

TELE FLASH

Vol. IV

NOVEMBER & DECEMBER '57

No. 5 & 6

Lessons for the Examination for Recruitment of R.S.As.

Attention of members is invited to the announcement published in TELE FLASH of Jan-Feb '57 issue of the intention of the Circle Union to print the lessons for the examination of R. S. As after assessing the likely demand for the copies from branches. The work of printing was not undertaken since the response was not encouraging. Now that the examination has been announced by the Department we have received a few more enquiries. As pointed out earlier, since the investment for the printing will be over Rs. 2,500/-, we will be in a position to print the same only if we can estimate the firm minimum demand. Hence we would like to ascertain once more how many members would be willing to purchase the same. The cost will be approximately Rs. 15/- out of which Rs. 5/- will be payable as advance. This information must reach in by the 15th December 1957 at the latest. Intending members may correspond with the Circle Secretary.

CIRCLE SECRETARY'S NOTES

Interim Relief: On the 29-11-57 it is understood, the Pay Commission invited the NFPEU and other major Unions for a discussion on the Interim Relief Question. Some clarifications of the premises on which our interim memorandum is based were desired by the Commission. Further details are not known. It is understood that there is no concrete information regarding any decision on Interim Relief.

Federal Council Meeting :

The Federal Council will be in session from 6th to 13th Dec. 57 at Bombay. I will be leaving the Headquarters on 4th along with other Federal Councillors in the city. The Federal Council will be taking a final decision on the memorandum to be presented to the Commission.

It is really unfortunate that the Federal Executive Committee could not come to a decision to submit a common memorandum to the Pay Commission but has decided to leave it to the respective Unions to address the Commission directly. In taking such a decision it has not only failed to give the lead that was expected of it at this juncture but also acted against the interests of Unity. Our General Secretary has already made clear his opposition to such a decision. We understand that Com Rajan (Postal Cl. III) Com Ramapathy Chatterjee (RMS Cl. III) are also opposed to this. I am sure there will be a good many others also among the members of the Executive who will not tolerate this move towards disunity and suicide. May we hope that the Federal Executive which will meet prior to the Federal Council revise this decision, and the Federal Council take due notice of the same and see that this competitive anti-unity trend is effectively counteracted. Let not all our labours all these years for building unity among the P & T workers as a whole be allowed to go down the drain! Our members are requested to be alert and in collaboration with our colleagues in the other Unions at local levels must express themselves jointly against this.

Charge of the Circle Union :

During my absence from Head Quarters G. Krishna Rao, Asst. Circle Secretary will hold charge of the Circle office.

Sanction of Additional Staff :

Instructions issued from time to time regarding pursuing of our demands for

sanction of additional justified staff, are still not seen to be followed seriously. Stray cases only are received and that too without being consistently followed at the Divisional level. In general, the branches have not worked out the statistical justifications for additional staff and pursued them through the Divisional Unions with the D. Es. If a telegram or an urgent letter is received by me one day, it will not help in the proper presentation and pursuit of the case. As things stand at present there is much difficulty in getting the sanction even in cases where proper statistical justifications are worked out and are already forwarded to the P. M. G.

The Divisional Secretaries are specially requested to initiate action at their levels by calling for data from branch unions and submitting proposals to D. Es for transmission to P. M. G. At the Circle level, the authorities can decline to entertain any case on which the specific replies of the D. Es are not obtained.

May I once again point out that keeping a watch on creating of additional posts is a very important task of Branches and that this should be done in the normal course methodically.

Problems received from Branches :

The Circle Union continues to receive problems to be tackled at Divisional level without being moved at the Division. All such cases we had to forward to the Divisional Secretaries from here. Representing on such cases at Circle level is unnecessary and will lead to no tangible result except adding to the delay in their solution. Only if solutions are not forthcoming after representing at Divisional level, or if the D. Es have informed the branches that those cases require the intervention of the P. M. G. need they be represented here. Otherwise such cases will not be entertained by the P. M. G. Branches should directly deal with the Divisional Unions and the Divisional Unions should send us their report with the specific replies of the D. Es in each case. It is regretted that on some cases reports called for by me are not forthcoming from branch unions as well as Divisional Unions. For proper solution of problems co-ordinated working is essential. Branches are requested to note this.

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No. 5 & 6

WHO IMPEDES PRODUCTION, WHAT CREATES STRIFE?

The Director-General P & T New Delhi has issued a special Circular (No. 28 dated 23-9-1957) on 'Maintenance of good relations between Government and their employees.' The circular deserves the close study of all concerned, particularly the P & T workers as it is an official assessment by the D. G. of the situation in the P & T and in other Central Government services "in the light of the recent developments" and refers to the principles and policy that should govern the relations between the workers and the Administration.

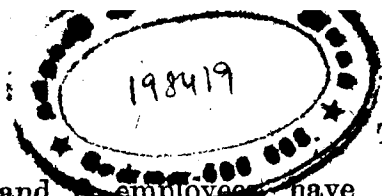
It has been reiterated in that Circular that "the Government are anxious that all legitimate grievances of all classes of Government servants should be examined and dealt with as promptly and as sympathetically as possible. It should be the endeavour of the senior officers of the Department to understand the difficulties and the points of view of their junior colleagues and generally to guide their activities and create a feeling of cordiality between Government, on one hand and the public servants employed under them on the other."

It is one thing to enunciate and reiterate policy statements or objectives. But it is quite a different thing to put life and blood into them and translate them into articles of every day practice.

In spite of the reiteration of these noble objectives time and again for a number of years now, the progress actually achieved in their translation into practice is pretty little. Introduction of standing machinery for settlement of disputes, at all levels participation of workers in the management of the department, rationalisation and democratisation of the rules of the department and more and more decentralisation of powers and functions are still remaining only as vague objectives or pious platitudes on paper. The earlier serious and sincere action is initiated towards this direction the better it is for all concerned.

But the Director-General covers further ground in the subsequent paragraphs of his circular. It continues, "It should be appreciated however, that however solicitous Government may be of their (the workers'-Ed) welfare, the material conditions of service must ultimately depend on the total volume of production in the country and that the only real way of improving the economic condition of the Government servants is to produce more. Anything, therefore, which impedes this production must necessarily be against the interests of Government Servants themselves. To give efficient service to the Nation is one of the primary duties of a public servant and all the

Editorial



P and T employees have a great responsibility in this behalf. The responsibility for the successful implementation of the Second Five Year Plan devolves on all employees equally. All officials low or high in the Department are co-workers in a great public utility service and there should, therefore, be no feeling of strife or bitterness among the co-workers. Any action on the part either of the Government or of the public servants which creates strife and bitterness would naturally recoil adversely both on Government and on the Government servants."

The Circular goes on to state that, "it has unfortunately been noticed, of late some sections of employees have had recourse to indisciplined conduct such as processions, demonstrations and shouting of slogans, some times accompanied by threats of 'direct action' in some form or other. Such conduct undermines good relations and impedes the progress of the work entrusted to the P and T Dept. and therefore of the larger objectives which the Government have in mind. Government, therefore, want to make it clear that such indisciplined and unseemly conduct, should it recur in future, will not be tolerated and that where necessary, firm disciplinary action will be taken against employees who indulge in such behaviour."

We are glad that the Director-General has taken pains to emphasise that the interests of the workers are linked with the cause of increased production of National Wealth in the country and anything that impedes this production is against their own interests as well as those of the Nation. But even though these statements seem to be unexceptionable, they express only part of the Truth. In the interests of every body, particularly in the interests of increasing the very Production of National Wealth which the Circular emphasises, the other part of the Truth which the

Director-General has chosen not to tell, has also to be told. Otherwise, half truths will pass off as Truth.

The Pattern of Production in recent years :

What has been the pattern of production in the country during the last six years from the ushering in of the First Five Year plan?

The Government and the country take credit in having successfully implemented the First Five Year Plan. The following figures have been very frequently quoted.—Compared to the year 1946,

In the year 1954

Industrial production increased by	46%
Cloth	28%
Coal	27%
Steel	29%

(Agricultural Production increased by 13.7% in the year '55-'56 over the figures for 1949-'50)

This has been the case in all sectors. In the P and T itself the increase is shown in the number of post and Telegraph offices opened, miles of Telephone lines constructed, Telephone Exchanges and Public call offices installed, Telephones provided, additional postal, Telegraph and Telephone traffic handled etc. The working people whether belonging to the middle classes or working classes or peasantry have contributed their mite in full whether engaged in production directly or in other avocations which are ancillary services to Production like the P & T etc. That Labour has played its part well in the whole scheme has been admitted by the Government, the Planning Commission and by no less a person than the Prime Minister himself. The Industrial Truce Resolution of the Government has been adhered to by Labour in general honestly and faithfully during this period while the same cannot be said of the capitalists and monopoly interests of the country. In the P & T and the other Government Services, inspite of heavy odds the workers have put their shoulders to the wheel and made the achievements of the First Plan possible.

Under these circumstances the charge of impeding Production can on no account be laid at the door of Labour.

Let us examine this further. The Director-General's Circular states that the only way of improving the economic condition of the workers is to produce more. But having produced more, in the present pattern of production the converse has not followed. The economic condition of the workers did not improve but deteriorated inspite of increased production. Here are the facts :—

The net income from Factory Industries in India increased from Rs. 550 crores to Rs. 770 crores between 1950 and 1954. The increase in wages and salaries however, was only from Rs. 232 crores to Rs. 249 crores while the profits distributed as dividends, rents, interests etc. increased from Rs. 318 crores to Rs. 510 crores. The share of wages and salaries in the net income declined from 42% to 33% while the share of profits increased from 58% to 67%.

In the agricultural sector, even though food production increased, due to the prices slumping in 1955, the peasantry as a whole suffered, the advantage of the falling prices being utilised by the "traders" who purchased at low rates from the producers but still sold at higher rate to the consumers.

Even though the Industrial production has increased as stated above by 46.5% the index of average number of workers during the same period rose only by 6%. That meant steady increase in the work load of the workers.

The abnormal increase in the cost of living due to heavy deficit financing by the Central and State Governments in successive budgets, hoarding by big land lords and traders of food grains particularly from the middle of 1955 when there was a short fall in the

production of food grains in the country, huge sums of money being advanced indiscriminately by the Banks against food stocks, the imposition of fresh burdens of indirect taxation on the ordinary people like excise duties on essential consumer goods etc in every budget successively, have all contributed to make the life of the workers more and more miserable in the face of the increased production. *Here is the big contradiction, namely, increased production on one hand but deteriorating living conditions for the bulk of the people on the other!* There is no use ignoring this or glossing over this blatant factor in our economic life as the D. G. P and T has done in his circular. It will be interesting for us to know what the Director-General has to say about this as the spokesman of the policy of the Government!

Who Sabotaged the Plan?

The Second Five Year plan of the Government started with a bang. Increased Production of National Wealth, more equitable distribution of the income, heavy industrialisation, drastic increase in employment potential etc., were all planned. Physical targets were drawn up. But as was feared the Plan has got into very serious difficulties. It may end with a whimper unless by concerted efforts it is salvaged.

