

**Report of the Group of Officers to examine the Report of Shri R. S. Nataraja  
Murti Chairman of GDS Committee**

Department of Posts vide letter No. 6-1/2008-PE-II dated 7-11-2008 constituted a Group of Officers to examine the recommendations of the R. S. Nataraja Murti Committee set up earlier to examine the Extra Departmental System, Wage Structure, Conditions of Employment etc. of Gramin Dak Sevaks.

We have examined the report and also considered the representations of various service unions. On the basis of the examination of the subject our views are as under:

***Recommendation in para 2.91.***

*The Department may approach the Nodal Department, Ministry of Labour & Employment for making suitable amendment in the provisions of the Industrial Disputes Act 1947 for removing the anomalous position of GDS being governed by GDS (Conduct and employment) Rules 2001 and Industrial Disputes Act, 1947 simultaneously.*

We have considered the issue and are in complete agreement with the recommendation of the Committee.

***Recommendation in para 3.23***

*India Post may examine the relevance of the experience of different postal administrations in maintaining the network. The GDS committee has suggested various measures to improve the viability of rural post offices. In case the Post Office does not generate the minimum income, but there is need to maintain access, the department needs to look into franchisee/out reach arrangements.*

The recommendation of the committee is based on a study of other Postal Systems who are operating postal services in non urban remote or far flung areas, their USO standards, nature of personnel engaged and their conditions of work, access criteria followed, viability of the network etc. The main recommendation in the para is that in case a post office does not generate the minimum income but there is need to provide access, the department needed to look into franchisee/out reach arrangements. The financial viability for continuing a branch post office in rural areas is to earn an income of 33.33% of its cost and in the hilly, tribal, desert and inaccessible areas a branch post office should earn 15% of its cost. We have considered this aspect and are of the view that if a GDS BO does not earn the prescribed minimum income, then other options have necessarily to be looked into by the Department and therefore, the

R. S. Nataraja Murti Committee in computing hourly rate, used following linkages with the 6<sup>th</sup> CPC: -

Category of GDS staff	Category of corresponding departmental employee	Pay scale recommended by 5 <sup>th</sup> CPC	Scales recommended by 6 <sup>th</sup> CPC
GDSBPM/SPM	Mail Overseer	3200-4900	4860-20200+2000 GP
GDSMD/SV	Postman	3050-4590	4860-20200+1900 GP
GDS MC & others	Group 'D'	2550-3200	4440-7440+1300 GP

The Committee has worked out the hourly rates as illustrated below:

Category of GDS staff	Minimum of Band+Grade pay	Pay Total	Total/7.5 hours	Hourly rate
GDSBPM/SPM	4860+2000	6860	6860/7.5	915
GDSMD/SV	4860+1800	6660	6660/7.5	888
GDS MC & others	4440+1300	5740	5740/7.5	765

Based on this calculation of hourly rate, the Committee has proposed the minimum TRCA in paras 10.15, 10.17 & 10.18 of the report as under:

Sl. No.	No. of hours of workload	Points	Minimum TRCA arrived based on hourly rate
	<b>BPM/SPM</b>		
1.	Upto 3 hours	75 points	2745
2.	More than 3 hours & upto 3 hours 30 minutes	87.5	3200
3.	More than 3 hours 30 minutes & up to 4 hours	100	3660
4.	More than 4 hours & up to 4 hours 30 minutes	112.5	4115
5.	More than 4 hours 30 minutes & up to 5 hours	125	4575
	<b>GDS MD/SV</b>		
6.	Upto 3 hours		3665
7.	More than 3 hours & up to 3 hours 45 minutes		3330
8.	More than 3 hours 45 minutes & up to 5 hours		4220
	<b>GDSMC &amp; others</b>		
9.	Upto 3 hours		2295
10.	More than 3 hours & up to 3 hours 45 minutes		2870
11.	More than 3 hours 45 minutes & up to 5 hours		3635

The point to note here is that while the Committee has based the hourly rates on the recommendations of 6<sup>th</sup> CPC, in actuality, the Pay Bands accepted by the Government are higher as follows:

Category of	Pay Bands recommended by 6 <sup>th</sup> CPC	Pay Bands notified by the Government
Mail Overseer	4860-20200+2000 GP	5200-20200+2000 GP
Postman	4860-20200+1900 GP	5200-20200+1900 GP
Group 'D'	4440-7440+1300 GP	4440-7440+1300 GP

After examining the recommendations of the GDS Committee as well as the demands of the Unions, we have looked at TRCAs in such a way that they meet the requirement of reasonable remuneration considering the workload as well as the aspirations of the GDS also.

Keeping in view the objective of the department to optimize the performance of the rural network by leveraging it to market various products and services, this group is of the view that in working out the TRCAs, the correct approach would be to base them on the accepted pay scales by the government for comparable categories of staff. The methodology adopted for calculating hourly rates is given below:

Categories	Corresponding category of the Departmental employee Scale	Pay scales	Minimum of the respective Pay Band accepted by the Govt.	Grade pay	Total	Hourly rate
GDSSPM/BPM	Mail Overseer	3200-4900	5200	2000	7200	960
GDSMD/SV	Postman	3050-4590	5200	1900	7100	947
GDSMC & other categories of GDS	Group 'D'	2550-3200	4440	1300	5740	765

We are of the view that there should be only three TRCAs. The TRCA in respect of various categories of GDS staff according to the workload could be as follows:

**GDSBPM**

1<sup>st</sup> TRCA

2<sup>nd</sup> TRCA

Workload upto 3hrs & 75 points workload

Workload of more than 3 hours & upto 4 hrs & 100 points workload subject to the condition that minimum

income of 33.33 % & 15% of the cost in urban and hilly areas respectively.

3<sup>rd</sup> TRCA Workload more than 4 hrs & upto 5 hours & 125 points workload subject to the condition that minimum income of 33.33 % & 15% of the cost in urban and hilly areas respectively.

**GDS MD/SV/MC & other categories:**

1<sup>st</sup> TRCA Workload upto 3hrs.

2<sup>nd</sup> TRCA Workload of more than 3 hour & upto 3 hrs 45 minutes

3<sup>rd</sup> TRCA Workload more than 3 hours 45 minutes.

On the basis of hourly rates, the minimum of revised TRCA for workload as mentioned above are indicated:

Categories of GDS staff	Hourly Rate	Minimum TRCA for workload of 3 hours	TRCA Scale
GDS BPM	960	2880	2880-60-4680 (upto 3 hrs & 75 points workload)
			3840-80-6240 (more than 3 hours & upto 4 hrs & more than 75 points & upto 100 points workload)
			4800-100-7800 (more than 4 hours & upto 5 hrs & more than 100 points & upto 125 points workload)
GDS MD/SV	947	2840	2840-60-4640 (workload upto 3 hrs)
			3550-75-5800 (more than 3 hours & upto 3 hrs 45 minutes workload)
			4500-90-7200 (more than 3 hrs 45 minutes workload)
GDSMC & other categories	765	2295	2295-50-3795 (workload upto 3 hrs)
			2870-60-4670 (more than 3 hours & upto 3 hrs 45 minutes workload)
			3640-75-5890 (more than 3 hrs 45 minutes workload)

A comparative statement showing the proposed TRCA by RS Nataraja Murti Committee and that proposed by the Group of Officers is indicated below:

