



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No: FNPO/NPS to OPS/Court cases/2026

dated 06.07.2026

To
Sri Subrat Das,
Secretary Post & Chairman Postal Services Board,
Dak Bhawan,
New Delhi - 110001

Subject: Request for immediate implementation of the judgment of the Hon'ble High Court of Kerala in OP (CAT) No. 99 of 2026 and extension of benefits to all similarly placed officials across the country - Reg.

Respected Sir,

The Federation of National Postal Organisations (FNPO) respectfully invites your kind attention to the judgment dated 22.06.2026 of the Hon'ble High Court of Kerala in OP (CAT) No.99 of 2026 (Union of India & Others vs. Mary Delani K.A. & Others), whereby the Hon'ble Division Bench dismissed the Original Petition filed by the Department of Posts and confirmed the order of the Central Administrative Tribunal, Ernakulam Bench. The Hon'ble Court held that the issues involved had already been settled in OP(CAT) No.153/2025 and connected cases and, accordingly, upheld the relief granted by the Tribunal.

The above judgment has conclusively settled the legal position. Therefore, there is no justification for restricting the benefit only to the litigating employees while denying the same relief to other officials who are similarly situated. It is a well-established principle that once a legal issue has been finally adjudicated by a Constitutional Court, the benefit of such adjudication should ordinarily be extended to all similarly placed employees without compelling each individual to seek identical relief through separate litigation.

The Hon'ble Supreme Court has consistently held that the Government, being a model employer, should avoid unnecessary litigation and extend the benefit of judicial pronouncements uniformly to all similarly situated employees instead of forcing them to approach Courts or Tribunals individually. Such an approach promotes equality, fairness, judicial discipline, and prudent use of public resources. In these circumstances, FNPO earnestly requests your goodself to:

1. Issue necessary orders for immediate implementation of the judgment of the Hon'ble High Court of Kerala.
2. Extend the consequential benefits to all similarly placed officials throughout the Department of Posts, irrespective of whether they were parties to the litigation.

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3. Issue a comprehensive Department-wide instruction encapsulating the relief granted by the Hon'ble High Court of Kerala and the Central Administrative Tribunal in favour of all employees whose appointments were made pursuant to recruitment processes initiated or contemplated by the competent authority prior to the cut-off date of 22.12.2003, irrespective of the actual date of appointment, and extend the benefit of coverage under the Old Pension Scheme (OPS) to all such similarly placed officials.

It is pertinent to submit that the Hon'ble High Court, while dismissing the Department's Original Petition, specifically observed that the cases of the respondents were "analogous, if not identical" to those decided in the earlier connected cases and accordingly confirmed the order of the Tribunal. This clearly demonstrates that the Hon'ble Court adopted a purposive approach, recognising that the ratio and spirit of the judgment are intended to extend beyond the individual litigants and encompass all employees who are similarly placed in law and on facts. Therefore, issuance of a general instruction extending the benefit of OPS instead of NPS to all eligible officials covered by recruitment processes initiated prior to 22.12.2003 would be fully consistent with the judicial pronouncements and would effectively prevent a spurt of avoidable litigation across the country.

FNPO sincerely believes that a prompt administrative decision in this regard will uphold the principles of equality enshrined under Articles 14 and 16 of the Constitution of India, reinforce the image of the Department as a fair and model employer, and save considerable public time and resources otherwise spent on repetitive litigation.

Therefore, my Federation requests your kind and sympathetic consideration and solicits issuance of appropriate instructions at the earliest.

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

Copy to:

The Member (Personal), Dak Bhawan, New Delhi for information and immediate necessary action in this matter