



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No. FNPO/5day week/2026

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To
The Secretary,
Department of Posts,
Dak Bhavan,
New Delhi-11001.

Respected Sir,

Sub: Implementation of Five-Day Work Week for Operative Staff in the Department of Posts – Reg.

The **Federation of National Postal Organisations (FNPO)** respectfully submits for your kind consideration the serious concerns of postal employees across the country regarding the ever-increasing workload, prolonged working hours and the urgent need to introduce a **five-day work week for operative staff**, with a view to ensuring a healthy and sustainable work-life balance.

Over the past few years, the workload in the Department of Posts has increased manifold. The introduction and expansion of diversified services, particularly financial inclusion, insurance, banking and various business-oriented activities, have placed enormous pressure on postal employees. Issues arising out of APT-related operations and frequent technical disruptions have further compelled employees at all levels to work beyond prescribed working hours on a regular basis, adversely affecting their physical and mental well-being.

The work-life balance of postal employees has been seriously disturbed. Family life is being adversely affected, with employees increasingly unable to devote adequate time and attention to their children, families and personal responsibilities. Continuous business targets, melas, special drives and marketing activities have further added to this pressure, leaving employees with inadequate time for rest and recuperation.

It is also pertinent to bring to your kind notice that, even after completion of prescribed working hours, employees are often required to remain available over phone after returning home. They are frequently instructed to complete pending work in departmental applications/software due to system failures and technical issues which are entirely beyond their control. Such practices effectively extend the working day beyond official hours and subject employees to continuous work-related stress without any corresponding recognition, compensation or compensatory rest.

Postal financial services have expanded extensively and today reach even the remotest corners of the country. The nature, responsibility and intensity of the work performed by postal employees are increasingly comparable to those of employees working in banks and insurance institutions. However, unlike employees in such institutions, operative postal staff continue to work six days a week, including second Saturdays, without adequate weekly rest.

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Moreover, a visible disparity exists within the same Department. While administrative offices generally function on a five-day work week, operative staff are required to work six days a week without any additional pay, allowance or compensatory benefit for the additional working day. This disparity has caused widespread dissatisfaction and has become a major source of demotivation among employees working in Post Offices and other operative establishments.

In this context, the demand for a **five-day work week is a reasonable and justified measure for employee welfare and organisational efficiency**. FNPO is not opposed to the Department providing services throughout the week in the larger interest of the public. On the contrary, employees are willing to work **8½ hours per day**, subject to ensuring **two days of weekly rest through an appropriate rotational arrangement**.

Such an arrangement could enable Post Offices to remain open for an additional period each working day and, wherever operationally required, services may also be maintained on all days through suitable rotational deployment. Thus, uninterrupted public service can be ensured without requiring individual employees to work six days every week. This would create a **win-win situation for the Department, employees and the general public**.

We firmly believe that strong families contribute to a strong nation, and a healthy work-life balance is essential for maintaining the efficiency, motivation and well-being of employees. Progressive working arrangements adopted in comparable financial and service institutions also demonstrate that organisational efficiency and employee welfare can go hand in hand.

While Sunday delivery and functioning of selected Post Offices on all days may undoubtedly benefit the public, providing every employee with **two days of weekly rest** would equally benefit the Department through improved productivity, efficiency, accountability, morale and quality of public service.

It may also be recalled with pride that postal employees worked tirelessly during the **COVID-19 pandemic and lockdown**, ensuring uninterrupted movement of essential articles, medicines, parcels, financial services and vital communications even under extremely difficult circumstances. Postal employees have repeatedly demonstrated their commitment to public service whenever the nation required them.

Fair and reasonable working hours are fundamental to the welfare and dignity of every employee.

In view of the foregoing, **FNPO strongly urges the Department to consider and implement a five-day work week for operative postal employees across the country at the earliest**, while ensuring continuity of public services through suitable working-hour adjustments and rotational arrangements.

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-3-

Such a progressive measure would not only address a genuine and long-pending demand of postal employees but would also contribute significantly to improved employee morale, productivity, organisational efficiency and the long-term growth of the Department of Posts.

We sincerely hope that the Department will give **due, sympathetic and positive consideration** to this genuine demand and initiate necessary action at the earliest.

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General