● The Government's failure to mobilise the internal resources in the hands of the Private capitalists in the country, foreign concerns earning and exporting exorbitant profits, those who control the foreign trade, big Bankers with huge reserves etc. was one of the main reasons for this tragedy. Attempts to solve this "resources" problem through other methods like imposing taxation on common people, deficit financing etc have on the other hand accentuated the crisis.

● The failure to control and stabilise 'prices' of food grains and other articles which went up due to reasons

referred to elsewhere in this article, the absence of a National Policy in this regard on the part of Government, was another major reason.

- The insufficient interest given to the matter of food production in the country during the recent years particularly to the solution of its basic problem, that of Land reform, in all the States was another.

- The failure to conserve and increase foreign exchange due to defective economic policies, policies of exports and imports, and also, the lack of a policy on the "Food front" was yet another.

- And many more.....

Now may we ask who has sabotaged the Plan? Who has impeded production? By not falling in line with the objectives and programmes of the Plan in National interests, who was it that withheld co-operation in an unpatriotic manner and created conditions that are very bleak for the Plan? It is the big monopoly capitalists and land lords in the country. And can the Government absolve themselves of their responsibility in this regard as a Government?

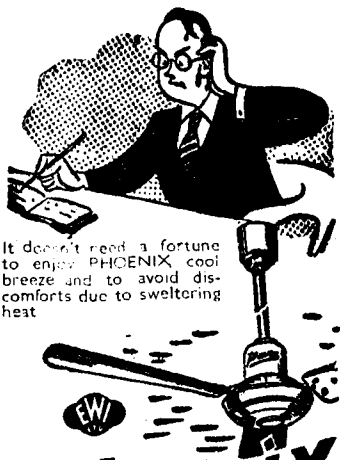
Under such circumstances it is only natural that the discontented workers having failed to get relief through repeated representations will bring their demands to the fore and agitate for the realisation of the same by the exercise of their legitimate Trade Union and democratic rights. An understanding Government should take the opportunity at least at that time to stop the rot and set right matters. But to counter such agitation by repressive measures, disciplinary action, withdrawal of trade union rights and threats is the very antithesis to maintenance of good relations and helping in Production!

In direct contrast to the attitude exhibited in the D.G.'s circular, is the assessment and opinion expressed by the Prime Minister, after the withdrawal of our Strike Notice, that "the

whole incident has a lesson for all of us, both Government and workers as well as others, and unless all of us learn this lesson we shall be faced with similar situations. We should not blame the workers, for they have been hard hit by the economic situation."

But while the Prime Minister speaks thus, the D.G. P & T or rather the Home Ministry, which is the real author of the circular also purports to speak on behalf of the Government. This is intriguing.

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A BRIEF REPORT ON

The Joint Convention of Branch Secretaries

The Joint Convention of branch Secretaries of A.I.T.E.E.U. Cl. III and Linestaff and Class IV Madras Circle Branches met in session at No. 15 Venkatachella Naiken St., Madras on 27-10-57 at 10.30 A.M.

The Presidium consisted of Coms. S. Vedhapuri and A. Piramanathan, the presidents of the Circle Unions.

At the outset there was some discussion about the different drafts circulated by the Confederation, Com. Om. P. Gupta, the C.H.Q. of the Postal Cl. III Union and the C.H.Q. of the linestaff Union. It was explained that inspite of these different drafts we are quite free to discuss and amend them and come to our own independent conclusions on the various points. The views will be of a recommendatory nature to the C.H.Q. and the NEPTE.

There was also some discussion about the programme of the Federation in view of the target date of 11th Nov. fixed by the Central Pay Commission for receipt of memorandum. It was pointed out that the Federation is preparing a draft for circulation among branches which will be finalised at the Federal Council Session. Further discussion of this was left for next day when Com. Om. P. Gupta, the General Secretary, was to arrive. Com. Majeed then initiated the discussion by an explanation of the terms of reference of the Pay Commission.

After a full fledged discussion on the principles of wage fixation in which many members took part the following opinions were accepted unanimously.

1. That the cost of living figure at which to fix the pay should be 380 points.
2. A family should consist of 3 consumption units.
3. The recommendations of the 15th Indian Labour Conference in respect of consumption of food, cloth, etc should be adhered to.

A sub committee was then constituted to go into the question of calculating a family budget with the foregoing accepted principles. The Committee's report was presented after Tea. The minimum wage as worked out by the Committee on the above basis came to Rs. 110/-. There was difference of opinion whether it should be Rs. 110/- or

Rs. 100/-. Criticism was voiced that the figure was not realistic. It should be more. After some discussion it was agreed that Rs. 100/- should be the minimum wage. Com. G. Lakshmanan Circle Secretary of the Postal Cl. III Union then addressed the House and conveyed fraternal greetings.

On the question of maximum wage, the House decided that 1:15 should be the ratio between the highest and lowest pay and therefore suggested that Rs. 1500/- should be the maximum pay. Before the House adjourned for the night there were some discussions on bad climate, hill, project areas allowances etc.

On 28-10-1957, the House reassembled at 10 A.M. Com. Om. P. Gupta addressed the House, and gave a vivid account of the principles of wage determination and also cleared doubts raised as to the variations between his draft and that of the Confederation. He further advised that no firm decisions as such should be taken by the convention as the final decision will be taken only by the NEPTE on the basis of various views expressed. The General opinion of the House on all matters may be recorded. If there are differences they may also be recorded. He explained at length about his proposals on "promotional avenues" as published in the Telecom.

A committee was then formed with Com. Basheer as Convenor and Coms. Oommen Mudalaly, Lawrence, Rajagopal, Shankara Iyer, Mohambaram and Kodandapani as members to draft Pay Scales.

Another committee with Com. T. V. Joseph as Convenor was formed to work out details of promotional avenues, reorganisation of services, etc. The following were the members:—Coms. R. Srinivasan W. O., Kanagaraj E.S., T. V. Joseph R.S.A., P.K. Chacko, P.I., Ganesan, Mech, T. Joseph, wireman, Sathar (S.I. & L.I.) Velu Pillai, (L.M. and others in linestaff), Ratnasamy, Sundersingh (draftsman), T. R. S. Mani, clerk, Varadarajan, Monitor, S. T. John, T.O., Chummar, L. S. G. clerk and Lakshmanan, Raju (Clerks C.T.S).

At the resumed sitting, Com. P. H. V. S. Pandian, Circle Secretary A.I.P.R.M.S.U, Cl. III addressed the House.

Some discussions regarding rate of Dearness allowance, National Wage Boards etc. took place afterwards.

Com. Majeed then apprised the House of the Charge sheet and punishment of censure awarded to him for reading out the Memorandum of the Circle Unions at the Public Relations Conference held along with the 2nd Annual Circle Conference in January 1957 at Madras. The House adopted a resolution moved from the Chair condemning the action of the authorities in this matter and demanding rescinding of the punishment.

Then Com. Basheer presented the report on Pay Scales. Com. Jagannathan, the Circle Organising Secretary, presented the report on Service conditions drafted by the Committee of the Circle Union.

Com. Joseph presented the report of the Committee on promotional avenues.

Com Om Prakash addresses:

At this stage Com Om Prakash addressed the house on the Strike situation and after tracing from the formation of NFPTE in 1954 he covered the decisions of Calcutta and Hyderabad Federal Councils, the Assam Strike, the serving of Strike Notice, J.C.A. decisions, Nehru's interview, Ordinance, Parliamentary discussions, interim relief, withdrawal of strike and the Post strike period.

The House then adjourned for dinner.

Pay Scales:

At the resumed sitting Com. Basheer explained the proposals of the Committee. Many clarifications were asked by the General Secretary as well as others. There was a proposal to adopt the scales of pay as recommended in the G.S.'s draft. After some discussion each pay scale was discussed cadre by cadre.

The following opinions were recorded.

The scale of pay for the lowest category of unskilled worker should be:

100-2-120-3-165...without a definite maximum. He should continue to get his increments till he retires.

This scale should apply to sweepers, watermen, gardener, ayah, scavenger, chaprasi.

Com. Chacko, Quilon, stated that the increments should be Rs. 3/- and Rs. 5/- respectively in the 1st and 2nd stages.

For more skilled workers in the Class IV category like Cleaner, batteryman, dufftri, workman an additional sum of Rs. 10/- should be added to the scale. That is, the suggested scale will be:

110-2-130-3-175...without maximum.

Mechanics, Cable jointers, Engine Drivers, Telephone Operators, Clerks, Sub Inspectors: 180-8-260-10-410.

Com. Ganesan wanted that mechanics may be given a higher start in view of their technical training.

Lineman: Rs. 120-3-150-5-225.

R.S.A., P.I., Draftsman, Wireless Operator

The scale of 240-10-340-12-460-16-540.

A suggestion was made by a member that R.S. As should get higher pay than F.I.

Building Overseer. 300-10-400-15-550-20-650.

E.S. The proposal of Com. Mudalaly for the scale of 400-15-550-20-750 was agreed.

L.S.G. The proposal of Com. Varadarajan for a scale of 450-20-550-25-675 was accepted.

Lady Welfare Superintendents to be in the L.S.G.

Line Inspector: A scale of Rs. 220-10-320-15-470 was suggested.

There was difference of opinion about the amalgamation of the S.Is and L.Is cadres. The promotion to S.Is cadre should be exclusively by seniority and not by merit also as at present.

The House took up the Promotional Avenue Committee Report.

It was decided that there should be L.S.G. in the cadre of R.S.A. to be filled up by seniority on the lines suggested by Com. Om Prakash Gupta.

It was decided to give a copy of the Report on Service conditions to the G.S.

The Convention terminated in the early hours of the 29th.

Madras Repeater Station Branch is conducting tutorial classes for the ensuing R.S.A.'s examination at the Central Telegraph Office buildings. Interested members can contact the Secretary at V.F.T. Room for further details.

SPOT-LIGHT

By JUSTICE

Victimisation "in the Interest of Service"

On the 7th of August 1957, i.e. a day prior to the proposed P & T General Strike, Com. G. K. Ramamurthy, Secretary of the Cuddalore Branch Union was transferred from Cuddalore to Mayavaram. Com. Ramamurthy was still in the first year of his tenure of the post of Secretary.

The Divisional Engineer, Trichy makes it quite clear that this is absolutely not victimisation but only "in the interests of service." Transfers in the exigencies of service are quite simple enough for anybody to understand, and the several transfers that take place in the department do not create any surprise to any body about their routine nature.

But thanks, to the frequent use of this phrase by the administration in some particular sets of circumstances, it has completely lost the meaning it actually conveys in words.

Immunity is granted to departmental officials elected as Secretaries of recognised Unions from transfer during the 1st year of their tenure of secretaryship. Against this immunity when transfer has been effected on the eve of the proposed strike we are at difficulties to understand as to what else it is other than victimisation. But if still it is insisted that it is in the interests of service, we inevitably come to the conclusion that "victimisation" of active union workers is "in the interests of service."

