

**U.N.I.****F.N.P.O.****I.N.T.U.C**

ना पहाड़ों से डरते, ना तूफानों से डगमगाते हैं, जो तूफानों से टकराते हैं  
और डाक कर्मचारियों के दुःखों को दूर करने के लिए लड़ते हैं उसे  
FNPO-NUPE Postmen & Group-D/MTS Union कहते हैं।।



# POSTAL PRAKASH



सी.एच.क्यू., दलवी सदन, खुर्शीद स्क्वायर, सिविल लाईंस, दिल्ली-110054

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## Task Force Report on Leveraging India Post

Our India Post is one of the heritage Department established in India by the then British Government in the year 1837 for public; prior to that it was only for Government. The Postal Act was introduced in the year 1898, since then we are serving the nation with our motto 'अर्हनिश सेवामहे' and service before self. Even on the day of National holiday of Independent Day and Gantantra Divas our RMS and Mail Branch of Post Office is working like Police, Army, Hospital, Fire Brigade as an essential service.

Unfortunately, Government is not treating Postal Service as an public utility service and asking profit from Postal Department that too by offering service to public with most cheaper rate or to say by loss oriented cost of products like postcard, newspaper etc.

And now Government has formed a Committee on the name of Task Force Leveraging India Post. The Committee submitted its report to the Government. In the report Committee made recommendations to divide Postal Department into six different Units/Corporations.

If the recommendations are accepted the Postal Department will definitely go to graveyard in near

**Journal of The National Union of Postal Employees, Postmen and Group 'D'/MTS**

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future and Postal Staff position will be worst than the Telecom Employees. You know better that after Corporation of Telecom the staff has not got Bonus for last so many years, their LTC has been cancelled and the Committee recommended VRS for thousands of employees and they are in worst position.

If our Department, as recommended by the Committee is divided into Units/Corporation our Staff position will be one and the same like Telecom.

So it is now high time for all of us to Unite and fight against this move of Government to save our heritage Postal Department from destruction in the larger interest of public, staff and Administration.

- T.N. Rahate

## डाक विभाग के विभाजन हेतु टॉस्क फोर्स कमेटी रिपोर्ट

सन् 1837 में अंग्रेजी सरकार द्वारा डाक विभाग जनता के लिए स्थापित किया गया। सन् 1898 में पोस्टल एक्ट बनाया गया और आज भी उसी एक्ट के तहत डाक विभाग कार्यरत है। हालांकि कानून में कई संशोधन किये गये हैं। हम सभी कर्मचारी, आज तक डाक विभाग में 'अर्हनिश सेवामहे' तथा Service Before Self के अनुसार कार्यरत हैं।

उदाहरण के लिए आज भी स्वतंत्रता दिवस और गणतंत्र दिवस के राष्ट्रीय छुट्टियों पर भी हमारा RMS तथा डाक विभाग के पोस्ट आफिस का Mail Department काम करता है। हमें सरकार के अन्य विभागों की तरह छुट्टियां नहीं हैं।

किंतु हमारे विभाग को Public Utility Department जैसे पुलिस, सेना, हास्पिटल, फायर ब्रिगेड विभागों की तरह नहीं समझा जाता। इन विभागों से सरकार को कोई आय नहीं मिलती उल्टा खर्चा करना पड़ता है। हमारा डाक विभाग भी इन्हीं विभागों की तरह है किंतु खेद का विषय है कि सरकार की नीति हमारे विभाग के प्रति न्यायिक नहीं है। क्योंकि डाक विभाग से आय की अपेक्षा की गयी है।

यदि न्यायिक दृष्टि से देखा जाये तो सरकार एक तरफ पोस्ट कार्ड, न्यूज पेपर, सैंपल पोस्ट जैसी घाटे के सेवायें सस्ते दामों पर मुहैया करती है और डाक विभाग घाटे में बताती है।

इस बार सरकार ने टॉस्क फोर्स कमेटी का गठन किया है जो डाक विभाग की कार्यप्रणाली तथा आय के प्राप्ति हेतु सरकार को सुझाव देने के लिए लामबद्ध होगी। इस कमेटी ने रिपोर्ट सरकार को दे दी है। जिसमें डाक विभाग को छह विभिन्न यूनिट/कापोरेशन में बांटा गया है। जैसे पोस्ट बैंक, बिमा कापोरेशन आदि। ये यूनिट/कापोरेशन डाक विभाग के अधीन कार्य करेंगे।