Category of GDS	Scale proposed by GDS Committee	Scale proposed by Group of the officers
GDS SPM	Rs. 4575-85-7125	4800-100-7800 +
GDS BPM	Rs. 2745-50-4245 (3 hours Work/ upto 75 points)	2880-60-4680 (upto 3 hrs & 75 points workload) +
	Rs. 3200-60-5000 (3hrs.30 min /upto 87.5 points)	
	Rs. 3660-70-5760 (4 hrs./upto 100 points)	3840-80-6240 (more than 3 hours & upto 4 hrs & more than 75 points & upto 100 points workload) +
	Rs. 4115-75-6365 (4hrs.30min /upto 112.5 points)	
	Rs. 4575-85-7125 (5 hrs./upto 125 points)	4800-100-7800 (more than 4 hours & upto 5 hrs & more than 100 points & upto 125 points workload)
GDS Mail Deliverer/ GDS SV	Rs. 2665-50-4165 (upto 3 hrs. workload) This will be applicable for future engagements and present incumbents will continue to be paid for a minimum of 3 hrs. 45 min.	2840-60-4640 (workload upto 3 hrs) +
	Rs. 3330-60-5130 (more than 3 hrs. and upto 3 hrs. 45 Min)	3550-75-5800 + (more than 3 hours & upto 3 hrs 45 minutes workload)
	Rs. 4220-75-6470 (more than 3 hrs. 45 min workload)	4500-90-7200 (more than 3 hrs 45 minutes workload) +
GDS Mail Carrier/PKR. /Mailman	Rs. 2295-45-3695 (upto 3 hrs. workload) This will be applicable for future engagements and present incumbents will continue to be paid for a minimum of 3 hrs. 45 min.	2295-50-3795 (workload upto 3 hrs)
	Rs. 2870-50-4370 (more than 3 hrs. and upto 3 hrs. 45 min of workload)	2870-60-4670 (more than 3 hours & upto 3 hrs 45 minutes workload) ✓
	Rs. 3635-65-5585 (more than 3 hrs. 45 min of workload)	3640-75-5890 (more than 3 hrs 45 minutes workload) ✗

Annual incremental increases have been recommended by the GDS Committee from 1.74% to 1.96% of the minimum of proposed TRCA for a time span of 30 years keeping in view the average age of entry at 35 years and to the maximum age of GDS as at 65 years. We are of the view that the time span of TRCA should be 30 years. The demand of the GDS Unions is for 3% annual increase as granted by 6<sup>th</sup> CPC. We have examined the issue and opine to increase the annual increment as recommended by the Committee to 2% rounded off to the next higher five (5) rupees for a time span of 30 years.

It is further seen from the fitment tables appended in the report that while working out the fitment in the new TRCA the Nataraja Murti Committee has used the following method:

**Pre-revised TRCA as on 01-01-2006 multiplied by 1.74 plus 40% of the maximum of the pre-revised TRCA to arrive at the total revised TRCA. The TRCA is fixed on 01-01-2006 on the stage next to the stage in revised TRCA.**

Government had allowed the GDS a 5% increase in TRCA as on 01-01-2004. It would appear that in the fitment worked out by the Committee that this 5% increase has not been taken into account. This factor of 5% has been kept in view by the Group in working out the fitment. **Therefore we recommend that the TRCA will be determined by multiplying the existing basic TRCA as on 01-01-2006 plus 5% thereof by a factor of 1.74 and then adding 40% of the maximum pre-revised TRCA. Sample fitment tables in respect of various categories of GDS are appended herewith from Table-1 to Table-7**

Where in the fixation of TRCA, the TRCA of the GDS drawing allowances at two or more consecutive stages in an existing TRCA scale get bunched, that is to say, get fixed in the revised TRCA at the same stage in the TRCA scale, then for every two stages so bunched, one increment shall be given so as to avoid bunching of more than two stages in the revised TRCA. For this purpose increment will be calculated in the revised TRCA.

**Fixation of TRCA as on 1.1.2006**  
**GDS BPM (upto 3 hours work)**  
**Pre-revised TRCA Rs. 1280-35-1980=75 Points (Upto three hours work)**  
**Revised TRCA 2880-60-4680 (upto three hours work)**

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 1980	Total revised TRCA	Stage fixed in the revised TRCA
1280	64	995	792	3131	3180
1315	66	1022	792	3195	3240
1350	68	1049	792	3258	3300
1385	69	1076	792	3322	3360
1420	71	1103	792	3386	3420
1455	73	1131	792	3450	3480
1490	75	1158	792	3514	3540
1525	76	1185	792	3578	3600
1560	78	1212	792	3642	3660
1595	80	1239	792	3706	3720
1630	82	1267	792	3770	3780
1665	83	1294	792	3834	3840
1700	85	1321	792	3898	3900
1735	87	1348	792	3962	4020
1770	89	1375	792	4026	4080
1805	90	1402	792	4090	4140
1840	92	1430	792	4154	4200
1875	94	1457	792	4218	4260
1910	96	1484	792	4282	4320
1945	97	1511	792	4346	4380
1980	99	1538	792	4409	4440

Table-2

Fixation of TRCA as on 1.1.2006  
 GDS BPM (More than 3 hours & upto 4 hours work)  
 Pre-revised TRCA Rs.-1600-40-2400=100 Points  
 (More than 3 hours & upto 4 hours work)  
 Revised TRCA 3840-80-6240(More than 3 hours & upto 4 hours work)

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 2400	Total revised TRCA	Stage fixed in the revised TRCA
1600	80	1243	960	3883	3920
1640	82	1274	960	3956	4000
1680	84	1305	960	4029	4080
1720	86	1336	960	4102	4160
1760	88	1368	960	4176	4240
1800	90	1399	960	4249	4320
1840	92	1430	960	4322	4400
1880	94	1461	960	4395	4400
1920	96	1492	960	4468	4480
1960	98	1523	960	4541	4560
2000	100	1554	960	4614	4640
2040	102	1585	960	4687	4720
2080	104	1616	960	4760	4800
2120	106	1647	960	4833	4880
2160	108	1678	960	4906	4960
2200	110	1709	960	4979	5040
2240	112	1740	960	5052	5120
2280	114	1772	960	5126	5200
2320	116	1803	960	5199	5200
2360	118	1834	960	5272	5280
2400	120	1865	960	5345	5360



Table -3

Fixation of TRCA as on 1.1.2006

GDS SPM/ BPM (5 hours work)

Pre-revised TRCA Rs. 2125-50-3125=125 Points

Revised TRCA 4800-100-7800 upto 125 points (More than 4 hours upto 5 hours)

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 3125	Total revised TRCA	Stage fixed in the revised TRCA
2125	106	1651	1250	5132	5200
2175	109	1690	1250	5224	5300
2225	111	1729	1250	5315	5400
2275	114	1768	1250	5406	5500
2325	116	1807	1250	5498	5500
2375	119	1845	1250	5589	5600
2425	121	1884	1250	5680	5700
2475	124	1923	1250	5772	5800
2525	126	1962	1250	5863	5900
2575	129	2001	1250	5955	6000
2625	131	2040	1250	6046	6100
2675	134	2078	1250	6137	6200
2725	136	2117	1250	6229	6300
2775	139	2156	1250	6320	6400
2825	141	2195	1250	6411	6500
2875	144	2234	1250	6503	6600
2925	146	2273	1250	6594	6600
2975	149	2312	1250	6685	6700
3025	151	2350	1250	6777	6800
3075	154	2389	1250	6868	6900
3125	156	2428	1250	6959	7000

Table-4

**Fixation of TRCA as on 1.1.2006**  
**GDS MD/ SV (Upto 3 hrs 45 mts work)**  
**Pre-revised TRCA Rs. 1375-25-2125=125 Points**  
**Revised TRCA 3550-75-5800 (Upto 3 hrs 45 mts work)**

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 2125	Total revised TRCA	Stage fixed in the revised TRCA (In Rs.)
1375	69	1068	850	3362	3550
1400	70	1088	850	3408	3550
1425	71	1107	850	3453	3550
1450	73	1127	850	3499	3550
1475	74	1146	850	3545	3550
1500	75	1166	850	3591	3625
1525	76	1185	850	3636	3700
1550	78	1204	850	3682	3700
1575	79	1224	850	3728	3775
1600	80	1243	850	3773	3775
1625	81	1263	850	3819	3850
1650	83	1282	850	3865	3925
1675	84	1301	850	3910	3925
1700	85	1321	850	3956	4000
1725	86	1340	850	4002	4075
1750	88	1360	850	4047	4075
1775	89	1379	850	4093	4150
1800	90	1399	850	4139	4150
1825	91	1418	850	4184	4225
1850	93	1437	850	4230	4300
1875	94	1457	850	4276	4300
1900	95	1476	850	4321	4375
1925	96	1496	850	4367	4375
1950	98	1515	850	4413	4450
1975	99	1535	850	4458	4525
2000	100	1554	850	4504	4525
2025	101	1573	850	4550	4600
2050	103	1593	850	4595	4600
2075	104	1612	850	4641	4675
2100	105	1632	850	4687	4750
2125	106	1651	850	4732	4750

Table-5

**Fixation of TRCA as on 1.1.2006**  
**GDS MD/SV (Above 3 hours 45 minutes work)**  
**Pre-revised TRCA Rs. 1740-30-2640 (Above 3 hours 45 minutes work)**  
**Revised TRCA 4500-90-7200 (Above 3 hours 45 minutes work)**