The then P. M. G. Madras, (Sri P. K. S. Chari) was informed of this as early as 12th August 1957 at a deputation of the Circle Secretaries of the Unions in Madras who waited on him. Subsequently written representations and reminders were sent to which the reply was received that the report from the D. E. T. Trichy was called for. At the monthly interview with PMG on 24-10-57 the same reply was reiterated. Why should the D. E. T. Trichy not send his report for so many months as the Circle Union is told by the Circle administration? We find it a little difficult to believe that the D. E. T. would or could withhold the report called for by the Director or the P. M. G. or delay it so inordinately unless the higher officers themselves are not

particular of getting the report or do not really want the report. If the latter is the case why make the D. E. T. the scapegoat in the bargain before the Union? Even if one finds oneself unable to accept the other man's views, straightforwardness and frankness will ultimately pay and earn credit but not so an approach devoid of these. "Official life" is not a mechanical and regimented life where there is no use for this basic and elementary principle of social relationship.

Thanks to the intervention of the Postmaster General during the interview who cut short a discussion on the "hypothetical" reasons for the transfer started by the Director Telegraphs, West, in spite of the absence of "report", and his subsequent assurance that he would personally look into the matter, we still hope that without any further avoidable delay the status-quo ante will be restored.

Staff Cases and the Circle Administration: Promotion of mechanics to the Selection Grade lies over for over 5 years!

Here is a sample of how Engineering staff cases are dealt with by the Circle Administration.

For the last 5 years or more the promotion of mechanics to the Selection Grade has not been made in this Circle. This is in spite of persistent representations being made to the administration, repeated interviews being conducted with the P. M. G., and the Directors Telegraphs and the position explained to them times without number.

As per the existing orders Selection Grade posts in the cadre of mechanics to the extent of 20% of the total confirmed posts in the time scale have to be created and 50% filled by seniority and the remaining 50% by holding a practical examination among permanent officials with 5 years service.

In 1955 when representations were made it was told that new item allotments have to come from D. G. When the new item allotments actually came, it was found 20% of the posts could not be calculated as the Circle office had not confirmed all the eligible posts of time scale mechanics in the Circle as per the D. G.'s current orders.

When the confirmation of posts was done and actual proposals for the creation of S. G. posts were made, it was found that

the confirmation of all eligible officials against these posts was not made. Certain points were referred to D. G. P & T about confirmation of some mechanics in Bangalore, Madras etc and this became the usual plea. The way these particular references were made and pursued by the Circle administration and the "promptness" with which they were disposed of by the D. G. P & T was very wonderful.

After all the points were clarified, action was taken to 'announce' a date for the examination. Then it was discovered that the officials for filling the 50% by seniority have to be approved and eliminated first. It was also found that the D. Es had not finished the confirmation of all the eligible personnel still.

We pointed out the necessity to prepare the Circle gradation list of mechanics to begin with, or at least to call for the seniority list of a few, say ten or twenty officials in each Dn and then prepare the Circle Seniority list of all those officials. Suitable and necessary action to call for and obtain these lists from the respective D. Es was also taken (or rather not taken) in the same "usual" manner.

In the meantime we heard that some promotions were already given in some divisions! On enquiry we found that ignorance of rules was the reason for this. These orders were subsequently revised.

Again we found that the examination was announced before the seniority list was prepared! We made further representations to prepare the list! We were told that some D. Es T. have not yet sent the lists.

In the mean-time fresh orders from D. G. P & T for confirming additional posts have come. And now will the whole cycle repeat itself?

Lack of co-ordination between one section of the Circle Office and another, between the Circle office and Divisions, failure to watch the case at the circle level with interest and concern, failure to study rulings on the subject, all these stand out in bold relief particularly in this case.

Thus it has taken 6 years. Does this not speak very well of the efficiency of the machinery at the Circle level for dealing with staff problems, and the concern of the officers for staff welfare? We wish to draw the personal attention of the PMG to such a state of affairs.

Circle Gradation List of The Engineering Officials.

At last we have received a letter from the Circle office that the Circle gradation list of the Engineering officials have been printed and are being despatched to the D. Es for necessary action.

We will be failing in our duty if we do not express our thanks and congratulate the Circle Administration for this 'marvellous' achievement. It looked as though the accomplishment of this task would be more difficult than the sending of Sputniks into space! For such was its history.

On the side of the Union, we have now forgotten when we first started representing for the preparation of Circle Gradation list, it is part of legends now! Coming to recent history we were informed in a letter dated 28.9.56 that the lists have been prepared and sent to press for printing. Does it take so much time for printing-years? It should be a wonderful press or those in charge should be wonderful people! Those who are interested to know the press or the Truth of the matter, for curiosity's sake, may correspond with Heaven, for Heaven only knows.

MUTUAL TRANSFERS

1. M. Srinivasan, Telephone Operator, Vellore, with a temporary service of 2 years seeks mutual transfer with any Operator at Madras District Telephones. Compensation will be given.
2. S. Muthukrishnan, T. O. Cannanore (Trichur Dn.) seeks mutual transfer with any T. O. in Madras or Trichy Dn. Correspond direct.
3. Com S. Kanagasorupan T. O. Pollachi with a service of 2 years seeks a mutual transfer with anyone of the Telephone District, Madras. Correspond direct.
4. N. Narayanaswami, Permanent Wireman, Bangalore, wishes to have a mutual transfer with any T. O. in Madras Division. Correspond with the Divisional Secretary, AITUCU, Cl. III, Bangalore.

Working Committee of the

All India Trade Union Congress passes resolutions on:

Essential Services Maintenance Bill

This meeting of the Working Committee of the AITUC expresses its unequivocal condemnation of the Essential Services Maintenance Bill, which is still pending before the Rajya Sabha for approval, though the President's Ordinance based on it has been revoked.

The provisions of the Bill constitute an unprecedented attack on the very existence of the organised trade union movement as it empowers the Government to outlaw strikes in any service, even when they are undertaken in accordance with the provisions of the Industrial Disputes Act.

The AITUC is of the opinion that the trade unions will become powerless without the right to strike and the bargaining capacity of the workers will be sapped.

The AITUC strongly protests against the recent inclusion of a new section, Sec. 4 (a), in the Services Conduct Rules of the Government of India, which deprives the two million Government Employees of democratic rights of public assembly and demonstration and public ventilation of grievances. Through this new rule the Government is suppressing the fundamental rights guaranteed in the Indian Constitution to all people irrespective of their trade or profession.

The AITUC therefore demands the immediate withdrawal of the Essential Services Maintenance Bill and cancellation of Sec. 4 (a) of Government Services Conduct Rules. Further the AITUC strongly demands scrapping of the existing Services Conduct Rules which are anti-democratic to the core and a great hindrance to the development of a healthy trade union movement and framing new Services Rules in consultation with the Government employees and their organisations.

The AITUC is glad to note that the employees in the Government services have succeeded to a large extent in building for the first time in the T.U. movement, All-India organisations on a centralised and unified basis. Such unity and organisation is bound to be a great lever to improve the conditions of the Government employees and also their services to the people. But

the bureaucratic overlords of the State detest this development and hence are trying through the above measures to break the growing movement of the Government services. The AITUC declares its solidarity with the Government employees and wishes them further successes in consolidating their unity and strength and realisation of their demands now before the Pay Commission.

On Wages:

This meeting of the Working Committee of the AITUC notes with gratification the fact that the demand put forward by the General Council of the AITUC at Nagpur for a general 25 per cent increase in the wages has become the common demand of almost the entire trade union movement in the country. During the last one year, workers in various industries, including the workers in steel and engineering industry, mines, textiles, have increasingly gone into action for the achievement of a general wage-increase. The movement of P & T workers and other Central Government employees has put the question of a general wage rise, commensurate with the rise in prices and productivity, and the question of interim relief on the immediate agenda of the T.U. movement.

The demand for a wage-rise is being resisted today on the plea that it will give rise to an inflationary spiral and will upset the entire Second Five Year Plan. The Working Committee rejects this plea, because the demand of the workers is coming in the background of 40 per cent rise in production and a 43 per cent rise in productivity already achieved at the end of the First Five Year Plan. Moreover, it is not the rise in wages which has led to an inflationary tendency; on the contrary, it is the general rise in prices, which is forcing the trade union movement to place the demand of a general wage rise to neutralise the effects of high prices etc.

The successful implementation of the Second Five Year Plan demands that the workers are able to get fair wages and the increased production does not lead to a deterioration in their conditions and to enrichment of the big monopolies.

Secondly, while the workers' share of the income from industrial production has gone

down from 42% in 1950 to 33% in 1954 the share of the capitalists has increased from 58% to 67% during the same period.

The Working Committee welcomes the fact that the Tripartite Indian Labour Conference held in Delhi on July 11 and 12 did not give support to a policy of wage-freeze and accepted that minimum wage was "need-based" which should ensure the minimum human needs of the industrial worker.

However, the Committee notes with constraint that the dominant policy of the Government and the industrialists continue in practice, to be one of resistance to the demands for wage-increase. The recent award of the Mica Tribunal in Bihar, giving a rise of only -1/6 to the workers getting -1/4/6 per day shows that in most cases, the minimum wages are not yet "need-based". Wherever workers have won wage-increase, it has been either the result of prolonged Tribunal proceedings or of bitter strike struggles, involving firing on the workers. In Telco Works in Jamshedpur, where the casual workers continue to get a total of only Re. 1/- per day and where other workers have not received any wage-increase for the last ten years, Mr. J. R. D. Tata has called for firm measures against the trade union movement there for daring to demand it and both the Central and State Governments seem to be interested more in suppressing the movement of Jamshedpur workers than in facilitating the work of the Tribunals established as a result of the strike of Telco and Tinplate workers. Not only do the employers refuse to make any collective agreements giving wage-increases, they try to nullify the gains obtained by workers through Tribunal awards by frequent appeals to the Supreme Court, to stay or cancel the awards beneficial to workers. This is evident from their appeals in the case of the coal-miners, manganese workers, the tea plantation workers of South India, the working journalists, etc.

The Working Committee of the AITUC therefore calls upon the trade union movement in the country to further strengthen their struggle for:

i) Increase in Basic Wages;

ii) The consolidation of the existing D.A. with basic Wages;

iii) Setting up of Wage Boards for the various industries for the fixation of fair wages and wage differentials and for the revision of minimum wages in relation to the norms accepted by the 15th Indian Labour Conference.

The Working Committee calls upon the Unions affiliated to the AITUC to strengthen and consolidate the unity in action with unions affiliated to other all-India national centres on these demands, which is uniting the entire trade union movement irrespective of affiliation.

Pay Commission and Interim Relief:

The Working Committee of the AITUC welcomes the announcement of the Government appointing a Pay Commission to go into the pay structure of the employees under the Central Government. But the Committee feels that its terms of reference are so framed as to make the workers feel uncertain about the beneficial results that they are legitimately entitled to expect from the establishment of such a Commission.

The Committee is of opinion that the purpose for which the interim relief is sought will be defeated, if undue delay is caused in implementing it and hence demands that the interim relief must be made available within two months, so that the employees can get the much belated relief without further serious delay.