इसी प्रकार सरकार ने पूर्व में Telecom का कापोरेशन किया है और इस विभाग को पूर्णतः समाप्ति के कगार पर ला खड़ा किया है। टेलिकॉम कर्मचारियों की हालत अब खस्ता हो गयी है। उन्हें बोनस नहीं मिलता, LTC बंद कर दी गई है। हजारों कर्मचारियों को VRS के लिए कहा गया है।

यदि हमारे डाक विभाग के लिए टॉस्क फोर्स कमेटी के रिपोर्ट के सुझाव सरकार अमल में लाती है तो हमारी हालत टेलिकॉम कर्मचारियों से भी बदतर हो जायेगी। इसलिए हम सभी को इस रिपोर्ट के खिलाफ खड़ा होना है। यह इस समय की पुकार है। यदि हम पीछे रहे तो इतिहास हमें कभी मुआफ नहीं करेगा। मुझे पूरा विश्वास है कि हम सभी इस चुनौती को स्वीकार कर इस डाक विभाग को समाप्त होने से बचाने में अपना योगदान देंगे।

- टी.एन. रहाटे, जनरल सेक्रेटरी

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**Remuneration payable to Full Time Casual Labour  
(Other than Temporary Status) / Part Time Labour / Workers  
engaged on contingency basis**

**Casual Labour / Part Time Workers Wage Revised**

This is the much awaited Directorate Order. All our Secretaries are requested to ensure early payment including arrears to the Casual Labour / Part Time Workers.

**सभी कैजुअल लेबर पार्ट टाईम, फुल टाईम तथा कान्टीर्जिसी पेड कर्मचारियों के वेतन में  
दिनांक 1-1-2006 से वृद्धि की गई है। आदेशानुसार बकाया राशि भी देना है।  
सभी सेक्रेटरी कृपया जल्द ही उन सभी को पेमेंट बकाया राशि के साथ दिलाने का कष्ट करें।**

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No. 2-53/2011-PCC  
Government of India  
Ministry of Communication & IT  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 22 Jan 2015

OFFICE MEMORANDUM

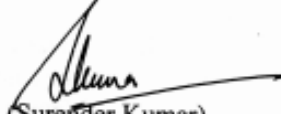
Sub:- Remuneration payable to Full Time Casual Labour (Other than Temporary Status)/  
Part Time Casual Labour / Workers engaged on contingency basis.

The issue of remuneration payable to Full Time Casual Labourers (Other than Temporary Status) and Part Time Casual Labourers has been under consideration of the Department for quite some time. The matter has been examined in consultation with the Nodal Ministries/Departments and it has been decided, that the remuneration payable to casual labourers would be as under:-

(i) The wages of Full Time Casual Labourers (Other than Temporary Status) would be calculated at the minimum of Pay Band-I (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31.05.2004.

(ii) So far as Part Time Casual Labourers are concerned, their wages would be calculated on pro-rata basis, in terms of hours of duty put in, with respect to the minimum of Pay Band-I (Rs. 5200-20200) i.e. Rs. 5200 plus a Grade Pay of Rs. 1300/- and Dearness Allowance as admissible from time to time. In addition, the benefit of merger of 50% of dearness allowance would also be admissible in terms of DoPT OM No. 49014/5/2004-Estt (C) dated 31.05.2014.

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2. The revision as aforesaid in sub paras (i) to (ii) will take effect from 01.01.2006.
  3. For the Full Time Casual Labourers covered by Para 1(v) of DoPT OM No. 49014/2/86 Estt. (C) dated 07.06.1988 i.e. the full time casual labourers, who are engaged to perform work different from the work performed by regular employees, will continue to be remunerated based on the minimum wages prescribed by Central or State Government, whichever is higher.
  4. This issues with concurrence of Integrated Finance Wing vide Diary No.343/FA/2015/CS dated 22.01.2015.