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 2640	Total revised TRCA	Stage fixed in the revised TRCA
1740	87	1352	1056	4235	4500
1770	89	1375	1056	4290	4500
1800	90	1399	1056	4345	4500
1830	92	1422	1056	4399	4500
1860	93	1445	1056	4454	4500
1890	95	1469	1056	4509	4590
1920	96	1492	1056	4564	4590
1950	98	1515	1056	4619	4680
1980	99	1538	1056	4673	4680
2010	101	1562	1056	4728	4770
2040	102	1585	1056	4783	4860
2070	104	1608	1056	4838	4860
2100	105	1632	1056	4893	4950
2130	107	1655	1056	4948	4950
2160	108	1678	1056	5002	5040
2190	110	1702	1056	5057	5130
2220	111	1725	1056	5112	5130
2250	113	1748	1056	5167	5220
2280	114	1772	1056	5222	5310
2310	116	1795	1056	5276	5310
2340	117	1818	1056	5331	5400
2370	119	1841	1056	5386	5400
2400	120	1865	1056	5441	5490
2430	122	1888	1056	5496	5580
2460	123	1911	1056	5550	5580
2490	125	1935	1056	5605	5670
2520	126	1958	1056	5660	5670
2550	128	1981	1056	5715	5760
2580	129	2005	1056	5770	5850
2610	131	2028	1056	5824	5850
2640	132	2051	1056	5879	5940

Table-6

**Fixation of TRCA as on 1.1.2006**  
**GDS MC/Packer/Mailman (Upto 3 hour 45 minutes work)**  
**Pre-revised TRCA Rs. 1220-20-1600 (Upto 3 hour 45 minutes work)**  
**Revised TRCA 2870-60-4670 (Upto 3 hour 45 minutes work)**

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 1600	Total revised TRCA	Stage fixed in the revised TRCA Rs.
1220	61	948	640	2869	2870
1240	62	963	640	2905	2930
1260	63	979	640	2942	2990
1280	64	995	640	2979	2990
1300	65	1010	640	3015	3050
1320	66	1026	640	3052	3110
1340	67	1041	640	3088	3110
1360	68	1057	640	3125	3170
1380	69	1072	640	3161	3170
1400	70	1088	640	3198	3230
1420	71	1103	640	3234	3290
1440	72	1119	640	3271	3290
1460	73	1134	640	3307	3350
1480	74	1150	640	3344	3350
1500	75	1166	640	3381	3410
1520	76	1181	640	3417	3470
1540	77	1197	640	3454	3470
1560	78	1212	640	3490	3530
1580	79	1228	640	3527	3530
1600	80	1243	640	3563	3590

Table-7

**Fixation of TRCA as on 1.1.2006**  
**GDS MC/Packer/Mailman (Above 3 hours 45 minutes work)**  
**Pre-revised TRCA Rs. 1545-25-2020 (Above 3 hours 45 minutes work)**  
**Revised TRCA 3640-75-5890 (Above 3 hours 45 minutes work)**

Pre-revised Basic TRCA	5% of TRCA	74% DA as on 1-1-06	40% increase on Rs. 2020	Total revised TRCA	Stage fixed in the revised TRCA Rs.
1545	77	1200	808	3631	3640
1570	79	1220	808	3676	3715
1595	80	1239	808	3722	3790
1620	81	1259	808	3768	3790
1645	82	1278	808	3813	3865
1670	84	1298	808	3859	3865
1695	85	1317	808	3905	3940
1720	86	1336	808	3950	4015
1745	87	1356	808	3996	4015
1770	89	1375	808	4042	4090
1795	90	1395	808	4087	4090
1820	91	1414	808	4133	4165
1845	92	1434	808	4179	4240
1870	94	1453	808	4224	4240
1895	95	1472	808	4270	4315
1920	96	1492	808	4316	4390
1945	97	1511	808	4362	4390
1970	99	1531	808	4407	4465
1995	100	1550	808	4453	4465
2020	101	1570	808	4499	4540

This group has considered the Committee's recommendation that the Department should not have ED sub offices as a separate category. The Committee's report shows that there are about 2155 EDSOs in the various Circles. This number constitutes a small fraction of the network and most of these GDS SOs are the legacy of the Department whereby EDBOs were upgraded to EDSOs on the basis of the VPT-PCO connection. Therefore the Committee has recommended to phase out EDSOs that are not justified on workload. This Group also feels that GDS SOs as a category should not exist. All GDS post-offices should be designated as GDS-BOs. In the process the GDS SPMs who get redesignated as GDS-BPMs will have their TRCA protected. Further, GDS-BOs which have a workload of 5 hours/125 points and meet the income criterion should be considered for upgradation to Departmental SOs.

***Recommendation in para 10.37.2 to 10.37.7***

***10.37.2 The office maintenance allowance is recommended to be revised to Rs 100 per month for GDS SPM/BPM.***

***10.37.3 The rate fixed by Finance Ministry for payment of Cycle Maintenance allowance may be adopted for GDS. The Committee recommends that the condition of minimum requirement of 10 Kms. may not be insisted upon and all the GDS MD/MC may be paid CMA if the track is Cycleable.***

***10.37.4 The Boat allowance may be fixed by the Circles taking the actual charges paid into account subject to a maximum limit of Rs 50 per month.***

***10.37.5 The allowances for BPM for remitting cash may be prescribed at Rs 50 including transportation cost and for taking an escort, the extra reimbursement of Rs 25 may be paid and grant of this allowance.***

***10.37.6 The FSC for GDS SPM/BPM may be revised to Rs 25 per month and for other categories of GDS doing delivery work the FSC may be revised to Rs 10 per month.***

***10.37.7 The Combined Duty allowance may be revised to Rs 500 for each item of work for the GDS BPM. In cases where BPM is attending to delivery in the BO village only it may be limited to Rs 250 per month. As regards conveyance, the BPM entrusted with exchange with MMS or train, such compensation be limited to Rs 250 per month.***

The GDS Unions have demanded that all allowances should be granted to the GDS at par with the Central Government Employees.

We have examined the recommendation of the committee. The demand of the GDS for any kind of parity can not be acceded to in principle. However, the allowances recommended in para 10.37.2 to 10.37.6 by the Committee are appropriate and may be adopted by the Department. As regards the recommendation made in para 10.37.7 for combined duty allowance, the Group would recommend a maximum combined duty allowance of Rs. 200/- per month to the BPM who attends to conveyance/delivery or both. In cases where BPM is attending to delivery in the BO village only it may be limited to Rs 100 per month. As regards conveyance, the BPM entrusted with exchange with MMS or train, such compensation be limited to Rs 125 per month. The Group also felt that the recompense has to be reasonable but not extravagant in the interest of financial prudence.

#### ***Recommendation in para 10.37.8***

*The GDS Mail deliverer or Mail carrier are at times attached the additional duty of another post due to various reasons. This is generally for a limited number of days. In such cases, they may be paid compensation @ Rs.25/- per working day against the existing Rs. 75/- per month.*

We have considered the recommendations and are of the view that the proposals of the Committee may be adopted with some modification. The GDS Mail Deliverers or Mail Carriers may be paid at the rate of Rs. 10/- per working day with restriction of Rs. 250/- per month when they perform duty subject to the condition that the same should not be paid beyond a maximum of three months and only one combined duty allowance can be granted.

#### ***Recommendation in para 10.37.9 to 10.37.12***

*10.37.9 Constitution of a committee for verification and checking of TRCA fixed is recommended.*

*10.37.10 The revised TRCA be made effective from 01-01-2006 and all other allowances may be made prospective from the date of issue of the orders. The arrears of TRCA may be paid in two installments of 40% and 60% each spread over two financial years.*

*10.37.11 There is a need to evolve different wage structure based on consolidated allowance and incentives to generate higher level of transactions in the rural Post offices. The Department may consider evolving a system which will incentivise the person engaged in the rural network and such a change may be considered for future engagement of GDS.*

*10.37.12 The payment of TRCA may be made through Savings bank accounts.*

The GDS Unions with reference to recommendation of para 10.37.11 have argued that there was no need for any kind of incentive or honorarium which would be a cheap method of exploitation. They have therefore, opposed this scheme.