This Committee declares its whole-hearted support to the efforts of the Government Employees to secure the fulfilment of their demands. It feels that the movement of the Government Employees in which the National Federation of P and T Workers has played prominent part should concentrate its attention on Interim Relief and presentation of their case on their demands to the Pay Commission backed by a rousing consciousness and organisation of all Government employees and their unions on a united basis.

BOOKS RECEIVED:

We acknowledge receipt of a copy of the book "Pension Rules Made Easy" (by P. Muthuswamy B.A., Senior Accountant P & T Dept) incorporating the latest modifications in the Liberalised Pension Rules, exhaustive and illuminating notes and examples. A new approach to the subject; typical questions from exams for S. A. S. (Civil & Defence) P & T Accts. I, P. O. & I. R. M., P. O. & R. M. S. Accts etc. answered with full comments. The book available from SWAMY PUBLISHERS 5603/76 Regarpura, Kanchi, New Delhi 3. priced Rs. 3/- post free.

TOWARDS CORDIAL RELATIONS

by M. R. K.

"Let us sink all Battleships, and build Friendships".

1. Wherever we discuss employer-employee relations we have been stressing on cordial relations. It has become the *Sine Qua Non* of all industries whether in private sector or public sector.

2. It would be worthwhile for us to examine this important aspect of the Trade Union movement with reference to Posts and Telegraphs Department.

3. The questions at once arise as to what is cordial relationship, who is responsible to maintain it and how is it maintained.

Cordial relationship. The employees are necessarily related to the employers in bonds of duty, love and discipline. The employers are related to the employees similarly and in addition by the bonds of care and protection of their employees. But the fundamental factor remains that the employee works and the employer evaluates his work. In the present pattern of things, the two do not apply the same standard in the matter of this evaluation and difference of opinion results. For the employee the evaluation is based on the needs of his living, his comforts and his security. For the employer it is more or less based on the mechanical outturn and increased yields and the capacity to pay with a keen eye on the net profit. It is the duty of the Trade Unions and the employers to find a midway between these two seemingly conflicting view-points and in making efforts in this regard *cordial relations* play an important part. The capacity to adjust, to explain and hear unpleasant and seemingly illogical view points, to try to understand the other man's view point, to realise truth and justice these qualifications are essential for having Cordial relationship.

4. Both sides are equally responsible for maintaining it. It is impossible to fix the onus on one party. Unless both sections realise its importance, it is a very hard job and futile in the end. There should be a burning desire, supreme in the minds of the Union leaders and the officialdom that, come what may, we shall maintain cordiality.

5. In the P & T we have heard about untold grievances from the staff, many of

which would not have been there if cordial relations existed between the Union and the officers. It is an error to blame the officers alone for this. To some extent the Union is also responsible to make efforts to create and maintain cordiality in spite of circumstances to the contrary.

6. The officers also must do some rethinking themselves. Power and authority are two factors which do have an intoxicating effect especially on their first arrival. Prestige and discipline are the two upper most thoughts in their minds. If they understand that it is easy to guard 'prestige' with the active support of their subordinates than with their antagonism, they would have advanced into the realms of cordial relationship. Some times in their over-anxiety to guard "prestige" they do things which have the opposite effect. How do we go about maintaining discipline? We, the workers understand the temptation of power. You can easily hurt a person. The rules are there. The power is there. But should you succumb to this temptation? Let us understand that discipline is not maintained by punishments, and threats. At best it can only be an uneasy peace. It is not lasting. But discipline borne out of conscious understanding, love, affection and regard, it is everlasting. An ignorant man may find fault with you without knowing your limitations. You may come across a union official indisciplined and arrogant. But let it not throw you off-balance. Your right to punish the guilty is unquestioned. But go about it with no rancour or hatred in your heart. You are in a position to set right many things. Let it be your act of Godliness to do these things irrespective of the results.

7. On the side of the Union, too, it might be said that in more cases than one we might have acted rather hastily. We might have fallen a prey to provocation, we might have defended the indefensible. We might have used harsh language. In some places where the Union organisation might not have been quite sound democratic and mature, due to several reasons, the union leadership might have fallen into unworthy hands and the name and power of the union might have been used for personal ends. We might have erred seriously. We might have taken

(Contd. on Page 16)

Com. A. M. A. Majeed Censured by the Department:

INVOCATION OF C. C. S. (c) RULES TO PREVENT PARTICIPATION OF UNION OFFICIALS IN PUBLIC MEETINGS OF THE UNION

(We are publishing below for the information of all concerned the full text of the memo of charges issued to Com. A. M. A. Majeed, his defence and the final order of censure awarded to him for having addressed the Public Relations Conference of the Circle Unions at Madras in January 1957. Certain rules and regulations there are which to-day are no more than relics of the past. When increased participation of workers in the management of the Service in the changed conditions is the declared aim of the Government for ushering in a really efficient service, and more and more rights and liberties and encouragements are promised to their organisation to use a 'relic of the past' to stop the future is a most reactionary action who-so-ever tries to do it. To re-establish the authority of rules which have ceased to have any meaning in the advancing condition of the country by punitive action is futile. The sane and sober way therefore is to scrap these rules and frame new ones in tune with the changed objectives and values as announced by our Prime Minister and the Government themselves rather than try to resuscitate those that are already dead.

The other aspects of this punishment, apart from the above will be clear to members from a perusal of what is published and hence at present no explanations are offered.

—Editor T/F)

Fault Controller, Carrier Building, P & T Madras—1. No. F/Cr/X-1 dated the 24-9-57 to Shri A. M. A. Majeed, Telephone Operator, Fault Control Centre, Madras—1.

On 5th January 1957, you have addressed a public relations conference at Madras in which you have addressed members of the Public and made statements of fact or opinion which have the effect of an adverse criticism of the current or recent policy or action of the Posts and Telegraphs Department of the Central Government in contravention of para 6(1) of the Central Civil Services (conduct) Rule 1955.

The relevant extracts from the local dailies are reproduced below:—

(i) "THE HINDU" dated 7th January 1957 page 2 column 6 para 6:

Mr A. M. A. Majeed, Secretary of the Union, Madras Circle, explained the difficulties experienced by the public and the problems facing the employees and the administration. To avoid delay in booking of trunk calls he suggested the employment of more operators and provision of more

record positions. To avoid delay in putting the calls through, he suggested the installation of adequate number of switch boards and increase in the number of trunk circuits. Pointing out how the shortage of staff resulted in the employees doing overtime work more frequently and led to reduction in their efficiency, Mr. Majeed pleaded for the conduct of a survey of the occupational diseases of telephone operators. He also attributed the "inefficiency" of the department to congestion of space in trunk exchanges and wanted the public to realise the handicaps under which the employees were working.

Para 7: As regards the telephone system in Madras City, Mr. Majeed felt that the department's plan for the new central exchange should be revised and its capacity increased to meet the demand from the public. Urging the need for improving the pay scales of those in technical cadres, he pointed out that many of the technicians now sought avenues of employment in non-technical cadres.

Para 8: "Misuse of Public Call offices".

COM. A. M. A. MAJEED CENSURED BY THE DEPARTMENT

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Referring next to the misuse of public call offices, Mr. Majeed said that either the instruments should be foolproof against these misuses or public conscience should be aroused against this malpractice. He then explained the causes for delay in the issue of telephone bills to the subscribers and said that understaffing and lack of adequate number of machines contributed to the delay and consequent inconvenience to the public.

(ii) "THE MAIL" dated 7th January 1957—Page 6 Column 1

Para 4: Mr. A. M. A. Majeed, Secretary of the union, Madras circle, urged the employment of more operators and installation of adequate number of switch boards. He also pleaded for more amenities for the staff and increased pay scales.

Para 5: "To prevent Misuse"—He added that instruments should be made foolproof against misuse of public call offices and the public conscience should be roused against malpractices. Inadequacy of staff and machines, he explained, was responsible for the delay in issuing telephone bills.

You will therefore explain why disciplinary action should not be taken against you. Your explanation must reach the undersigned within ten days of this communication.

Copy of reply dated 4-10-1957 from Com. A. M. A. Majeed, to F.C. Madras.

Ref: Your Memo No. F/Cr/X-1 dated 24-9-57
Sir,

The extracts from the 'Hindu' and 'The Mail' of 7th January 1957 quoted in your letter under reference seem to be press reportings of the memorandum submitted jointly by the Madras Circle branches of the AITEEU Class III and AITEEU LS & Class IV and read by me as a representative of the Union before the joint public relations conference of the Unions arranged as a part of their Annual Circle conferences at Madras between the dates 3rd and 7th January '57.

The objective of the conference was to create a forum for a closer understanding between the public, the employees and the administration and to have a proper appraisal of the difficulties experienced by all concerned from all angles in the interest of

improving the service and thus eliminating adverse criticism of the P & T services by the public.

The Constitution of the AITEEU Class III and the NFPTE (relevant extracts reproduced below) clearly states this as one of their aims and objects. These constitutions have been approved by the D. G. P&T New Delhi.

Extract from Constitution of AITEEU Cl. III.

Article 3: Aims and objects.

(b) To render efficient service to the Nation.

(e) To ensure for P&T workers a share in the control and management of the P&T Administration.

Extract from the Constitution of the NFPTE.

Article 3: Aims and objects.

(a) To Safeguard and promote the interests, rights and liberties of the employees of the P&T Dept. excluding industrial workers.

(c) To ventilate and secure the redress of the grievances of the members and the settlement of the differences and disputes by democratic and peaceful means.

(e) To render efficient service to the Nation.

(h) To do all other things as are incidental or conducive to the attainment of the above objects or any of them.

The Unions have been registered, further, under the Indian Trade Union Act and their activities are regulated under the provisions of the Act.

Such public relations conferences have been held previously also by the Union in this Circle, the first one being the Telephone Users' Conference at Ernakulam on 23rd and 24th May '53. Major C. V. Rajan, the then PMG Madras and Sri K. V. Ranganathan, the then Director, Telegraphs, Madras addressed the Conference and appreciated the approach and objective of the Conference

held by the Union. Union representatives who were Government Employees participated in that Conference.

The 2nd one was held at Bangalore in 1956 along with the 1st Circle Conference of the Union, in pursuance of similar objectives.

In the background of the above objective of the Union as well as in the background of the encouragement and active participation by the high officers of the Administration in similar Conferences previously my action, I hold, does not attract the provisions of the Central Civil Services Conduct Rule 1955.

Copy of No. F/CR/X-1/4 dated at Madras 1 the 16-10-1957.

From The Fault Controller, Posts & Telegraphs, Madras—1. to Shri A. M. A. Majeed, Telephone operator, Fault Control Centre, Madras—1.

In my memo No. F/CR/X-1 dated 24.9.57 you were asked to explain why disciplinary action should not be taken against you for addressing members of the public in the conference held at Madras on 5th January 1957 and making statements of fact or opinion which have the effect of an adverse criticism of the current or recent policy or action of the Posts and Telegraphs Dept. of the Central Government in contravention of para 6 (i) of the Central Civil Services (Conduct) Rules 1955. During your address to the public, as reported in the local dailies, you have "attributed the inefficiency of the department to congestion of space in trunk exchanges and wanted the public to realise the handicaps under which the employees were working" also you had made statements of opinion that "the Department's plan for the Central Exchange should be revised and

its capacity increased" further, you had attributed the causes of delay in the issue of telephone bills to the subscribers "to under staffing and lack of adequate number of machines".