  
(Surender Kumar)  
Asstt. Director General (GDS/PCC)

Copy to:-

1. All Chief Postmaster General [except Kerala & HP Circles]
2. The CPMG Kerala Circle, Thiruvananthapuram. This disposes his letter No. CO/LC/92/OA/11 dated 24.11.2014.
3. The CPMG HP Circle, Shimla. This disposes his letter No. Staff/3/35/2012 dated 20.11.2014.
4. Chief General Manager, PLI/BD Directorate, New Delhi.
5. Senior PPS to Secretary (P)/JS&FA/Secretary (PSB).
6. Addl. Director General, APS, R.K. Puram, New Delhi-110066.
7. Director, RAKNPA, Ghaziabad/All Directors, Postal Training Centers.
8. All GM (Finance)/Directors of Accounts (Postal).
9. The Officer in Charge, APS Record Office, Kamptee.
10. All Recognized Unions/Associations/Federations.
11. All Members/Sr. D.D.Gs/DDGs.
12. PAP/PE-I/PE-II Sections.
13. Director, CEPT, Mysore - For uploading on [www.indiapost.gov.in](http://www.indiapost.gov.in)

  
(Surender Kumar)  
Asstt. Director General (GDS/PCC)

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**Directorate issued various Orders for GDS on the basis of  
DKS Chauhan Committee Recommendations**

डाक विभाग द्वारा नियुक्त डी.के.एस. चौहान कमेटी ने विभाग को GDS कर्मचारियों के संबंध में  
जो सुझाव प्रस्तुत किये हैं उनके आधार पर जो विभिन्न आदेश प्रचारित किये हैं  
उनका विवरण प्रस्तुत है

**GDS कर्मचारियों के भर्ती हेतु नयी नीति निर्धारण, पात्रता, आयु, परीक्षा आदि**

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**No. 17-39/6/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Revised eligibility criteria for engagement to GDS posts**

The review of selection criteria and eligibility conditions for engagement to GDS posts has been engaging the attention of the Department for quite some time. A Committee, namely the DKS Chauhan Committee, was constituted by the Department to look into various aspects related to the Gramin Dak Sevaks. Based on the recommendations made by the aforesaid Committee, it has been decided by the Department to revise the eligibility/selection criteria for engagement to GDS posts.

The selection to GDS posts will now be based purely on the marks secured in an Objective Aptitude Test which will be conducted for the purpose at Circle level on six monthly basis. This will replace the present selection criteria which were based on marks secured in Matriculation/VIII Standard. The detailed selection process is being notified separately vide this Directorate's letter No. 17-39/7/2012-GDs dated 14 Jan 2015.

The eligibility conditions for engagement to the posts of GDS have also been revised and comprehensive instructions on the subject are issued as given below. The revised eligibility conditions and criteria of selection will be effective for the vacancies

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notified on or after 01.04.2015. The engagement process initiated before 01.04.2015 shall be finalized as per the existing instructions.

**A. Age**

The minimum and maximum of age for the purpose of engagement to GDs posts shall be 18 and 30 years respectively as on the date of notification of the vacancy. The maximum age shall be relaxable by 03 years to those belonging to OBC categories and 05 years in case of candidates belonging to SC/ST.

Note: Maximum age of casual labourers shall be 35 years. [38 years for OBC and 40 years for SC/ST], further relaxable to the extent of number of years of service as provided in the relevant provision concerning casual labourers serving in the Department and engaged on or before 01.09.1993.

**B. Educational Qualification**

(i) 'Secondary School Examination pass certificate' of 10th standard conducted by any recognized board of school education in India shall be a mandatory educational qualification for all approved categories of Gramin Dak Sevaks referred to in Rule 3 (d) of the GDS (Conduct and Engagement) Rules, 2011 as amended from time to time.

(ii) The candidates for all approved categories of GDS referred to in (i) above will be required to furnish at least 60 days' duration basic computer training certificate from a recognized Computer Training Institute. Computer Training Certificates from Central Government/State Government/University/Boards, etc. will also be acceptable for this purpose. Certificates from Private Computer Training Institutes shall also be acceptable subject to their recognition by Head of Postal Circle concerned based on their reputation, credibility and quality of education. This requirement of basic computer knowledge certificate shall be relaxable in cases where a candidate has studied computer as a subject, in Matriculation or Class XII or higher educational qualification and in such cases, a separate certificate will not be insisted upon.