We have examined the recommendations and representations of GDS Unions and reached the conclusion that the recommendations of the Committee in paras 10.37.9, 10.37.10, 10.37.11 & 10.37.12 may be adopted by the Department. Although there has to be a standard TRCA package worked out on the basis of workload and point system, there has to be incentives for new areas of work generated. This will be a motivator and is also needed to meet the requirements of work related to new products and services started by the Circles.

#### ***Recommendation in para 11.9***

*11.9 The Government may explore the possibility of a specific survey to construct a separate cost index based on the consumption basket in rural areas through National Statistical Commission. Till such time a separate index is constructed for rural areas, the Department may continue to use the existing AICPI (IW) for estimating the DA and compensate the GDS for increase in cost of living.*

The GDS Unions have argued that the Dearness Allowance should be given as per the formula for other employees.

The recommendation of the Committee to have a separate cost index based on the consumption basket in rural areas can be considered only in the larger context of all government services in rural India and the engagement of manpower for their delivery. The issue has wider ramifications and till such time a view is formulated, present practice may continue.

#### ***Recommendation in para 12.15.1 to 12.15.3***

*12.15.1 As recommended by the Pay Commission the bonus may be calculated with reference to productivity as measured by the % of increase in revenues vis-à-vis the staff expenses as compared to the base year with suitable correction to technology where adopted.*

*12.15.2 Till such time a new PLB formula is worked out, the exgratia for Gramin Dak Sevaks may be calculated by limiting the average TRCA plus D.A to 50% of the ceiling fixed to lowest category of departmental employees.*



*12.15.3 The Committee has suggested increase in the incentives for GDS engaged in BOs and EDSOs. When the Department decides to put in place increased incentives, this will be in the nature of PRIS as recommended by the Sixth Pay Commission in replacement of PLB.*

The GDS Unions have objected to these recommendations. They have argued that the bonus was a settled issue and a PLB formula was in place and there was no scope for any revision. The GDS Unions have requested that bonus should be calculated on the basis of monthly pay and allowances, subject to the maximum of the ceiling as fixed by the Govt. from time to time under payment of Bonus Act.

We have considered the recommendations as well as the representations of the GDS Unions. The 6<sup>th</sup> CPC has recommended that the formula in computing the PLB by the Department of Posts is not satisfactory as the Department has not operationalised Multi Stage Stratified Random Sample Survey as a permanent method of computing PLB for its employees. The 6<sup>th</sup> CPC has further recommended that the formula for computing PLB in Department of Posts be examined and incorporate the suggested aspects till the scheme of PRIS is introduced. The recommendation of the Committee in 12.15.1 is the extract of the same recommendation of the 6<sup>th</sup> CPC. We are of the opinion that the same may be examined by the Department in view of the recommendation of the 6<sup>th</sup> CPC.

The recommendation of the Committee that till such a time a new formula is worked out, the ex-gratia for GDS may be calculated by limiting the average TRCA plus DA to 50% of the ceiling of PLB fixed to lowest category of departmental employees is not acceptable. As per existing formula, the PLB for GDS, the average monthly emolument is calculated taking into account the TRCA plus dearness allowance restricted to ceiling fixed by Government from time to time. Therefore, we are of the opinion that status quo may be maintained till the formula as suggested by the 6<sup>th</sup> CPC is evolved. We are also of the opinion that when there is a change over to the PRIS as recommended by the Sixth Central Pay Commission it may be worked out and applied to GDS also. Hence the recommendation in para 12.15.3 may be further examined by the Department.

### **Recommendation in para 13.6.1**

13.6.1 The Committee recommends the revision of the existing rates of commission subject to detailed examination by the Department.

Sl No.	Scheme	Existing	Proposed
1	Net Savings Bank Deposits	2%	No change
2	Recurring Deposit	Nil	1%
3	Time Deposit 1-3 years	1%	No change
4	Time Deposit 5 years	2%	No change
5	Procurement of new RPLI business	Rs. 250/- per lakh of new business procured (for Endowment, AEA, Children's policies only)	Rs. 250 for whole life policies, convertible whole life policies and Rs. 400/- per lakh of new business procured (for Endowment, AEA, Children's policies)
6	Renewal RPLI Premium Collections	1%	2%

The GDS Unions in their representations have stated that there was no need for any kind of incentive or honorarium and they have therefore, suggested that time factor should be prescribed for canvassing and procuring new PLI business or for collection of renewal premia or for sale of Prasadam tickets etc. and that the working hours of the BOs/EDSOs should be fixed taking into account the consolidated work.

We have examined the recommendation of the GDS Committee and demands of the GDS unions. The Committee has proposed 1% commission on RD deposits to BPMs. At present 4% commission is given to MPKBY agents, as per guidelines given by the Ministry of Finance. If 1% commission is given to the BPM, they will encourage and could persuade the villagers to invest in the scheme. Regarding Unions demand for deciding time factor for canvassing PLI & RPLI business, we are of the view that as insurance procurement business has to be incentive driven, there is no justification for fixing a time-factor.

Recommendations of Committee regarding commissions on PLI and RPLI business may be examined by the Directorate for further implementation.

**Recommendation in para 14.7.1 to 14.7.4**

14.7.1 The existing nomenclature of ex-gratia gratuity needs no change as the GDS are engaged on a part time basis and are not governed by the CCS (Pension) Rules 1972.

14.7.2 Ex-gratia gratuity may be granted at the rate of half month's basic allowance for each completed year of continuous service earned on the basic allowance drawn before discharge from service subject to a maximum of Rs. 60,000/- or 16 ½ months basic TRCA calculated at the rate of half a month's TRCA for each completed year of service whichever is less.

14.7.3 The eligible minimum period for entitlement of ex-gratia gratuity may be reduced from 15 years to 10 years.

14.7.4 Leave without allowances of 30 days or more at a time be deducted from the total eligible service. However cases of leave availed without allowances for 30 days or more due to genuine prolonged illness may be condoned by the Head of circle on the recommendations of a committee constituted for this purpose.

The GDS Unions have argued that GDS have been declared as Civil Servants of Central Government and that there was no place in this egalitarian society for difference or discriminatory rules and benefits. They have therefore, sought retirement benefits at par with other Civil Servants. Such retirement benefits asked for would include pension/family pension, gratuity and encashment of leave etc.

We have considered the recommendations of the Committee as well as representations of the GDS Unions. It is clear fact that the GDS are engaged on part time basis and are governed by the GDS (Conduct & Employment) Rules 2001 which are non statutory. The CCS (Pension) Rules 1972 do not apply to them and as such they can not be granted retirement benefits admissible to regular departmental employees under the said rules. This distinction should always be clear and in this light the recommendations of the Committee under para 14.7.1 to 14.7.4 may therefore be considered by the Department.

**Recommendation in para 14.10**

14.10.1 The Committee recommends that the rate of monthly subscription and amount of insurance cover under the Extra Departmental Agents group insurance scheme 1992 be increased as under:

Rate of Monthly Subscription (for all categories of GDS)	Insurance Cover
Rs. 50	Rs. 50,000

The Committee in para 14.10 of the report has recommended to increase the amount of insurance cover from Rs. 10,000/- to Rs. 50,000/- and raising monthly subscription from Rs. 10/- to Rs. 50/-. The demand of the GDS Unions was for increasing the insurance cover from Rs. 2.00 to 4.00 lakhs. At present the scheme provides insurance cover to GDS to enable their families to get relief in the event of death of the GDS while in service. The scheme is wholly contributory and operates on self financing basis. The subscription is at the rate of Rs. 10/- per month and provides insurance cover of Rs. 10,000/- which is apportioned between Insurance Fund and Savings Fund in the ratio of 35:65. The Committee has evaluated the demand in para 14.9.1 of the report and recommended the increase of amount of insurance cover from Rs. 10,000/- to Rs. 50,000/- and the subscription from Rs. 10/- to Rs. 50/- per month.