2. In your explanation dated 4-10-1957, you have stated that you addressed the public relations conference in the capacity of a representative of the Union. In this connection it is pointed out that your membership of the Union either as an ordinary member or as a representative or as an office bearer does not exempt you from the provisions of the Central Civil Services (Conduct) Rule 1955. Further in the same explanation you have stated that such public relations conference held at Ernakulam during May 1953 had been addressed by the then Postmaster-General and Director of Telegraphs, Madras. But your attention is drawn to the fact that the contravention of rules referred to pertain to Central Civil Services (Conduct) Rule 1955 and hence reference to the conference held in 1953 is irrelevant. (A similar provision existed in the rules in force in 1953 as well. —Ed.)

3. Under these circumstances, your explanation is unsatisfactory. Therefore you are hereby censured for addressing members of the public, and making statements of facts or opinion which have the effect of an adverse criticism of the current or recent policy or action of the Posts and Telegraphs Department of the Central Govt. in contravention of para 6 (i) of the Central Civil Services (Conduct) Rule 1955. It is earnestly hoped that you would try to avoid such instances in future.

4. A copy of this order is being recorded in your confidential records.

5. Please acknowledge.

(Continued from 2nd cover page)

The C. H. Q. "Correspondence":

We are very glad to note that the CHQ has announced that they are bringing out copies of "correspondence" directly for supply to branches. This has been a long felt need. This has been facilitated by the purchase of the electric duplicator. This Circle Union with its limitations has not been able to supply copies of all correspondence received here from the CHQ to all branches. The CHQ thus will be establishing its direct links with the Branch Unions

which are absent today. We hope that the G. S. will make it a point to issue a "fortnightly Note" to all branches along with the "Correspondence."

The Annual Subscription per copy is Rs. 3/- Branches should indent as many copies as there are attached offices in their jurisdiction so that wide circulation among members can be given. Apart from bigger offices each group or telephone Exchange or Office should have its own copy. On notice boards, it should be conveniently affixed for members to read.

Letter to Editor

Comrade,

Please extend me the privilege of inviting the kind attention of the authorities, through the valuable columns of this Magazine to the following facts that require speedy and considerate action.

The bifurcation of divisions and repatriation of officials in the present context involve much complicated issues. It may be recalled that in the year 1954 the then TR division was bifurcated as TR Dn and CBT Dn. Two and a half years have lapsed. Yet the problems of the aggrieved officials consequent on the bifurcation remain as they were. The individual representations and the Union's efforts in this regard are in the melting pot.

Now all the divisions in the Madras Circle have been completely re-organised and are demarcated with different borders. We congratulate the administration for their successful implementation of their re-organisation scheme, which would promote the efficiency of the service. But we are not satisfied with their attitude in which the interests of the officials are looked into. We wish, that the officials should not be deprived of their right to serve in their home divisions if they are eligible.

For example, the officials who were recruited before the bifurcation of TR division in 1954 are now scattered throughout the re-organised TRC, CBT, TR and MA divisions. The officials gave their willingness for repatriation, when the re-organisation took place. Now they are even left back at the newly formed TRC Dn who require double repatriation to reach their home division.

It is understood that the above officials in TRC Dn will be first repatriated to CBT Dn and then to TR Dn. Now the TR Dn is also bifurcated into TR and MA. The procedure adopted by the administration will cause inordinate delay for the officials to reach their home divisions.

In view of these facts, it will be of great help and satisfaction to the officials, if the authorities would consider the case of these handicapped officials on the above grounds and take a compassionate view to repatriate them directly either to the present MA Dn or TR Dn by ascertaining their choice.

—K. S. M.

AUTO EXCHANGE BUILDING COIMBATORE

The building constructed for opening of an Auto Exchange at Coimbatore is nearing completion. It is learnt that the concerned authorities are now thinking of electrification of the building at this stage when the building is nearing completion. One fails to understand the ingenuity in this move of the authorities. This had been the case also when the new Telegraph office was built at this place some time ago. It is a common feature that when big buildings are constructed, electrification is done simultaneously to avoid possible damage to the new building.

Naturally it is beyond one's comprehension why the Govt. authorities alone are adopting a different method. Does it mean that this move is a novel way of testing the strength of the walls of new buildings, since the wires can be taken only by boring the walls in the sides? Or is it an indication of lack of coordination of different arms of the Government? Is it not strange that even this important thing fails to catch the eyes of Inspecting officers?

LINEMAN QUARTERS FORFEIT

Dear Comrade,

Peculiar are the ways of the P & T Department. We have brought to light certain facts about the installation of a 12-channel carrier system between Madras and Bombay and the reasons for the delay in executing a scheme that was PLANNED in advance about three years ago—vide TELE-FLASH of October 1957. Now we are told of the unscrupulous method adopted to house the repeater at SIRA in Bangalore division. The building originally intended for lineman quarters,—with one room, one kitchen, one bath room and one lavatory,—is to be utilised! We also understand that the repeater equipment will be installed in the one room and the RSDF in the kitchen while space for the power and battery rooms has still to be found. The poor lineman of course, has to make his own arrangements for accommodation; likewise the maintenance staff!! When the government itself found it so difficult to acquire or build a decent building what will be the fate of the employees who may be posted to that station? It can well be imagined than

explained. As usual forget all about amenities and facilities !!!

"TARA"

Dear Comrade,

Sub : Medical facilities to Central Government Employees in Madras City.

In the vast area of Madras city there are several hospitals and according to the Madras Corporation there are more than 50 divisions and for each division a medical officer is nominated as Authorised Medical Attendant by the Director, Medical Services, Government of Madras, for treating Central Government Servants and their families. The officials residing in a Division can have consultation and treatment only from the particular A.M.A. attached to the hospital of that area. The A.M.A. nominated for a particular Division, usually, has his residence miles away. Due to the Medical officers being rotated among the several hospitals in Madras City and since no quarters for them are provided, they do not change their residence to the particular area of the hospital to which they are transferred for their own

reasons. Though other A.M.As are available within easy reach of the officials, within their residential area, they are not permitted to take treatment from them since they are attached to other hospitals. The Central Government employees and their families, if they have to take treatment and get the bills refunded, thus, have not only to spend for conveyance daily but are also put to much inconveniences.

I wish to point out that in the circumstances many of the Central Government Servants do not avail of the medical facilities and often incur expenditure from their own pay to avoid such inconveniences detailed above. These difficulties may be overcome if the department suitably modifies the rules so that the Central Government servants and their families can have treatment with any A.M.A. attached to any hospital in the city.

As much as this does not involve any difficulties to the Department, we hope the suggestion will be favourably considered.

"CITYMAN"

(Continued from page 11)

even unreasonable attitudes. But as humble Trade Union workers, we need not be ashamed of these things. Ours is a growing movement. It is quite possible that we might have erred. No human thought or action is beyond this limitation. But let us have the courage to admit our mistakes when we realise them. Let us learn from the past. If we are able to do that, we have profited from our mistakes. The man opposite, the officer, with whom we are dealing has also got some courage, conviction, and ideas. How much better would it be if we tried to persuade rather than threaten! Threat has a serious disadvantage that it allows the opposite man to arm himself and be on the alert. When one's "person" is pricked one becomes obstructive rather than helpful. Strong action or words are seldom necessary.

8. The job in which we are all engaged in needs all our efforts and co-operation. It is very unfortunate for the Government to come out with a D.G.'s circular threatening dire consequences in the event of processions, demonstrations, and strike. It is yet more unfortunate that the amendments to the Government Servants conduct rules are sought to be preserved. *Threats are at best childish in this era.* It requires sagacity, courage and leadership to tune oneself into changed circumstances. As some body said "let us sink all battle ships and build friendships" Such an approach with a clean and a "big" mind would be the base on which we can build an efficient service and contended industry.

FOR SALE

A booklet containing the syllabus for R. S. A. examination together with question papers of the years 1951-1957 has been brought out for the benefit of intending candidates. It is priced Np. 75 per copy. (Postage extra)

Address remittances to:

Com S. BALASUNDARAM, Circle Treasurer,

A.I.T.E.R.U. CLASS III, D.B.T.'S OFFICE,
28, PANTHEON ROAD, MADRAS-8.

Regional Cultural & Sports Festival 1957-1958

The Madras (Regional) Cultural and Sport Festival was conducted in Madras during the period from 13th to 17th Nov. 1957. This year the participants in both cultural and sports meet were more than in the previous years and there were many new faces too. At the outset it can be said, without any fear of contradiction, that the standard of performance was kept up by the competitors, and in certain items it was remarkable. It is gratifying to note that the P & T workers are taking very keen interest in the field of Culture and Sports as well, and given proper encouragement and facilities, they will shine as any other "professionals" in the field.

The competitions in connection with the cultural festival were held in the P.M.G.'s office in respect of the following items, for three days:—

- | | |
|------------------------|----------------------|
| i Hindusthani Music: | (a) Classical |
| | (b) Light |
| | (c) Folk songs |
| ii Carnatic Music: | (a) Classical |
| | (b) Light |
| | (c) Folk songs |
| iii Instrumental Music | Stringed instruments |
| iv Dances | (a) Bharatanatya |
| | (b) Kathak |
| | (c) Kathakali |

Regarding the musical concerts, there is nothing particular to report except that there were a good number of new competitors. The competitors excelled one another and the first prize both in Carnatic classical and Carnatic light, went to Kumari Rajalaxmi. About light music and folksongs, the authorities should insist on certain standards and rules for the competitors. In the absence of such rules or regulations, the competitors begin to sing anything and everything and claim that it is either light music or folksong! One entrant for Folk songs (Tamil) did not do any justice to the folk lore of Tamilnad, but did a piece of mono-acting-if I may call it so-and yet knocked off a prize-a third Prize for Folk Songs!!! One wonders why a third prize was awarded in this case alone, whereas in all other items the authorities were satisfied with awarding only one or two prizes! May be the recipient of the third prize for Folk songs is an officer or "would be" officer. This is unfair to other competitors.

Again, the competitors playing on stringed instruments and those playing Mridangam, etc were clubbed together into one category for awarding prizes. This also is not correct. Everyone will agree that the instruments like Veena, Violin, Sitar, Bulbul-Tar, Accordion, Piano, Mridangam, Tabala-etc etc are instruments with different notes and tunes and are played differently. The talent of competitors playing these different instruments cannot be judged correctly if the competitors for all these are grouped as one-under a broad classification "Musical Instruments". I would suggest that competitions in each group of musical instruments should be held separately. The department can encourage the artists only by recognising and rewarding their talents. I hope that the authorities who conduct the festival will take note of these criticisms and rectify such incongruities in future.

Dances: Unlike the other items, entrants for this item were not many. In Bharatanatya there was only one artist to speak of, and she got the prize, unchallenged. A piece of Kathakali dance, performed by Shri Satyanarayana from Trichur was appreciated by everybody. Without the usual accompaniments like "Chenda and Maddalam" he performed the "Siva Thandava" and exhibited his fine artistic talents. He deserves all encouragement.