**C. Residence**

The condition of residence shall apply as stipulated in Rule 3-A (vii) of GDS (Conduct and Engagement), Rules, 2011. However, this condition shall not be a prerequisite for candidates for the purpose of applying to the GDS post or selection thereto and the selected candidate shall be required to comply with the prescribed condition within the time stipulated in the rule *ibid*, after selection but before engagement.

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**D. Adequate means of Livelihood**

The condition of adequate means of livelihood shall apply as stipulated in Rule 3-A(iii) of GDS (Conduct and Engagement) Rules, 2011. However, this condition shall not be a pre-requisite for candidates for the purpose of applying to the GDS post or selection thereto and the selected candidate shall be required to comply with this prescribed condition within 30 days after selection but before engagement.

**E. Furnishing of Security**


On engagement as GDS, the person so engaged shall be required to furnish security in such manner as may be prescribed from time to time. The existing security amount in case of GDS Branch Postmaster and other approved categories of GDS is Rs. 25000/- & Rs. 10000/- respectively.

**F. Fulfillment of other terms and conditions**

Terms and Conditions of engagement to GDS posts shall apply as stipulated in Rule 3-A & 29-A of GDS (Conduct & Engagement) Rules, 2011.

**G. Adequate representation of SC/ST/OBC & Physically Challenged**

The instructions issued by the Department vide No. 19-11/97-ED & TRG dated 27.11.1997 providing for adequate representation of SC/ST/OBC communities will continue to apply. Similarly, the instructions providing for adequate representation of physically challenged persons issued vide No. 21-8/92-ED & TRG dated 22.04.1994 shall also continue to apply. These provisions do not require maintenance of reservation rosters and no provision of carry forward. The categories belonging to physically challenged as allowed for PA/SA examination by the Department will only be allowed to apply and compete. However, in the event of their selection; their engagement shall be subject to consideration of capacity of the candidate to perform the job in consultation with the prescribed medical authorities in accordance with the existing provisions.

  
(Surender Kumar)  
Assistant Director General (GDS)

**CHQ Quota**

All the Divisional Secretaries / Branch Secretaries are requested to send  
CHQ Quota of **Rs. 10/- (Rs. Ten)** each member per month to  
**Shri Jagdish Sharma, Treasurer (CHQ), Camp : I.P.H.O., New Delhi-110002.**  
M.: 09911 226062/ 09899 608399 / 08595 045985  
as early as possible.

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**Selection Process for Engagement to all approved categories of GDS Posts**

**GDS कर्मचारियों के भर्ती हेतु चयन पद्धति आदेश**

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**No. 17-39/7/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Revised selection process for engagement to all approved categories of GDS Posts**

To review the selection criteria for engagement to the posts of GDS and to bring in transparency in the selection process, a Committee, the DKS Chauhan Committee, was constituted by the Department to look into these and other aspects related to GDS.

2. Based on the recommendations of the DKS Chauhan Committee, it has been decided by the Department to switch over to a new system for selection of Gramin Dak Sevaks. As per the new system, selection will now be based on marks obtained in an Aptitude Test to be conducted by the Department. The Aptitude Test shall be conducted on the same pattern and process as prescribed by the Directorate for recruitment to the cadre of Multi-Tasking Staff (MTS) (except where specific provisions are provided). The Aptitude Test shall be held at **Circle level twice a year** and will include filling up of posts falling vacant in the next six months. The process for notification of vacancies/declaration of result will be initiated as per the schedule given in the Annexure to this letter. The timelines prescribed in the Annexure may be strictly adhered to.

3. The Aptitude Test shall be got conducted through an outsourced agency with an 'Objective Type Question Paper'. The 'level' of the test would be the same as prescribed for MTS (except Part I - General Knowledge) with a total of 100 marks by allocating 50 marks for Mathematics, 25 marks for Regional Language and 25 marks for English Language.