We have examined the recommendation as well as the demands of the unions. As per CGEGIS 1980 applicable to the regular employees of the Central Government there are four categories of employees and the rates of subscription and the amounts of insurance cover are as under:

Group	Monthly Subscription	Insurance Cover
A	120	1,20,000
B	60	60,000
C	30	30,000
D	15	15,000

The apportionment to insurance fund and saving is at the ratio of 30:70 with effect from 1.1.1988 at the assumed mortality rate of 3.60 per thousand per annum. The 6<sup>th</sup> CPC in its report, in para 4.9.4, has proposed to enhance the rate of monthly subscription at the amount of insurance cover as under: -

Group	Monthly Subscription	Insurance Cover
A	720	7,20,000
B	360	3,60,000
C	180	1,80,000

The 6<sup>th</sup> CPC has recommended that the Gr. D may be converted into multi skilled Gr. C. However, the Government has not taken a view on this recommendation on the subject till date. As can be seen from the enhancements proposed by 6<sup>th</sup> CPC to the regular employees, it is about six times the existing rate of the monthly subscription and insurance cover. The GDS committee has recommended enhancement of monthly rate of subscription cover by five times the existing rate of monthly subscription. We are of the view that the same may be considered by the Department.

***Recommendation in para 14.10.2 & 14.10.3***

***14.10.2 A detailed review of the current mortality rate with a view to revise the apportionment between savings and insurance fund needs to be under taken.***

***14.10.3 The Department may devise an appropriate machinery for periodical review of the mortality rate and adjustment of apportionment ratio.***

The GDS Committee in para 14.10.2 and 14.10.3 of the report has further recommended that a detailed review of the current mortality rate with a view to revise the apportionment between savings and insurance fund needed to be under taken and that the Department might devise an appropriate machinery for periodical review of mortality rate and adjustment of apportionment ratio. This group suggests that the recommendation of the committee in para 14.10.2 and 14.10.3 regarding review of current mortality rate and for appropriate apportionment ratio may be considered.

***Recommendation in para 14.14.1 to 14.14.2***

***14.14.1 The Severance amount payable at present may be revised to Rs. 1500/- for every completed year of service subject to a maximum of Rs. 60,000/-***

***14.14.2 The eligible period of service for grant of Severance amount may be brought down to 10 years as against the existing 15 years.***

The GDS Unions have argued that since the GDS employees have been declared as Civil Servants, there is no place for differential or discriminating rules and have pleaded that hence retirement benefits at par with other Central Civil Servants should be granted them. Such retirement benefits would include pension/family pension, Gratuity and encashment of leave etc. It has also been argued that there was no need for a separate service or conduct rules for the GDS employees and all rules including CCS (Conduct) Rules 1964, CCS (CCA) Rules, 1965, FRs & SRs, Pension and Leave Rules should be made applicable to the GDS employees too. Consequently, there is a demand that the GDS (Conduct & Employment) Rule 2001 should be scrapped.

We have examined the recommendations of the GDS Committee and the arguments put forth by the GDS Unions. The issue of treating the employees at par with regular departmental employees has been discussed in the foregoing paras and this was not accepted by the GDS Committee. Nor would this Group. As such, for the sake of brevity the same has not been discussed here except to reiterate that the basic distinction should be maintained. The GDS are presently eligible for Severance Amount of Rs. 30,000/- for 20 years of continuous service. However, in case of an ED Agent who has completed continuous service equal to or more than 15 years but less than 20 years of continuous service, the

severance amount shall be only Rs. 20,000/- on retirement or death. The social security or social protection programme touches two aspects i.e. (i) Post service benefits which provide a life time monthly payment for the entitled person after he/she attains the age of discharge and (ii) Monthly Life Time Benefit to the surviving spouse of the deceased.

The GDS Committee has, therefore, recommended that a GDS should be paid severance amount @ Rs. 1500/- for every completed year of service subject to a maximum of 40 years of completed years i.e. Rs. 60,000/- and that the eligible period of service for grant of severance amount may be brought down to 10 years as against existing 15 years. We also agree with the recommendations of the Committee made in para Nos. 14.14.1 & 14.14.2 of the report and suggest implementation thereof.

***Recommendation in para 14.14.3 to 14.14.8***

***14.14.3 The Government may introduce a service discharge benefit scheme by making a contribution of Rs. 200 per month for the period the GDS is on duty. The fund may be managed by PLI Directorate or any other suitable agency to get adequate secure returns. The eligibility of service for getting benefits under Severance amount/Service discharge benefit scheme may be prescribed at 10 years of continuous satisfactory service.***

***14.14.4 The total accumulations payable at the time of discharge (including Severance amount if any) may be annuitised and monthly payments made. The monthly payments will be made to the GDS on discharge and in the case of death of the GDS while in service, to the surviving spouse of the GDS at 50% of the monthly payment.***

***14.14.5 A GDS joining the new service discharge benefit scheme will be eligible for Severance amount at the rate of Rs. 1500 for every completed year of service as on the date of introduction of new scheme in addition to the new discharge benefit on the contributions made by the Department.***

***14.14.6 A GDS opting to continue with Severance amount scheme will be entitled to receive Severance amount @ Rs. 1500/- for every completed year of service subject to a maximum of Rs. 60,000/-, provided he has put in more than ten years of continuous satisfactory service.***

***14.14.7 The payments under the new scheme may be made eligible for Gramin Dak Sevaks who are discharged on rendering satisfactory continuous service and to the spouse of GDS who die while in service.***

**14.14.8** The Gramin Dak Sevaks whose services have been dismissed /removed for unsatisfactory work/misconduct will not be eligible for any payments under this scheme. The amount that would not be payable under this scheme either due to the aforesaid reason or due to ineligibility for any reason will be credited to the Government.

We are of the view that these recommendations need detailed examination by the department before a policy is formulated as they are fraught with serious long term legal and financial implications. In doing so, apart from the financial implications, the 'status' of the GDS has also to be taken into account. For instance, why should department make a 'contribution' to raise a corpus and make a regular payment every month to a discharged GDS? This may be incorrectly interpreted as a form of 'pension', leading to demand for parity.

#### **Recommendation 15.5.1**

**15.5.1** After evaluating the present schemes, the GDS Committee recommends the following proposed assistance under:-

Sl. No.	Name of Welfare Scheme	Present Financial Assistance	Proposed Assistance
1.	Immediate relief on death	Rs. 7,000	Rs. 8,000
2.	Relief to the dependent of GDS who die while on duty due to any accident	Rs. 7,000	Rs. 8,000
3.	Death due to attack by robbers terrorists, riots etc while on duty	Rs. 50,000	Rs. 1,00,000
4.	Death due to attack by robbers terrorists, riots etc. while not on duty	Rs. 12,000	Rs. 20,000
5.	Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists etc.	Nil	Rs. 1,50,000
6.	Funeral expenses.	Rs. 250	Rs. 500
7.	Nutritional diet to the GDS suffering from Tuberculosis (a) Indoor treatment (b) Outdoor treatment	Rs.200 PM Rs.100 PM	Rs.400 PM Rs. 200 PM
8.	Financial Assistance in case of prolonged and serious illness/major surgeries	Rs. 1500	up to Rs.5000

*15.5.2 The existing scholarship and book award scheme may be liberalised in respect of Gramin Dak Sevaks to cover upto two wards for grant of scholarships and book awards subject to condition for grant of the same.*

*15.5.3 50% of the welfare funds may be allocated to the welfare grants of Gramin Dak Sevaks in the circle.*

*15.5.4 The existing rates of scholarships and book awards which were fixed more than 10 years back may be suitably revised.*

The GDS Unions have demanded that the welfare measures and health schemes should be spelt out and that GDS employees be provided welfare measures at par with the Central Government employees.

We have examined the recommendation of the GDS Committee. At present financial assistance to the departmental employees under "Immediate relief on death" is Rs. 7000/- and GDS Committee has recommended Rs. 8,000/- which is more than the existing financial assistance. Therefore, it would not be appropriate to grant more financial assistance to the GDS than regular departmental employees. Similarly the GDS Committee has recommended financial assistance of Rs. 1.00 lakh under the head "death due to attack by robbers, terrorists, riots while on duty" whereas Rs. 50,000 is granted in case of regular departmental employees under such circumstances and Rs. 20,000/- has been recommended by the Committee in above mentioned circumstances while not on duty whereas a financial grant of Rs. 12,000/- is being granted at present to regular departmental employees. At present it appears, there is no provision for any financial assistance in case of death occurring due to enemy action in war or border skirmishes or action by militants, terrorists, extremists etc. The GDS Committee has recommended financial assistance of Rs. 1.50 lakhs under aforesaid circumstances to the Gramin Dak Sevaks.