On the evening of the 16th the Cultural Festival came to a close with a function held in the Government Arts College Drama Hall. The Mayor of Madras, Shri K. Srinivasan presided over the function and distributed the prizes. There were light entertainments. A Farce "Time piece" and a one act drama "Pushpalatha" were also enacted. The actors were all P & T men and there are class actors (Messrs. Govindarajan and Raman of D.L.O., Harikrishnadu of P. M. G.'s office) among the P & T men. This dramatic group has staged such one act plays in the city on several occasions in the past. I wonder why "Acting" is not recognised by the Department for purposes of the award of prizes in Cultural festivals. The Department should encourage such dramatic troupes by awarding prizes to the best actor, best writer, etc. etc.

Sports: On the morning of the 16th at 8-30 A.M. the 8th All India Sports meet commenced with the "March Past" of the athletes about 200 in number and the

hoisting of the Madras Regional P & T Flag by President Shri S. S. Ananthakrishnan, P. M. G. Madras, at Rajaratnam Stadium. The flag bearers of the Divisional teams formed a semi circle around the saluting base and Shri W. Barnabas (Madurai H. O.) took the "Oath" on behalf of the Athletes present. After the formal inauguration of the Sports festival, one by one the items were gone through. The sports items continued for two days, and was really interesting. This year the I.T.I. Bangalore were not present. The items were really interesting and the last but not the least interesting item was "Fancy Dress" competition.

All the items were finished according to schedule and the Secretary presented the

report and requested the I. G. of Police to distribute the prizes. Before distributing the prizes to the several athletes the I. G. addressed a few words. He congratulated the winners and runners up and remarked that he was pleased to find the P & T athletes, keeping up a very high standard in sports and wished them all success in the Zonal and All India Meet. After the distribution of prizes and thanks-giving, the function came to a close with singing of "Janagana Mana".

The championship among men athletes, went to *Sri Eric Mitchell (Madras Telephones and among the women athletes, it went to Shrimathi Chandrakantha (Bangalore Telephone)*. Our hearty congratulations-keep it up, comrades.

TO THE P. M. G. MADRAS

1. RSA/83-4 dated 8-10-57.
Grant of HRA to RSAs recruited through Trade Test 1950 and recruitment examination 1951.
2. ES/85-4 dated 8-10-57.
Recruitment of E. S. Madras Circle.
3. G/117 dated 10-10-57.
Repatriation of Clerks in the Engineering divisions to parent units.
4. G/135 dated 12-10-57.
Fixation of pay of Sri M. V. Raghuraman, RSA, Mambalam Repeater Station.
5. G/148 dated 12-10-57.
Grant of leave to Branch Secretaries & Representatives attending Circle Convention at Madras on dates 27th and 28th Oct. 57.
6. Mech/77-5 dated 12-10-57.
Fixation of Pay and drawal of arrears of Mechanics absorbed from T&D Circle.
7. CON/16-1 dated 17-10-57.
Understaffing in the cadre of T. Os-Coonoor Exchange.
8. BG-2/1 dated 17-10-57.
Filling up of vacancies in the cadre of RSAs in Bangalore division in officiating arrangements.
9. DVG/4-2 dated 17-10-57.
Unsatisfactory conditions of the Telephone Exchange
10. US/PI/MA dated 24-10-57.
Additional Sanction of Phone Inspectors for Madurai Telegraph Sub Division.
11. US/PI/CBT dated 24-10-57.
Sanction of additional post of P. I for Salem Exchange.
12. RSA/83-8 dated 31-10-57.
Confirmation of R. S. As.
13. TNJ/52 dated 31-10-57.
Provision of Rest Room and Dormitory for Tanjore Exchange.
14. ES/85-5 dated 2-11-57.
Sanction of 3rd E. S. Carrier at Coimbatore.
15. TO/81-9 dated 7-11-57.
Sanction of additional T. Os for Villupuram, Pondicherry and Mayuram Exchanges.
16. RSA/83-9 dated 7-11-57.
Sanction of additional RSAs for Madras V. F. T.
17. RSA/83-9 dated 7-11-57.
Sanction of Staff to V. F. T. Kozhikode.
18. MRS/24-4 dated 8-11-57.
Confirmation of R. G. Rajan.
19. RSA/83-3 dated 13-11-57.
Leave Reserve RSAs-recruitment.
20. ES/84-4 dated 13-11-57.
Rotational transfers-E. Sa.
21. G/117 dated 14-11-57.
Posting of Clerks from Trichur to Trivandrum Engg division.
22. G/117 dated 14-11-57.
Voluntary transfer of Clerks from Trichur to Madurai Engg division.
23. BG/2-1 dated 14-11-57.
Filling up of vacancies in the cadre of RSAs in Bangalore Division.
24. SLM/49-1 dated 15-11-57.
E.S. Postings-delay in issue of posting orders after training-Case of Sri E. S. Subramanian.
25. G/117 dated 16-11-57.
Repatriation of juniors from Madurai to Trichur Engg division.
26. CDL/25-1 dated 16-11-57.
Retransfer of Branch Secretary, Cuddalore.
27. Mech/77-5 dated 17-11-57.
Fixation of Pay of P. K. Thomas, Mechanic, Cochin.
28. G/129 dated 17-11-57.
Gradation lists-Engg. Arm.
29. MR/13-2 dated 18-11-57.
Provision of Water facilities in Mangalore Departmental Quarters.
30. ES/85-4 dated 18-11-57.
Announcement of E. S. Vacancies in Madras Circle.
31. MR/14-3 dated 18-11-57.
Shifting Mangalore Radio to new departmental building.

LETTERS FROM D. G.

D. G. P & T No. 385-42/56 NCG dated 24-10-1957.

Confirmation of Circle Service Repeater Station Assistants.

A reference is invited to this office Memorandum No. STB 385-7/53 dated the 18th August 1953 in which it was ordered that the permanent posts of Repeater Station Assistants sanctioned in this office Memorandum mentioned should be filled up substantively by temporary and officiating Repeater Station Assistants belonging to I to VIII batches, the 'O' batch and the category of war service candidates subject to the conditions stated in that memorandum.

It has now been decided that against the existing permanent vacancies after making reservation of posts for General Service Repeater Station Assistants who were eligible for confirmation on the terms and conditions mentioned in the Memorandum of the 18th August 1953, cited above and have for some reasons, not been confirmed so far, and a further reservation of five permanent posts each in Bombay, Uttar Pradesh and Madras Circles (which are to be kept vacant till further orders) the Repeater Station assistants of batches subsequent to those referred to in para 1 above should be confirmed, according to seniority and determined according to D. G.'s Engineering Circular No. 20 dated the 24th December 1951 read with the instructions issued in this office Memorandum No. STB 385-3/52 dated the 2nd Feb. 1952 subject to the following conditions:—

1. They should have completed the prescribed training.
2. There is no break in their service, since the date of their original selection and training.
3. They are otherwise considered fit for confirmation.
4. Confirmation should be given effect to from the date the official is continuous by employed as RSA but not earlier than the 11th August 1951 and also not earlier than the date from which the permanent post is available in the circle concerned.
5. Officials who have been confirmed as Engg. Supervisors should not be confirmed as Repeater Station Assistants.

The cases of officials who do not satisfy condition (2) above should be referred to this office giving particulars of their names, of batch number, period of break in service and reasons therefor. It should also be stated whether they have completed their training and are considered fit for confirmation.

Officials who are under training as Engg. Supervisors etc or who are officiating in higher grades or who are on deputation to other departments may also be considered for confirmation.

A report on the action taken may please be submitted to this office by the 31st Dec. 1957.

D. G. P & T No. 6/6/57-SPB dated 29-10-1957.

Promotion to Lower Selection Grade in the Clerical and allied Cadres.

The question of introducing an element of selection for promotion to the lower Selection Grade thus

giving an incentive to young and capable workers has been under consideration for some time. Government have now decided that one third of the posts in the Lower Selection Grade will be filled by selection and the remaining two thirds by seniority-cum-fitness as at present. For this purpose, a roster of three will be observed, the first two points being filled by seniority-cum-fitness and the third being filled by selection. The selection will be restricted to officials who have not been considered in the first category and who are permanent and will be made by a departmental promotion Committee consisting of

In Major Circles:

1. Director of Telegraphs,
2. Director of Postal services,
3. Another Gazetted officer selected by the Heads of Circles.

In Minor Circles:

1. Director of Posts and Telegraphs
2. Deputy Director (Postal)
3. Deputy Director (Engg.) or local divisional Engineer Telegraphs.

In Telephone Districts, Bombay and Calcutta:

1. Superintending Engineer, Two executive Engineers.

In Delhi Telephone Dist:

1. District Manager, Two Divisional Engineers Phones.

Madras Telephone Dist:

1. District Manager.
2. Executive Engineer.
3. Divisional Engineer, Telegraphs Madras.

In Delhi Circle:

1. Director of postal services.
2. Deputy Director.
3. One assistant Director.

The selection will be made by the Departmental promotion Committee in accordance with the orders issued by this office Memorandum No. 103/157 SPA dated the 12th September 1957. These orders will apply to the Lower selection grade posts in the operative branches of the postal and RMS arms of the department, the Dead letter office and to the posts of lower selection grade Monitors.

D. G. P & T No. SPB. 130-5/56 dated 9-11-1957.
Absorption of unapproved candidates in the clerical and allied cadres and the cadre of mechanics.

Ref:—This office letters Nos. SPB. 20-81/56 dated 8-9-56, No. STB. 150-56/55 dated 5-7-56 and No. STB. 150-9/56 dated 10-12-56.

Several concessions were given in the past few years to unapproved officials for their absorption in the regular cadres. In spite of these concessions, representations continue to pour in from the Staff and the Service Unions in respect of persons who are not covered by these concessions. To settle once for all the problem of unapproved and unqualified officials the Government has after careful consideration been pleased to decide as follows:

1. Clerical and allied cadres other than those of Telegraphists and Telephone Operators.

2. Non Departmental Telegraphists.

Such of the Non Departmental telegraphists as are within the prescribed age limits (45 years for dis

placed persons) on 1-9-57 after deducting their service in the Posts and Telegraphs Department and are educationally qualified, will be exempted from the recruitment procedure prescribed for the cadre of Telegraphists provided that at the close of 31-8-57 they have either (1) two years aggregate service as N. D. Telegraphists or (2) one year continuous service as such. They will be absorbed in the cadre of Telegraphists only after passing the test prescribed in Rule 381 of P & T Manual Vol. IV and after their character and antecedents have been verified, if this has not already been done. Till then they will continue as N. D. Telegraphists.

3. Non Departmental Telephone Operators.

The conditions as laid down for N. D. Telegraphists will apply to N. D. Telephone Operators, also with the difference that before absorption in the cadre of Telephone Operators they will be required to pass a test analogous to the test held on completion of training imparted to candidates for appointment to the regular cadre of Telephone Operators.