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4. A brief notification in leading newspapers would be issued inviting applications for GDS posts of all categories which are falling vacant in the period(s) prescribed in the Annexure. Carry over vacancies, if any, may also be included. The detailed particulars of the posts, category-wise, their location/division under which it falls, and all other terms and conditions would be uploaded by the Circle on Indiapost website through CEPT, Mysore. The newspaper notifications must mention that the details are provided in the Indiapost website.
5. The revised eligibility conditions as prescribed by Directorate's Letter No. 17-39/6/2012-GDS dated 14.01.2015 to be brought into effect from 01.04.2015 would also be clearly mentioned in the website notification.
6. Prescribed representation of SC/ST/OBC will be ensured at Divisional level while finalizing details of vacancies before notification. The website notification should also mention the provision for 'preference' for reserved categories. Persons belonging to differently abled categories as notified by the Government may also be allowed to apply and compete. However, it may be made clear that in the event of their selection, their engagement shall be subject to capacity of the candidate to perform the job, in consultation with the prescribed medical authority.
7. In addition to the notification in leading newspapers/uploading on the website, notification of the vacancies will also be issued by the respective Divisional Heads as per the existing system of open notification through the concerned post office/police station. Panchayat office and any other public places considered suitable. On switching over to the Aptitude Test system, the existing system of notification of vacancies to employment exchange shall stand discontinued.
8. The candidates applying will furnish only a single application wherein they will be allowed to give an option for a maximum of ten (10) posts in the order of their preference.
9. The exam would be conducted through outsourcing, the modalities of which have been provided by the Directorate's Letters No. A-34020/08/2013-DE dated 31.01.2014 issued by DE Section as modified from time to time.
10. A post wise select panel of top five candidates would be prepared for each vacant post separately. Upon declaration of the result, the post(s) will be offered to the candidates based on the marks obtained and the preference(s) given by the candidates for the posts and the vacancy would be offered to the top most candidate. In case the name of a particular candidate figures in select panel for more than one post, he will be offered, subject to availability, the post against which his/her preference is highest. The result would also be simultaneously made public by notifying the same on notice board. Excepting GDS BPM cases, the selected candidates in respect of other GDS posts will be allocated by the Divisional head to the sub divisions concerned. The validity of the select panel will expire on the day the next six monthly examination is notified.

11. The engagement process for GDS BPM posts would be initiated and finalized by divisional head and the engagement process for the other categories of GDS will be initiated and finalized by the concerned recruiting authority after observing the prescribed formalities including medical fitness certificate, verification of character and antecedents, verification of marks sheets, verification of caste certificate, etc.

12. As prescribed in the Annexure, the vacancies are calculated for the examination on six monthly basis. However, for the first notification to be issued in the first week of April 2015, the following three categories of vacancies may be clubbed:-

- (a) Vacancies remaining un-notified as on 31.03.2015.
- (b) Vacancies occurring during 01.04.2015 to 30.09.2015 and
- (c) Vacancies for the prescribed six monthly period i.e.; 01.10.2015 to 31.03.2016

13. In the event of any eventuality, Heads of the Circle would be competent to decide the issue without reference to the Directorate and in that event, the decision of the Heads of the Circle would be deemed as final.

  
 (Surender Kumar)  
 Assistant Director General (GDS)

**ANNEXURE**

<b>Activity</b>	<b>In respect of vacancies occurring from 01<sup>st</sup> Oct to 31<sup>st</sup> Mar [of the following year]</b>	<b>In respect of vacancies occurring from 01<sup>st</sup> Apr to 30<sup>th</sup> Sep [of the same year]</b>
Notification of vacancies in Leading Newspaper by Circle Office & also on Circle' website.	01 <sup>st</sup> week of April (in advance)	01 <sup>st</sup> week of Oct (in advance)
Local Notification by Divisional Head under existing system	Within one week of issue of notification at Circle level as per above	Within one week of issue of notification at Circle level as per above
Last date of receipt applications	15 <sup>th</sup> May	15 <sup>th</sup> Nov
Conduct of Aptitude Test through outsourced agency	01 <sup>st</sup> week of Jun	01 <sup>st</sup> week of Dec
Availability of result sheet with the divisional Head	By 30 <sup>th</sup> Jun	By 31 <sup>st</sup> Dec
Finalization of post wise select panel by Divisional Head & notification thereof on notice board	Within one week of availability of result sheet	Within one week of availability of result sheet

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**Filling up of vacant posts of GDS Mailman**

**GDS मेल मेन की पोस्ट भरने की अनुमति आदेश**

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**No. 17-39/1/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Review of approved categories of Gramin Dak Sevaks - Filling up of vacant posts of GDS Mailman**

Attention of all concerned is invited to this Directorate's Letter No. 6-23/2010-PE II dated 21.07.2010 vide which the category of GDS Mailman was declared as a wasting group and, accordingly, the vacancies of GDS Mailman were ordered not to be filled up.