Keeping in view the aforementioned, we are of the view that if the recommendations of the GDS Committee are accepted the financial assistance granted to the regular departmental employees will be less than the grants for GDS employees. Status quo ante may therefore be maintained and the Welfare Board of the Directorate may examine the issue and take a final view about this. The details of the existing financial assistance to the departmental employees, GDS employees, financial assistance recommended by the GDS Committee and that proposed by us to the GDS are as follows:



Sl. No.	Name of Welfare Scheme	Present Financial Assistance to the regular Departmental employees	Present Financial Assistance to the GDS employees	Financial Assistance recommended by GDS Committee to the GDS employees	Financial Assistance proposed by Group of Officers to the GDS employees
1.	Immediate relief on death	Rs. 7,000	Rs. 7,000	Rs. 8,000	Rs. 7,000
2.	Relief to the dependent of GDS who die while on duty due to any accident	Rs. 7,000	Rs. 7,000	Rs. 8,000	Rs. 7,000
3.	Death due to attack by robbers terrorists, riots etc while on duty	Rs. 50,000	Rs. 50,000	Rs. 1,00,000	Rs. 50,000
4.	Death due to attack by robbers terrorists, riots etc. while not on duty (Enhanced from Rs. 10,000/- to Rs. 12,000/- vide Dte. Letter No. 1-3/08-WI&Sports dated 27.10.2008)	Rs. 12,000	Rs. 12,000	Rs. 20,000	Rs. 12,000
5.	Death occurring due to enemy action in war or border skirmishes or action against militants, terrorists, extremists etc.	Nil	Nil	Rs. 1,50,000	Nil
6.	Funeral expenses.	Rs. 500	Rs. 250	Rs. 500	Rs. 500
7.	Nutritional diet to the GDS suffering from Tuberculosis (a) Indoor treatment (b) Outdoor treatment	Rs.400 PM Rs.200 PM	Rs.200 PM Rs.100 PM	Rs.400 PM Rs. 200 PM	Rs.400 PM Rs.200 PM
8.	Financial Assistance in case of prolonged and serious illness/major surgeries	Rs. 10000	Rs. 1500	up to Rs.5000	up to Rs.5000

**\*\* In no case the proposed assistance can exceed the assistance payable to departmental officials in respective cases.**

As far as the recommendation of the committee in 15.5.2 is concerned, we are of the opinion that modalities to liberalize the existing scholarships and book awards may be looked into by the Postal Service Welfare Board.

As regards recommendation of the Committee in para 15.5.3 to allocate 50% of the welfare fund to the welfare grants of the GDS, we are of the opinion that generally funds available are limited. The grant of welfare assistance also defers from case to case within the allocated funds and giving priority to GDS over Departmental employees would not be proper. Therefore, the existing practice may continue.

As regards recommendation of the Committee in para 15.5.4, we are of the opinion that the Welfare Board of the Department may take a view on the matter.

#### **Recommendation 15.6.1 & 15.6.2**

*15.6.1 Department may examine introduction of a contributory insurance health scheme for in-patient treatment of Gramin Dak Sevaks through Government Hospitals/Private Hospitals. The insurance premium may be contributed jointly by the Government and the GDS as fixed by the Government. The GDS and the spouse may also be covered under the health scheme without contribution from the discharged GDS.*

*15.6.2 Presently, discharged Gramin Dak Sevak do not get any assistance for medical treatment. It is recommended that the Welfare Fund Scheme may also be extended to the discharged GDS for providing financial assistance of inpatient treatment obtained from government hospitals as in the case of GDS in service. The financial assistance, however, be limited only to Gramin Dak Sevak and the spouse.*

The GDS unions have demanded that health scheme should be provided at par with central government employees. It has also been suggested that the GDS employees should also be covered by the CCS (Medical Attendance) rules.

We have examined this. GDS employees can not be equated with the regular departmental employees since they are governed by the separate sets of rules and regulations. The recommendations of the Committee are based on the "Rashtriya Swasthya Yojna" scheme. The scheme provides coverage of meeting expenses of hospitalization for medical or surgical procedure to the beneficiary member upto Rs. 30,000/- per family per year on a floater basis. While such welfare schemes are good in principle, we are of view that the same may be accepted with the modification that the insurance premium may be contributed by the GDS only. The department should not take over any additional financial commitment. As far as providing financial assistance from welfare fund to employees after their discharge from service is concerned, there is no such financial assistance available to regular departmental employees after their retirement. We, therefore, have some difficulty in supporting the recommendation.

**Recommendation 16.14.1 to 16.14.6**

**16.14.1** To help female Gramin Dak Sevak to fulfill the role of maternity, she may be paid 3 months TRCA out of the welfare grant for the first two children, which will be limited to two confinements during the whole service.

**16.14.2** Financial grant shall not be admissible for medical termination of pregnancy (abortion, miscarriage and still births)

**16.14.3** Minimum service of one year be prescribed for being eligible for the financial grant in case of maternity leave.

**16.14.4** Women GDS Mail Deliverers and Mail Carrier may also be considered for lighter and stationary duties wherever possible before and after maternity.

**16.14.5** The existing powers delegated to Divisional heads for grant of leave without allowance beyond 180 days for GDS for working against departmental vacancy of Postman/Group D may be extended to grant leave (with financial grant from welfare fund) for three months and for grant of leave without allowances for another three months during the period of confinement and thereafter, limited to two confinements only.

The GDS unions have demanded that leave rules as applicable to regular departmental employees be made applicable to the GDS employees.

We have examined the recommendations made by the Committee in paras No. 16.14.1 to 16.14.5 of the report as well as the demands of the GDS unions. The Gramin Dak Sevaks and the regular Central Government Employees are two distinct and separate classes and can not be equated. There can not be parity with the departmental employees with regard to the conditions of service and their remunerations/other entitlements and as such the demand of GDS union for coverage of GDS employees under CCS (Leave) rules 1972 applicable to regular central government employees can not be acceded to. Therefore, this group suggests that the recommendations under paras No. 16.14.1, 16.14.2 & 16.14.3 regarding payment of 3 months TRCA from welfare grant to female GDS in case of maternity and other criteria/conditions may be referred to the Postal Services Welfare Board of the Department for further detailed examination. The recommendation made under para No. 16.14.4 regarding consideration of stationery and lighter duty to woman GDS MD and MC may be left to the discretion of the divisional/sub divisional authority who may decide each such case looking into operational needs.

As for the recommendations in para 16.14.5 of the report regarding grant of leave for three months with financial grant from welfare fund and another three months without allowances during the period of confinement and thereafter, is

concerned, we suggest grant of leave without allowances for 90 days subject to the condition that a substitute is arranged by the GDS.

#### **Recommendation 16.14.6**

*16.14.6 Paid Leave up to a maximum of 20 days in a year in place of 10 days Paid Leave in a block of Six months without accumulation is recommended.*

The GDS unions have demanded that leave at par with Central Government Servants might be granted to GDS.

We have examined the recommendation of the Committee as well as demand of the GDS Unions. The GDS are at present granted paid leave at the rate of 10 days for every half year, without carry forward or encashment of leave. The provision of paid leave to the GDS was implemented with effect from half year beginning from 1<sup>st</sup> July 1998. The Committee has recommended that paid leave might be availed over the entire calendar year without the leave lapsing at the end of six months. We suggest to adopt the recommendation of the Committee.

#### **Recommendation 16.14.7**

*16.14.7 In single handed Branch offices, Gramin Dak Sevaks will provide his/her substitute on his own responsibility during the Paid Leave period. The GDS will provide names of one or two persons who possess required qualifications for engagement during leave periods and such list will be approved by the appointing authority. The GDS will get prior sanction of leave from the competent authority. In the Branch Post offices having more than one hand, combination of duties may be resorted to for managing the work during the leave period. The person entrusted with the combined duty may be compensated at Rs 25.00 per day towards combined duty.*

The GDS unions have not made any demand on this recommendation of the Committee.

We have considered this recommendation and are of the view that the recommendation in para 16.14.7 is sound and would provide the appointing authority, an opportunity to select a good substitute from the list. In branch post offices having more than one hand it is a good suggestion to manage work during the leave period by combining duties and the GDS may be granted combined duty allowance at the rate fixed for such contingencies.