4. Mechanics.

Such of the unapproved mechanics as have completed (1) two years aggregate service or (2) one year's continuous service as mechanics on the close of 31-8-57 will be absorbed in the regular cadre provided they satisfy the other conditions laid down in this office memo No. STB. 150-66/55 dated 5-7-56.

2. As stated above, the absorption in any of the above mentioned cadres in the case of outsiders will depend on the officials concerned satisfying in the minimum educational qualifications prescribed for

that cadre as well as the age limit on 1-9-57 after deducting their service in the P & T Department.

3. Officials who have already been discharged or reverted, but satisfied the conditions regarding minimum service limits on the date of discharge or reversion and also satisfy the conditions regarding age and educational qualifications on 1-9-57 may be considered for absorption in the cadres concerned. This applies to N. D. officials only.

4. x x x x x

5. x x x x x

6. The officials who are covered by the above concessions will be placed on the approved list below all candidates approved as direct recruits and/or by promotion during 1957. Their seniority 'interse' will be fixed with reference to total aggregate unapproved service. If this happens to be the same, the older person will be ranked senior.

7. x x x x x

8. x x x x x

9. x x x x x

10. x x x x x

11. An approved official who is not covered by these orders should be offered if otherwise qualified on account of age and educational qualification an alternative appointment in terms of Director-General's General Circular No. 24 dated 31st October, 1953. In case no vacancy is available or the offer of alternative appointment is refused or he is otherwise ineligible for retention he should be discharged under the terms of the condition of his appointment by giving notice, where necessary.

List of Branch Secretaries and Representatives who attended the Convention on 27th and 28th October 1957

MS DET office	1. Com. Mohambaram	ERD	23. „ L. Narayanan
MS R/R Station	2. „ T. N. Subramaniam	SLM	24. „ Rajagopal
MS Dist	3. „ B. Srinivasa Rao	TRC DET Office	25. „ Ayyappan Kutty
	4. „ A. Ouseph	MR Phones	26. „ R. Srinivasan
	5. „ A. Joseph	TVM	27. „ K. N. D. Mudalaly
BG Phones	6. „ K. S. Rajagopal	QN	28. „ S. T. John
	7. „ Nagara	ALP	29. „ P. K. Chacko
	8. „ P. Rajagopala Menon*	KTM	30. „ Ramaier
	9. „ C. Ramasamy*		31. „ M. C. Chumar
DVG	10. „ R. Ramanathan		32. „ Louis
MY	11. „ P. N. Sankara Iyer*	MS Teleg Stores	33. „ Abraham
TR DET Office	12. „ Xavier Lawrence	Linestaff & Cl. IV	
TR Phones	13. „ T. Ranganathan	SLM	34. „ M. Arumugam
	14. „ K. Subramaniam	TVM	35. „ T. V. Joseph
TNJ	15. „ K. Bashyam	KTM	36. „ Varkey
MA DET office	16. „ G. N. Nagendran	ALP	37. „ P. Velupillai
MA Phones	17. „ V. Venkatachelam	MS Dn	38. „ P. Kothandapani
	18. „ S. Narasingam	MA Dn	39. „ S. M. Ratanasami
CBT DET office	19. „ T. R. S. Mani	KE	40. „ M. S. Nair
CBT Phones	20. Com Varadarajan		
	21. „ Sankaran		
	22. „ Ganesan		

*Represented Linestaff & Cl. IV also

INTERVIEW WITH P. M. G.

Minutes of the meeting held by the P. M. G. with the representatives of the A. I. T. E. E. U. Cl. 3 MS Circle at 3-30 p. m. on 24-10-57.

A copy of the minutes of the previous meeting was handed over to the Union.

The following fresh subjects then came up for discussion.

1. Upgrading of monitors to L. S. G. in this Circle.

Statistical information has been called for from the D. Es. T. Madras Circle. On receipt of the same, further action will be taken in the matter.

2. Permanency of posts.

Expeditious action will be taken in the matter.

3. Creation of leave reserve post of Phone Inspectors.

Reports are awaited from the D. Es. T. reg. creation of L. R. posts of Phone Inspectors.

4. Postings of Selection Grade Mechanics in the Circle.

(a) Delay in preparation of the Circle seniority list and posting of the seniors against 50% seniority quota:—

The gradation lists of all mechanics except Phone Mechanics are under print and will be circulated to the officials shortly. As regards 'phone Mechanics' there are some ex State officials whose seniority vis-a-vis P&T officials has to be fixed and the work is being pushed through.

(b) Disposal of pending applications for Selection Grade Examination from officials of Trivandrum Dn:

All applications for admission to the L. S. G. Examination for Mechanics received through the D. E. T. Trivandrum have been scrutinised and all the applicants admitted to appear for the examination. Intimation in this regard to the D. E. T. is under issue.

(c) Settlement of cases of Mechanics transferred from one branch to another arbitrarily:

Regarding eligibility of two erstwhile phone Mechanics, now working in Carrier Branch for promotion as Selection Grade Phone Mechanics, the D. G. P&T has been addressed and his orders are awaited. As the D. G.'s decision in this case will affect the seniority of the other officials and as no officiating appointments can be made in the cadre of S. G. Mechanics, the seniority list of 'Phone Mechanics' can be finalised after receipt of D. G.'s orders. D. G. will be reminded by D. O. letter.

5. Circle posting of L. S. G. clerks:

There is only one vacancy now at Trichur which is to be filled on circle basis. Action in this regard will be expedited.

6. Repatriation of T. Os, Mechanics, etc from and among the various divisions: Recruitment of Mechanics in Trichy and Madura Divisions while mechanics in Coimbatore Division are awaiting repatriation.

The question of repatriation of officials from only one Division to another is being vigorously pursued and the divisional Engineers have been instructed suitably in the matter. The Divisional Engineers

Telegraphs Trichy and Coimbatore were already addressed in the matter on 17-2-57 and they have also since been reminded. Their replies are awaited.

7. Repatriation of clerks from and among the different divisions.

The question of repatriation of officials from one division to another is being vigorously pursued and the divisional Engineers have been instructed suitably in the matter.

Regarding fresh appointments made in Trivandrum Dn a report has been called for and suitable action will be taken on receipt of his reply.

8. Recategorisation of 5 L. M. TOs of Trivandrum Dn as from 1-4-50 instead of 1-4-51:

D. G.'s instructions in his reference No P&A 215-40/56 dated 2-8-57 have been communicated to the Divisional officers concerned under this office letter No. SAM-300/VIII dated 30-9-57 for necessary action.

9. Case of fixation of pay of shri. K. A. Mathew, Mechanic, Alleppey.

Since this is an individual case the Union is precluded from taking it up. However instructions will be issued for expediting individual cases promptly.

10. Fixation of pay of Shri. P. K. Vasudevan Nair, Mechanic, Alleppey.

This is also an individual case which the union cannot take up. However instructions will be issued for taking expeditious action in disposing of individual cases.

11. Confirmation of R. S. As in the Circle.

The confirmation of RSAs of batches subsequent to batch III is still under consideration of the D. G. P&T N D. His final orders are awaited. D. G. will be reminded by D. O. letter.

12. Preparation of Circle Gradation list in the Engineering Arm.

The Circle gradation list on the Engineering side has been prepared completely and also printed. Only 10 pages of index matter remains yet to be printed and proof corrected. It is expected to be issued very shortly.

13. Filling up of posts of wiremen in Bangalore Dn by Departmental officials.

A test was conducted by the DET for selection of wiremen from among the eligible departmental candidates on 25-3-57. Since no officials was found fit for the promotion one of the officials was allowed a second chance to appear for the test and he has since been selected and posted. The DET will however be instructed to hold a further test for selection of wiremen from among the eligible departmental candidates.

14. Creation of justified posts of clerks in Trichy Dn.

The matter is under examination by the P. M. G. who has called for certain information.

15. Sanction of post of E. S. P. Davangere.

A self contained proposal with relevant statistics is awaited from the D. E. T. Bangalore Dn. As soon as the same is received the case will be examined.

16. Dormitory facilities for the New Carrier building Madras.

The matter is under correspondence with the D. G. regarding provision of space for the dormitory in the new Carrier Building, Madras, and it will be done as early as possible.

17. Payment of arrears of HRA to R. S. As appointed in 1950 and 1951.

The Audit office has referred the matter to the Government through the A. G. P&T Simla. His orders are still awaited.

18. Posting of higher grade Draftsman in the Trichy D. E. T.'s office with retrospective effect.

Posting of Higher Grade Draftsman in Trichy with retrospective effect is not permissible and the Union's request cannot therefore be agreed to. However the case will again be looked into by the P. M. G.

19. Issue of Quasi permanency certificates to Wireless operators in Madras Division:

Particulars of officials who are eligible for quasi permanency certificates have been called for. On receipt of reports from the concerned D. Es T expeditious action will be taken for the issue of Q. P. C.

20. Vacancies reserved for trade test candidates to the E. Ss Recruitment:

Candidates qualified in the Trade Test can be sent to the Engg. Supervisors' Training class at Jabalpur only on receipt of orders from the D. G. As no such orders have so far been received it is not possible to send the qualified men for the training.

No action can be taken by this office at Circle level as the opening of training class at Jabalpur is a matter to be decided by the D. G.

21. Transfer of Branch Secretary, Cuddalore, to Mayuram in the first year of his tenure.

A report has been called for from the Divisional Engineer, Telegraphs, Trichy who has also been reminded.

22. Action of L. S. G. Monitor Calicut against NDTOs.

No NDTOs were discharged from service on 8-8-57. On that day six NDTOs were not marked on duty as there were a few volunteer trainees on the board. They are still working in Kozhikode Exchange.

Review of the minutes of the meeting held by the P. M. G. with the representative of the A. I. T. E. E. U. Cl 3 MS. Circle Branch on the 26-4-57.

Note: Only items on which action is pending in the minutes are reviewed below:—

1. (2) Sanction of Telephone Operators for Thodupuzha Exchange Trivandrum Division.

The matter is still under examination.

2. (3) Sanction of additional Telephone operators for Quilon Exchange.

The matter is under correspondence with the D. E. T. Trivandrum. H. S. being reminded.

1. (6) Creation of post of Engineering Supervisor Phones at Pondicherry and another exclusively for Tanjore Exchange, Carrier and Kumbakonam, Pattukottai and Mannargudi Exchanges:

It has been decided to sanction two posts of Engineering supervisors (phones) one for Pondicherry exchange and the other for the Karaikudi Group of exchanges.

1. (7) Creation of additional posts of Electrical Supervisors, Bangalore, Engineering Supervisors Telegraphs Bangalore and Engineering Supervisors Phones Davangere.

Proposal for the post of second Electrical supervisor at Bangalore is under consideration. As regards the post of E. S. T. Bangalore no proposal appears to have been received.

1. (8) Additional Mechanics for Mysore Exchange.

The proposal is under consideration.

1. (11) Appointment of additional ayas for Bangalore Exchange:

Necessary sanction has been conveyed.

1. (16) Sanction of additional Engineering supervisor Phones for T 43 exchange, Madura.

It has been decided to sanction one Engineering Supervisor for T. 43 trunks, Mathurai.