2. Considering the shortage of staff in peak hours in RMS offices and proposals made by the Circles to allow filling up of these posts to mitigate the problem of staff shortage, the matter has been reconsidered by the Department following the recommendations made by the DKS Chauhan Committee. It has now been decided to allow filling up of justified vacant posts of GDS Mailman with effect from 01.04.2015.

3. Consequently, Note 2 below Rule 3(d) of GDS (Conduct and Engagement) Rules, 2011 is treated as withdrawn and the category "(vi) a Gramin Dak Sevak Mailman" is inserted below Rule 3(d)(v) of the said rules.

This issues with the approval of the competent authority.

Copy to:-

INTERNAL

File No. 6-23/2010-PE II

  
(Surender Kumar)  
Assistant Director General (GDS)

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**Preference to casual labourers in the matter of engagement as GDS**

कैजुअल लेबर से ग्रामीण डाक सेवक भर्ती की नयी शर्ते व प्रणाली

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**No. 17-39/4/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Preference to casual labourers in the matter of engagement as Gramin Dak Sevaks - review thereof**

Attention of all concerned is invited to this Directorate's Letter No. 17-141/88-EDC & Trg. dated 06th Jun 1988 which provided for giving preference to full time and part time casual labourers in the matter of engagement to GDS posts [earlier called Extra Departmental Agents] subject to their willingness and fulfillment of the following conditions:-

- (i) They fulfill all the conditions; and
- (ii) They have rendered a minimum service of one year [240 days of service in a year reckoned as one year's service]; and
- (iii) They should have been sponsored by employment exchange.

2. Recently, in several court cases filed by the casual labourers who were not given preference for engagement to GDS posts, due to the fact that they were not initially sponsored through employment exchange as casual labourers, the Courts have passed directions for consideration of their cases ignoring the condition of sponsorship through employment exchange.

3. The issue was accordingly referred to the DKS Chauhan Committee which was constituted to look into the various aspects related to Gramin Dak Sevaks. Considering the recommendations of the Committee on the issue, it has been decided by the Department to delete the condition of sponsorship from employment exchange and to allow preference in GDS posts to casual labourers [full time and part time] engaged on or before 01.09.1993 subject to fulfillment of the following conditions:-

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- (i) They fulfill all the conditions prescribed for GDS posts on the date of notification of the vacancy; and
- (ii) They have rendered a minimum service of one year [240 days of service in a year reckoned as one year's service] and continue to be in service.
4. Conditions referred to at Para 2(i) above in terms of prescribed maximum age of 35 years [38 years for OBC & 40 years for SC/ST] will be permissible for relaxation to the extent of equal to the number of years of service rendered as casual labourer (taking into account not less than 240 days of service in a year as equal to one year).
5. These orders will take effect from 01.04.2015.

  
(Surender Kumar)  
Assistant Director General (GDS)

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**Penalties specified in Rule 9 of GDS (Conduct and Engagement) Rules, 2011**

**GDS सेवा शर्तों में अनुशासनहीनता के लिए शिक्षा के नये मापदंड आदेश**

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**No. 17-39/2/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Review of Penalties specified in Rule 9 of GDS (Conduct and Engagement) Rules, 2011**

Attention of all concerned is invited to Rule 9 of GDS (Conduct and Engagement) Rules, 2011 vide which six categories of penalties are prescribed which can be imposed on a Gramin Dak Sevak.

