing of Office Maintenance Allowance from Rs.25/- to Rs.50/- per month.
- v) Extending an entirely new facility by way of paid leave of 10 days for every half year for ED Agents without the provision of carry forward on encashment.
- vi) Further, providing for a lump sum severance amount of Rs.30,000/- or Rs.20,000/- depending on period of employment for ED Agents as a form of post-employment benefit.

(e) Demands made by the Staff Unions for improvements in the scales of pay of different cadres of the Department and other pay related demands were examined by a Departmental Committee including staff representatives. The views of this Committee have been further processed but the demands of the Staff Unions have not been implemented.

(f) In view of (e) above, question does not arise.

Statement in respect of parts (a) & (b) of Lok Sabha Unstarred Question No.4447 for 24.4.2000 regarding STRIKE BY P & T EMPLOYEES.

ANNEXURE `A`

CHARTER OF DEMANDS

1. Implementation of the positive recommendations of Justice Charanjit Talwar Committee for the Extra Departmental Employees with particular reference to grant of status and pension.
2. Implementation of agreed proposal signed on 18.12.98 - regarding.
 - (i) Upgradation of pay scales of Gr. D & C, TBOP, BCR, HSG.II, Postal Accts.
 - (ii) Implementation of upgraded pay scales of Postmen/Mail Guard w.e.f. 1.1.96 and TBOP, BCR.
 - (iii) Upgradation of pay scales of Head Mail Peon.
 - (iv) Additional increments to Drivers/Work Shop Staff/ PO & RMS Accounts.
 - (v) Upgradation of pay scale of Stenographers
 - (vi) Issues of Casual Labourers
3. Upgradation on 10% of BCR posts to HSG I in Clerical Cadre and provision of similar percentage of posts to HSG I in all cadres viz. Postman/ Mail Guard, Group D etc. in the Department of Posts.