II. Appointment of lady welfare Superintendents at Ernakulam and Trichy Exchanges:

Departmental candidates were considered in the Selection.

III. Provision of water facilities for departmental quarters at Mangalore:

The D.E.T. Coimbatore has been addressed in the matter and a reply to the Union will be sent on receipt of D. E. T.'s reply.

IV. Creation of and posting of S. G. Mechanics in the circle.

This item is a subject for discussion vide item 4.

VI. Additional Trunk position for Vellore Exchange:

The specification for a new T. 43 Trunk Exchange has been received from the D. G. The D. E. T. Madras has been addressed to furnish the project and detailed estimates and his reply is awaited.

VIII. Fixation of pay of Mechanics as per revised orders, case of non implementation of recent orders in Bangalore Division.

Consequent on the fixation of pay of mechanics of Bangalore Engineering Division the arrears due to them have also been paid.

X. Drawal of pay and allowances of Ex. State officials of Trivandrum and Bangalore Divisions.

The D. Es. T. concerned have been addressed to intimate the progress made in the drawal and payment of arrears to ex state officials.

LIST OF NON REIMBURSABLE MEDICINES

"C"

Cotton Cotton Wool
Cotton Boric
Cotton Absorbent
Cawtex
Cotton Wash
Cold Creams
Carica Tablets
Cheston
Cloth
Carboxyl
Casydral
Cusi Denmoze
Cipolan
Calegan
Children Tonic
Capsules Gelatine
Crook's Emulsion
Cheracol
Calcium Cascinate
Completone
Casionone
Crepe Bandage
Campho Ferron
Charim Tablets
Caliper Revelator, including raising in the shoe etc., complete
Cusi Resolvent
Cellesal Calcium U. D. O.
Calcilac
Cerox
Celaet
Condensed Milk
C. V. B.
Caletum Sandex chocolates
Calavix Cream
Chemomalt
Calf's foot jelly
Contraxeville
Cold Creams
Charcoal Biscuits
Cremaffin
Calamilk
Colossal Calcium Vit. D
Cod Liver oil - Seven seas
Cod Liver Oil (Capsules)
Crook Colossal Calcium C. Vit. D
Calcium Sandoz Syrup & Chocolates
Creak of Magnesia
Calcium Cascinate
C. A. Q.
Cetaulex Cream
C Vit. D
Cardiazol Diodid
Crooks Colossal Iodine

"D"

Degalan Ointment and Suppositories
Dehydromise and rosterone tablets
Delbiase Tablets
Deschiena Syrup Hemoglobine
Hepathemo
Detasyl Tablet-Vegesto-
Polyhormonic Hypotensor
Diastase (Pabyrn)
Di-Iodo-tyrosine
Di-Iedotyrosine Tablets (Pabyrn)
Dimensol Tablets
Duodenin Palatioide
Duodenin Tablets (Pabyrn)

Daisy Powders
Daisy Tablets
Damaroids Tablets
Davis's (Dr.) Eamous Female Pills
D. C. L. Vitamin B. Yeast Tablet.
D. D. D. Prescription (Extra Strong)
D. D. D. Prescription (Ordinary strength)
Deakin's inflammation remedy
Deakin's Lung Healer
Dettol Ointment
Dettolin Cargile
De Witt's Antacid Powder
De Witt's Catarrhal Cream
De Witt's Kidney & Blader Pills
De Witt's little laxative Pills
Dicay's Dr. Bateman's Drops
Digestif Rennies Tablets
Dinnoford's magnesia Tablets
Dinnoford's pure fluid
Magnesia
Diotex Tablets
Dean's Packache and kidney Pills
Dean's Ointment
Dodd's Kidney Pills
" Pastillen
" Tablets
Dolcin Tablets
Dol's voltalise rub
Drexamine Cream
Drury's Infants Preservative
Dueformula tablets
Dutch drops
Distilled Water
Dextrosol
Depil
Digene
Dropper eye
Devilbiso
DDT Powder
Ditralka
Distigethin
Diana
Dollerin Cordial
Dural
Dietary Supplement
Diabetex
Deschiena's Maemoglobin
Depilatory Wax
Devilbiss sprayer
Drakhasava
Daltose C. C.
Dersella
Diabetic Cordial
Dextrin Maltose
Disbetic Preparations
example, Bhergon Preparations
Dasa Moolarishtam
D. D. D. Lotion
Diet Allenbury's
Diastase
Divvyas Sudha
Dettoline
D. D. D. Balm

"E"

E. L. A. Emulsion Lactobacillus
Acidophilus
Embryonis Ampoules
Emge Solution for Injection
Emge Tablets
Enterofago Ampoules (Polyvalent
Intestinal Bacteriophage)
Eade's Antibilious Pills

Eade's Bhematic & Cout Pills
Eade's Universal Anedyne
Exsolent Compound
Egyptian Salve
Eko
Elasto Nature salve
Elasto Tablets
Elliman's Athletic Rub Royal Embrocation
Elmbalm skin ointment
Eno's Fruit Salt
E. N. T. Capsules
E. N. T. Nerve Powders
Ephedan Powders
Ephedrol Inhalent
Esobactoin Capsules
Ex-Lax Chocolate Laxative
Eau-De-Cologne
Elastic Crepe
Elastic Plaster
Elaste Plast
Elastre Plast
Elixir Villet
Easense of Chicken
Eskay
Eskay-B
Essence of Peppermint
Eledon
Electric Vaporizer
Elastic Bandages
Eye Dropper
Elixir Gynel
Elasticrepe Anklet
Elaste Crepe Bandages
Elixir Ambrocation
Elixir Homoglobin
Eskay-B-I
Extra Sterilized Pads
Elixir B. C. Mineral

"F"

Falconer's Golden Compound
Famel Pastilles
Famel Syrup
Feenamints
Fennings' Adult Colling Powerders
" Children's Powerders
" Fever Mixture
" Little Healers
" Ointment
" Rheumatic & Erysipals Drops
" Stomach Strengtheners
" Whooping cough Powders
" Worm Powders
Ferocal (Squire's Chemical Food)
Ferute Elixir
Fibron Adrenaline Cream
Firth's Green Salve
Fissan Anal Ointment
Fissan Anal Suppositories
Fissan Dusting Powder
Fissan Paste
Fitilin Revitalising Rub
Formitrol Formalin Pastilles
Freeman's Chlorodyne
Freezone Corn Remover
Fructelax
Fructole Carpine Co.,
(May fair A Brand)
Fruligar
Fuller Branch Celery Perles
F. 99 Capsules and Ointment
Fer Bravain
Ferrum "Oscel"

Fertile Cream
Fosfexyl Pills and syrup
Fructole Blackcurrent and Iodine Pastille
Fynon Salt
Funnel
Fellow Syrup
Farilan
Ferilex
Ferrylyn
Feeder Crip tight
Female Cordial
Feeromalt
Finlex
Fruit Salt
Frailac
Full Cream Milk Food
Farex
Ferrolac
Face Powders
Ferromalt
Ferro Drakshomalt
Ferilex with Folic Acid

"G"

Glutamic Acid Tablets
Glycerin Extract of Red Bone Marrow Glanoid
Gemeno Essence (Comenon Laboratories)
Guipsine Pills
G. S. Tablets
Gastrol Soluble Tablets
Golloway's Family Lung Syrup
Gar Antiseptic Ointment
Garlisol
Gee's Lobelline
" Lozenges
Ganesprin Tablets
Genosal Nasol Cream
George's Gravel Pills
George's Pills for the Piles
George's Pills and Cravel Pills
Germolene Blood Purifier and Tonic
Gerolene Ointment
Germolene Tablets
Germoloids Suppositories
Gilley s (Dr.) Herbal laxative
Glycolactophas
Grasshopper Ointment
Greenfield's (Dr.) whooping cough mixture
Gripe Water Carminative (Woodwards)
Guy's Fruit Pills
Geneline
Gauze
Gluc-Vita
Glucio
Germicide
Gestomacy
Gelonida
Galactegeno
Germex
Ginnkola
Glass Red
Graps Sugar
Glucodin
Glucose B-D
Glucose with Vitamin D and similar
Preparations
Glucose Barley sugar
Glucosel
Glutannic Acid Table
Glaxese-D
Gluxe
Glycomalt
Guy's Tonic

Receipts & Payments Account for the period 1-4-57 TO 30-9-57

GENERAL ACCOUNT

RECEIPTS	Rs. Np.	PAYMENTS	Rs. Np.
Opening Balance	418 62	Interim Relief Report Exps.	179 53
Quota	1451 06	Delegate Fees recoverable	11 00
Donations	50 42	House Rent A/c	400 00
Strike Fund	1,346 27	Electric Charges	56 99
Sale of Receipt Books	5 00	Establishment Charges	150 00
Sale of Constitution Books	2 50	Periodicals	19 18
Rent Recovered from Line staff and Cl. IV Union	20 00	Stationery	31 05
Rent recovered from Com. G. A. Basheer	125 00	Postage	107 29
Electric Charges recoverable from Linestaff & Cl. IV	9 31	Telegrams	10 36
Miscellaneous Receipts	1 25	Telephone Calls	47 69
Advance for RSA Lesons	15 00	Telephone Installation & rentals	55 00
Delegate fee recoverable from S. V. N.	6 00	Refundable Deposits (Trunks)	50 00
Refund of T. A. Advance	3 00	do do (Local Calls)	20 00
Telephone Calls	2 24	Meeting & Sumptuary	28 18
T. A. Recovered	46 25	Conveyance	56 37
Sale of TTQ Papers	3 31	Office Maintenance	16 32
		T. A. Recoverable	238 00
		T. A.	288 91
		Miscellaneous	7 99
		Transfer to Teleflash	410 00
		Printing Charges	37 25
		Audit Fees	59 00
		Conference expenses	48 94
		M. O. Commission	1 80
		J. C. A. Quota	100 00
		Books	6 61
		Conveyance recoverable	9 75
		Cash on hand	1067 02
Total Rs.	3505 23	Total Rs.	3505 23

TELEFLASH ACCOUNT

RECEIPTS	Rs. Np.	PAYMENTS	Rs. Np.
Opening Balance	25 17	Printing Charges	1,179 94
Subscriptions	2015 58	Postage	127 14
Annual Subscriptions	25 93	Packing	17 35
Advertisements	15 35	Conveyance	20 30
Transfer Account	410 00	Miscellaneous	13 50
		Block Making	2 00
		Paper for Printing	1,078 74
		Sumptuary	23 55
		Closing Balance	29 51
		Total Rs.	2492 03
Total Rs.	2492 03	S. BALASUNDARAM Treasurer.	A. M. A. MAJEED Circle Secretary.

"Draft Memorandum on broad principles submitted to the Pay Commission" published in Teleflash October 57. Supplement was the memorandum submitted to the Pay Commission by the Confederation of C. G. Es—Editor

The article 'Civil Service in India' by Shri B. Shiva Rao, M.P. published in Teleflash of October 1957 issue was reproduced from 'The Hindu' Madras. The omission to acknowledge same is regretted—Editor.