#### **Recommendation 16.14.8**

*16.14.8 The Department may consider that all future engagements in leave vacancies/short term vacancies be managed by combination of duties and if such a course is not feasible, they may be managed by local arrangement unless it is decided to make a provisional arrangement after following the regular process of engagement and such local arrangement should not exceed 90 days. In long-term arrangements, the temporary engagement will be subject to workload and financial justification of the office.*

The GDS unions have demanded that the rules applicable for Central Government Servants might be adopted for GDS employees also.

We have examined the recommendations of the Committee as well as demands of the GDS unions. The demands for applicability of rules at par with the Central Government Servants has already been discussed in various foregoing paras and as such the same merits no more mention. The recommendations in the para may be implemented. However, where work can not be managed by a combination of duties, there has to be proper substitution. In any case, combination of duties is a short term arrangement so that rural postal services can operate without hindrance.

#### **Recommendation 16.14.9**

*16.14.9 The present ceiling on availing leave without allowances upto 180 days in a period of one year either in a stretch or in intermittent intervals may continue.*

The GDS unions have not put forth any demand on the subject. We have considered this recommendation and would concur.

#### **Recommendation 16.14.10**

*16.14.10 The term appointing authority for GDS SPM/BPM may include Deputy Supdt of Post offices of postal divisions which are in charge of Junior Administrative grade officers. If the post of Deputy Supdt of Post offices is not available the term Head of the division should include JAG officer in charge of the division as appointing authority.*

We have examined the recommendation. To widen the scope of the expression appointing authority to include the Deputy Superintendents of Post Offices of Postal Divisions which are under the charge of Junior Administrative Grade officers is not considered advisable. The appointing authority of GDS SPM/BPM should always be the Head of the Division. As such we are of the view

that the meaning of the expression appointing authority for GDS SPM/BPM should be the Head of the Division whether a Division is headed by a Group 'B', Group 'A' or JAG officer.

**Recommendation 16.14.11**

*For all categories of GDS, it may be prescribed that they possess knowledge of regional language as evidenced by their having studied the regional language as a subject of study in matriculation or 8<sup>th</sup> standard as the case may be.*

We are of the view that knowledge of regional language is very essential for dealing with the general public in a village. We, therefore, recommend acceptance of the Committee's views in para 16.14.11.

**Recommendation 16.14.12**

*The existing instructions below note II under Rule 3 which deals with terms and conditions of engagement may be separated and framed as Rule 3A with caption terms and conditions of engagement.*

GDS Unions have not put forth any specific demand against the recommendation. Instead they have demanded that GDS should be governed by the same set of rules as applicable to the Central Government Employees.

We have looked at the recommendation. It is under Rule 3 of GDS (Conduct & Employment) Rules 2001 that various categories of GDS and other related expressions have been defined. The terms and conditions of engagement are presently shown in a Note below the said Rule 3. It is required that these are given distinctly and separately. Therefore, the said recommendation should be accepted by the Department.

**Recommendation 16.14.13**

*To reframe the existing Rule 6 of the conduct rules stating that the Sevaks are not eligible for pension and their eligibility for ex-gratia gratuity and other amounts as may be decided from time to time.*

We have examined the recommendation of the Committee and are of the view that the existing Rule 6 needs no modification as suggested with the stipulation that in addition to the workload other norms prescribed by the department like the financial performance would also apply.

#### **Recommendation 16.14.14**

*To frame a separate conduct rule after existing Rule 5 about the applicability and payment of TRCA to the Gramin Dak Sevak as may be decided from time to time based on the workload.*

We have considered the issue and would suggest acceptance of the recommendation of the Committee.

#### **Recommendation 16.14.15**

*Failure to take up residence at the place of duty in respect of GDS SPM/BPM after engagement should be treated as violative of conditions of engagement of GDS and making him liable for disciplinary action under Rule 10 of the conduct rules requiring removal/dismissal. This clause should be incorporated in the letter of engagement. This should be clearly stipulated by reframing the existing instruction No (vii) below note II under Rule 3 of the conduct rules.*

We have examined this recommendation in para 16.14.15 as stated above and would agree with the recommendation. It is also felt that a standard format of letter of engagement may be devised by the Department for this purpose so that there is uniformity and clarity.

#### **Recommendation 16.14.16**

*The transfer facility may be restricted only in the cases of women GDS getting married, surplus declared GDS provided alternate engagement at a different place and wards of deceased Gramin Dak Sevak provided with engagement in a post away from his place whereby he cannot look after the interest of the family of the deceased. The transfer be restricted within the division subject to other conditions.*

The GDS unions have demanded that a GDS official after getting a transfer to his place of choice is put to financial loss and his service increments are also snatched which was illegal. It has further been requested that a regular employee on transfer to his place of choice under Rule 38 transfer would retain his pay as last drawn and such discrimination should not be there.

We have examined the recommendation of the committee as well as the demands of the GDS Unions. At present transfer facility to GDS is available in

the case of (i) Woman GDS after her marriage, (ii) GDS appointed on compassionate grounds and posted at a different place, (iii) Surplus GDS provided alternate employment at a different place (iv) for looking after physically handicapped/mentally retarded dependents and (v) self suffering from serious illness. The Gramin Dak Sevaks work part time and they are mainly local natives, well acquainted with the members of public and who maintain better liaison for improvement of postal transactions and to implement new schemes. We are therefore of the view that the existing position may continue. While normally GDS transfers should be discouraged, in exceptional cases and subject to administrative needs transfers can take place with the approval of the HoC. In such cases TRCA should be protected.

#### **Recommendation 16.14.17**

*The security for the GDSBPM/SPM may be revised to Rs. 25,000/- and for other categories of GDS it may be revised to Rs. 10,000/-. The security may be the shape of Fidelity Guarantee Bond or National Savings Certificate. The present periodicity of yearly renewal of the FGB may be fixed in quinquennial block (once in five years) so that the required premium for five years block may be recovered and FGB obtained for full block at a time. In case of any fresh engagements in the middle of the block the FGB can be taken from the date of joining to the end of the block. The block can be fixed uniformly for five years for all. This increase in periodicity will reduce considerable work in the Head Post Office.*

We have examined the recommendation and are of the view that the same may be accepted by the department.

#### **Recommendation 17.3.1 & 17.3.2**

*17.3.1 The Committee observed that though operationally the present qualification of Matriculation prescribed for the GDS SPM/BPM is adequate, to provide for higher administrative efficiency in the context of new services that are likely to be introduced in rural offices and improvement in educational levels, preference may be given to the candidates with higher qualification of 10+2. No weightage need be given for qualification higher than 10+2. There is also need to prescribe that the candidates should have knowledge of local language, as this will be essential for functioning of the BPM.*

*17.3.2 The Committee suggests that there may not be any relaxation in the minimum educational qualification for the wife of the deceased GDS while making compassionate appointment as BPM/EDSPM and relaxation of educational qualification may however be considered for other GDS posts.*



"C", 40% from outsiders and 20% from GDS by examination from those possessing 10+2 qualification and age relaxation upto 40 years.

As per existing recruitment rules of PAs/SAs circulated vide Directorate letter No. 60-29/98 SPB-I dated 25-01-2002, 50% of the vacancies of departmental quota will be filled by promotion through a limited departmental competitive examination from Postmen and other Group 'D' staff. If the vacancies were unfilled from departmental quota it shall be offered to GDS of the recruiting division/unit subject to the condition that (i) the GDS possesses the minimum qualification of 10+2 standard (Senior Secondary) and have put in a minimum service of 3 years, (ii) only those GDS would be eligible who have scored marks not below the marks secured by the last direct recruit of the relevant category selected in the same year and (iii) the GDS should be within 28 years of age (33 years for SC/ST and 31 years for other backward classes candidates).

We have examined the recommendations of the Committee as well as the demands of the unions. We feel that while making recommendation in para 17.26.4 to fix a 75% quota for direct recruits from open market and 25% by promotion from Postmen & Group 'D' staff against the existing 50% by direct recruitment and 50% by promotion, the committee has gone beyond the Terms of Reference of its appointment. A change of the nature suggested by the Committee could adversely affect the opportunities for promotion available to other cadres.

