



Federation of National Postal Organisations



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Sivaji Vasireddy, Secretary General

No.FNPO-NAPE/24-25/Cadre Review

dated 15-09-2025

To
Sri K.Prakash Garu,
CPMG Karnataka Circle,
& Chairman for
Cadre review Committee,
O/o CPMG
Bangalore

Respected Sir,

Sub: - Cadre Restructuring and Review – Reg.

Ref: - Q-25/27/2025-PE-I-DOP dated 12-08-2025

It is to submit the following in connection with composite Cadre Review of PA/SA, LSG, HSG-II, & HSG-I in Post Offices (PO), RMS and Circle/Regional offices.

Cadre Restructuring of Group C cadre in PO PA cadre was done wef from 25.7.2016. In fact many circles started CR process as late as in 2019. Resultantly the upgraded posts in CR are still being operated in the level of pre CR state. But the objectives of Cadre Restructuring like improvement in working conditions and scales and promotions were not fulfilled. Even though the Cadre Restructuring was done on paper many issues like Financial Powers, Managerial eligibility to promotion examinations were not addressed and some orders like LSG Officials after Cadre Restructuring not allowed to PSS Group B Examination and non-assigning sub appointing authority powers etc., had caused an impression among the staff that the Cadre Restructuring had fulfilled the only issue of filling up of only Rural and Urban C Class Offices. Due to the minimum eligibility service conditions huge number of HSGII and HSG1 Posts are still vacant.

Before 5th Pay commission Scales and Powers of Inspector Posts and higher were on par with LSG Officials and higher. Much differentiation and discrimination was in presence between Operative Cadre and Administrative Cadre, some of the **Head Post Offices were being in charge of ASP Cadre in those days and HSG-I postmaster pay scale is higher than the ASP.** The administrative orders since 2 previous pay commissions empowered the posts of IP and higher with higher scales and powers. Operative Line Officials have been deprived of their legitimate rights and requirements though they have been working hard and facing challenges with the frequent changes in Operations, Functions and Software. Due to this a big undefined, unjustified concept of Operative Line and Administrative Line is increased and the Operative Line official are feeling like introverts without increasing in scales,

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promotional avenues, financial powers and other authorities. In addition to this Operational and functional pressure, all the burden of generating revenue in the name of revenue, insurance targets also have been taken up by the Operative Staff only.

In the recent annual reports of department of posts surprisingly it is also observed that the Operative Staff Strength is decreasing and in contra administrative strength is increasing. Recently for monitoring operations like MMUs, Marketing Operations like Marketing Executives, Technology Operations like SAs and Trainers, Insurance Operations like Development Officers, External Services like Passport Seva Kendras, Aadhar Services also personal have been deputed/patriated without separate creation of establishment or sanction strength even by placing the operations and functions at cross.

In the recent past even though implementation of technology had eased the functions like investigations/verifications like verification of Pass Books and others, Many Verifications like Savings Bank Death Claims, Insurance Death Claims, death certificates and other documents verifications were waived. The process of reports like Inspection Reports etc., were eased with Ms-Office and provision of lap tops, data recharge reimbursement and other hardware, compared to the previous olden days. But still without review of establishment and norms for establishment like in case of operative staff and operative offices, Sub Divisional Offices are blessed with assistance of PA Cadre without creation of permanent sanction strength on deputation even at time of shortage in PA Cadre strength in Operative Offices.

In this connection it is to request to take necessary to diminish the undefined lines of Operative Line and Administrative Line in respect of Scales, Financial Powers, Authorities and Promotional avenues and other facilities in this Cadre Review as the strengthened operations only can lead to the development of any organisation and also our Department. Hence it is to request to review and discuss with service organizations comprehensively with some more meeting if, necessary on the following issues.

1. Postman to be promoted as Sorting Postman/Head Post Man or Mail Overseer with increase in scales and the postmen cadre restructuring committee will look into.
2. **Promoting the Postman/Head Postman/Mail Overseer to PA Cadre on Seniority also may please be reviewed.**
3. **Minimum Condition of 8 years for promotion to the IP examination to be reviewed to 5 years only as was there previously. Recruitment to the Cadre of Inspector Posts to be in such a way that 25% through Direct Recruitment (SSC), 40% through LDCE and 35 Percent through seniority from PA/LSG. Eligibility to PSS Group B Examination also to be given to the LSG Officials with 5 years of service as were there previously.**
4. **All the LSG, HSGII and HSG1 posts to be vested and increased with Financial Powers, Leave Sanctioning Powers. The Powers of Sub Appointing authority to be re-instated or assigned to all the HSGII and HSG-I Officers.**

5. **Common Gradation lists to be maintained from Non-Gazatted Group B for HSG-II/HSG-I/Inspector Post/ASP** for further promotions on seniority. This will avoid parity between Operative and Administrative lines. This will also avoid stagnation at higher levels of HSGII/HSGI and the Promotion structure goes in a flow. Regarding Administrative Procedures and acquaintance to the Operative Staff it is not a hard nut to crack and trainings at PTCs will make the Operative Staff also efficient in administrative issues and the officers working in many administrative posts like IP/ASP/SPO are groomed from operative line only, now the PAs have been recruited on education qualification of Graduation and in fact the personal with higher educations also have been selecting the options of these careers through Staff Selection Commission.
6. **All the HSG-I Officers and above to be given with Gazetted Status. Inspector Post with Non-Gazatted Status on promotion to ASP are vested with Gazetted status. But in Operative line HSG II official with Non-Gazatted status still remain in same even after promoting to HSG-I.**
7. **NFG is at present available for AAO, JAG(DPS), In 6th CPC for PSS Group-B and in ASP cadre with 4 years allowed NFG promotion to the next higher Grade Pay. Hence on the similar way all the HSG-I officials also should be awarded NFG promotion after requisite service without any restriction about sanctioned post in NFG cadre.**
8. **With regard to merger of PA/SA/PA RO-CO instead of taking up the issue as merger option to work as PA/SA/PA RO-CO may be kept open commonly by transfer on Rule 38 or by framing some other modalities. For example if a SA opts to work as PA or RO-CO it should be open and vice versa and the acquaintance with the different operations can be managed with bridge courses and trainings.**
9. **Regarding RMS SA and PA CO/RO cadre restructuring in the first meeting itself my Federation affiliated GS NUR3 and GS NUPAOA have been submitted a detailed memorandum which is self-explanatory. Hence we demand to implement CR in RMS SA cadre immediately without further delay.**
10. **Further this federation requests this Review Committee to recommend the higher pay scales from PA cadre to HSG-I (NFG) as Government is to constitute 8th CPC to revise the wages and other conditions for the CG employees and therefore this is the right time for such superstitions to place before the Pay Committee.**

Thanking you,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary GENERAL

Copy to:

All the cadre review committee members for information and with a request to take necessary action.