2. The prescribed penalties were reviewed by a Committee constituted by the Government, namely the DKS Chauhan Committee, which was constituted to look into the various aspects related to Gramin Dak Sevaks. Considering the recommendations

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made by the aforesaid Committee, it has been decided by the Department to substitute the contents of Rule 9 of GDS (Conduct and Engagement) Rules, 2011, which will now read as under:-

**“9. Nature of Penalties**

The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on a Sevak by the Recruiting Authority, namely:-

Minor Penalties

- (i) Censure;
- (ii) Debarring of a Sevak from appearing in the recruitment examination for the post of MTS and/or Postman and/or from being considered for recruitment as Postal Assistant/Sorting Assistant for a period not exceeding three years;
- (iii) Debarring of a Sevak from being considered for recruitment to MTS on the basis of selection-cum-seniority for a period not exceeding three years;
- (iv) Recovery from Time Related Continuity Allowance of the whole or part of any pecuniary loss caused to the Government by negligence or breach of orders;
- (v) Withholding of annual increase in TRCA without cumulative effect for a period not exceeding three years;
- (vi) Reduction to a lower stage in the TRCA slab for a specified period exceeding three years [not in the nature of permanent measure] with further directions as to whether or not the Sevak will earn annual increase during the period of reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increases of his/her Time Related Continuity Allowance;
- (vii) Removal from engagement, which shall not be a disqualification for future employment;
- (viii) Dismissal from engagement, which shall ordinarily be a disqualification for future employment.

Note: Penalty of Recovery under Rule 9(iv) can be enforced fully without any restriction”

3. The amended provision as per above shall take effect from the date of issue of this letter.

Copy to:-  
INTERNAL  
File No. 10-4/90-Vig III

  
(Surender Kumar)  
Assistant Director General (GDS)

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**Consideration of Married son as dependent family member  
for the purpose of compassionate engagement to GDS posts**  
अनुकंपा भर्ती के लिए मृत GDS कर्मचारी के विवाहित पुत्र को भी पात्र किया गया है - आदेश

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**No. 17-39/3/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Consideration of Married son as dependent family member for the purpose of compassionate engagement to GDS posts**

Attention of all concerned is invited to clarification issued on Point of Doubt No. 2 in Para 3 of this Directorate's Letter No. 17-17/2010-GDS dated 09th Oct 2013 vide which it was clarified that "*a married son is not considered dependent on a GDS*" for the purposes of compassionate engagement.

2. Considering the recommendations made by DKS Chauhan Committee, which was constituted to look into the various aspects related to Gramin Dak Sevaks, it has now been decided by the Department that a married son shall also be considered as one of the dependents of the Sevak for the purpose of compassionate engagement where the married son resides with his grandparents/parents along with his wife and children and is dependent on the parents for livelihood and other needs provided he possesses the required educational qualification including computer knowledge.
3. The competent authority to approve compassionate engagement cases shall also be competent to allow age relaxation wherever found necessary.
4. This provision will be applicable from the date of issue of this letter.

Copy to:-  
INTERNAL  
File No. 17-17/2010-GDS

  
(Surender Kumar)  
Assistant Director General (GDS)

**Review of merit points under Compassionate Engagement Scheme,  
under attribute 'own agricultural land and house'**

अनुकंपा भर्ती के लिए खुद की खेती तथा मकान हेतु नये पाईंट दिये गये हैं - उनके आदेश

**No. 17-39/5/2012-GDS**

Government of India  
Ministry of Communications & IT  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi-110001  
Dated: 14 Jan 2015

To

All Chief Postmasters General

**Subject : Review of merit points under Compassionate Engagement Scheme,  
under attribute 'own agricultural land and house'**

Attention of all concerned is invited to this Directorate's Letter No. 17-17/2010-GDS dated 14th Dec 2010 as amended vide letters dated 01st Aug 2011 and 09th Mar 2012 under which the criteria of judging indigence was laid down on a hundred point scale for the purpose of considering cases for engagement to GDS posts on compassionate grounds.

2. Considering the recommendations made by the DKS Chauhan Committee, which was constituted to look into the various aspects related to Gramin Dak Sevaks, it has been decided by the Department to replace the criteria under the attribute 'own agricultural land and house' appearing at Ser 4 of Para 4 of this Directorate letter dated 14th Dec 2010, which will now read as under:-

Attribute	No. of Points	Item
Own Agricultural Land	5	No agricultural land
	3	In case of barren/undeveloped agricultural land
	0	In other cases
Own House	5	No House
	3	In case of Kacha House [full & not partial]
	0	In other cases

4. These orders will take effect from 01.04.2015. Cases already decided based on existing provisions will not be re-opened.

  
(Surender Kumar)  
Assistant Director General (GDS)