As per para 17.6.1 of the GDS Committee report the average entry of GDS in service is in the range of 35 to 40 years. It has also been observed that a large number of GDS are well qualified, computer literate and able to manage operational work at Post Offices/Mail Offices. The educational qualification of GDS BPM is matriculation and in respect of other categories of GDS it is 8<sup>th</sup> standard; however, weightage is given to matriculate candidates. The service unions while discussing the issue has argued that as per existing provision in the recruitment rule, eligibility criteria for considering a GDS to compete in the LGO exam is to secure marks not below the marks secured by the last direct recruit of the relevant category selected of the same year due to which the GDS are unable to fulfill the criteria of selection.

We have considered the issue and found that the percentage marks secured by the direct recruits is usually very high as compared to the GDS. There is no age restriction or marks criterion but there is a restriction on the number of chances for appearing in the limited departmental examination from the Lower Grade Officials like Postmen/Group 'D'. The educational qualification of Postmen at present is matriculate and 8<sup>th</sup> standard in respect of Group 'D'.

We are therefore of the view that the existing provisions of recruitment rules of PAs/SAs circulated vide Directorate letter No. 60-29/98 SPB-I dated

**25-01-2002 may be continued to be adopted by the department with the following modifications:**

(i) Only those Gramin Dak Sevaks shall be eligible who have secured minimum 50% marks in 10+2 standard Senior Secondary (excluding vocational stream) instead of securing marks not below the marks secured by the last direct recruit of the relevant category selected in the same year.

(ii) GDS may be allowed to appear in the recruitment examination upto 35 years of age instead of existing 28 years of age and permissible age relaxation to reserve categories as per rule. This will enhance opportunities for GDS but at the same time without affecting the interests of other cadres.

(iii) The prescribed minimum length of GDS service of three (3) years will remain.

#### ***Recommendation 17.26.5***

***17.26.5 The term "substitute or provisional appointment" be changed as "substitute engagement or temporary engagement." for engagement of GDS.***

***17.26.5.1 Temporary engagement should not stretch beyond 90 days and any extension beyond 90 days should have prior approval of the Postmaster General.***

***17.26.5.2 The temporarily engaged person may be paid consolidated allowance of the lowest TRCA applicable to the vacancy with DA thereon and not eligible for any other benefits other than the incentives provided for the engagement.***

***17.26.5.3 The period for temporary engagement will not count for any purpose even if he is regularized subsequently by due process of selection.***

The GDS Unions have not put forth any specific suggestions on these recommendations of the Committee.

We have examined the recommendations and are of the view that GDS are holders of civil post outside regular civil service and they are governed by non-statutory conduct rules and by administrative instructions. They are engaged on part time basis. We also agree to the recommendation of the Committee in para 18.15.9 for renaming the GDS (Conduct & Employment) Rules 2001 as GDS (Conduct & Engagement) Rule. It is therefore necessary to change the term "substitute or provisional appointment" as "substitute or provisional engagement". As regards the suggestion that prior approval of PMG be obtained for extension of temporary engagement beyond 90 days, it will unnecessarily increase administrative work. There are various measures available in the existing provisions to keep watch over unnecessary engagement of a GDS beyond 90 days. Therefore, existing practice may be continued. As far as the

recommendations regarding payment of consolidated allowance of the TRCA with DA thereon without any other benefits and not counting the period of temporary arrangements for any purpose are concerned, we are of the view that the recommendations of the Committee may be adopted by the Department.

The representative of GDS unions, which met this Group, demanded that the GDS should also be covered by Assured Career Progression Scheme (ACP) as in the case of departmental employees. The point raised by the unions is that such a promotional avenue would not only improve the financial remuneration but would also motivate the GDS to give a better output. We have considered this demand but do not find it feasible since financial upgradations that exist for departmental cadres cannot be applied elsewhere.

#### **Recommendation 18.15.1**

*18.15.1 In the light of the clarification issued by the Nodal Ministry, the instruction issued by the DG P&T in letter No 151-7/78-Disc II dated 29-06-1978 about the quantum of recovery of pecuniary loss requires to be modified.*

The GDS Unions have demanded that GDS should be governed by the CCS (CCA) Rules 1965 at par with the regular Central Government Servants.

We have examined the recommendation as well as the demands of the unions. As discussed in previous paras, the GDS cannot be equated with Central Government Servants. At present, a quantum of recovery that can be made from the allowances paid to the GDS is limited to a maximum of 1/3<sup>rd</sup> of allowance spread over a period of three years. This instruction is based on the instruction issued by DGP&T letter No. 3-313/70-Disc-I dated 17-8-1971 applicable to regular government servants. The DoPT have examined the instruction issued by the Department and clarified in letter No. 11012/1/2000-Estt. (Pay) dated 16.9.2000, that the above instruction can not supercede or modify the provision of Rule 11 (iii) of CCS (CCA) Rules 1965 and that no such limit was prescribed in the statutory rules and ordered to withdraw the said instruction. In the light of the clarification issued by the nodal Ministry, instructions issued by the DGP&T letter No 151-7/78-Disc II dated 29-06-1978 for Gramin Dak Sevaks also loses its significance and requires to be modified. We therefore agree with the recommendation of the Committee and suggest withdrawal of the said instruction.

#### **Recommendation 18.15.2**

*18.15.2 The Committee recommends that the Department should provide a commensurate honorarium to the retired officers working as inquiry officers, depending on the complexity of the case. The Committee feels that such*

In para 25.15.6 of the report, the Committee has suggested the need to improve the supervision of the rural Post offices through meticulous supervision at the level of the sub division and computerisation of offices of SDI would help in efficiently managing the network.

This suggestion can be considered by the relevant Division of the Directorate.

#### **Recommendation 25.15.7**

*There is need to take up a comprehensive review of the work of the Divisional Superintendents in the light of changes due to computerisation and introduction of new areas like Business Development, Technology Induction, Rural Postal Life Insurance.*

We have examined the recommendation. These and similar recommendations are not directly concerned with GDS issues. The Committee seems to have gone beyond its brief.

#### **Recommendation 25.15.8**

*Introduction of call centres which will bring the quality of services into focus providing continuous feedback on the performance of the network and will help in improving the supervision over the network.*

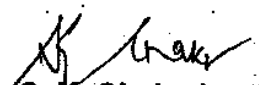
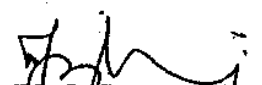
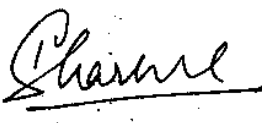
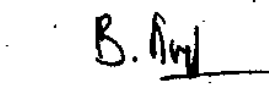
The Committee has suggested setting up of call centres which would bring quality of service into focus providing continuous feedback on the performance of the network and would help in improving the supervision over the network. This recommendation again is beyond the Committee's term of reference.

#### **Recommendation 26.7**

*At circle level while the Chief Postmaster General is responsible for efficient management of operations for the entire circle, the focus for rural operations may be entrusted to the BD group as a part of Business Development. In many circles the BD group is active and has been provided separate component of SAG & JAG Officers. At the circle level the needed attention to develop the business and partnerships in rural areas can be provided by the BD group. At regional level, the DPS be made responsible for rural operations with the urban operations entrusted to the PMG. While the PMG will continue to have overall responsibility for rural transformation, the Director will be mainly responsible for rural operations together with the other functions now entrusted to him. In circles where there is no separate BD group to provide focus,*

*a set up under the CPMG can be created by diversion of posts. At the divisional level, assistance at the level of Deputy Superintendent/Assistant Superintendent to pay exclusive attention in developing rural areas be provided. With the proposed strengthening of sub divisions by way of provision of Assistant Inspectors, the Sub Divisional level also will get needed strength to provide focus in rural transformation.*

The Committee has recommended that focus for rural operations should be entrusted to the BD group as a part of Business Development at the Circle/Regional and Divisional levels. CPMG, PMG and Dy. Supdt/ASP at the Circle/Regional and Divisional levels will be responsible to look after rural business. The Committee has observed that 89% of the post offices are in rural areas and there is a large potential to generate significant volume of traffic and revenue. It has further said that the postal network is large, it is underutilized and not fully leveraged and that the Post Offices in rural areas can provide an effective forum to provide the linkages in rural retailing and agri-marketing besides providing traditional postal services, Banking, Insurance and IT enabled services. We are of the view that the recommendations of the Committee may be further examined by the directorate.

			
(S. K. Chakrabarti)	(M. S. Ramanujan)	(K. K. Sharma)	(Brajesh Singh)
Member	Member	Member	Member

  
(P. K. Gopinath)  
Chairman