



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No. FNPO/Membership Vfn/2026

Dated: 06-10-2026

To
The Member(Personal),
Department of posts,
Dak Bhawan
New Delhi-110001

Respected Sir,

Subject: Protection of tenure of duly elected office-bearers of existing recognised Service Associations consequent upon creation/reclassification of a new distinct category under the CCS (RSA) Rules, 1993 – Request for suitable transitional provision – Regarding.

I am directed to invite your kind attention to the Department's Order No. **SR-10/6/2026-SR-DOP dated 10.08.2026** regarding verification of membership of Service Associations under the CCS (RSA) Rules, 1993, wherein **15 distinct categories** have been identified for the present membership verification.

The Department has, inter alia, introduced a separate **Category No. 15 – Group 'B' Non-Gazetted (Postal & RMS) HSG-II, HSG-I and HSG-I (NFG)**, covering all HSG-II, HSG-I and HSG-I (NFG) officials in Postal and RMS.

The Federation welcomes a clear and transparent categorisation for the purpose of membership verification. However, the creation/reclassification of a new distinct category raises an important issue concerning the **continuity and tenure of existing duly elected office-bearers of recognised Service Associations**, particularly those who were elected when the concerned employees formed part of an earlier category.

1. No retrospective termination of an elected tenure

Rule 5 of the CCS (RSA) Rules, 1993 prescribes the conditions for recognition of a Service Association, including restriction of membership to a distinct category of Government servants having common interests. Rule 7 deals with verification of membership and Rule 8 provides the procedure for withdrawal of recognition after giving the Association an opportunity to present its case.

However, the Rules do not contain any provision stating that the **creation of a new distinct category by the Department automatically terminates the tenure of an office-bearer who was duly elected under the earlier categorisation.**

Further, the Department's own instructions dated **10.07.2026** extended the recognition of recognised Service Associations for six months from 01.07.2026 or until completion of the verification process, whichever is earlier. This itself reflects the principle that existing recognised associations should not be abruptly deprived of their status during the transition to the new verification system.

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2. Existing elected office-bearers should not be placed in an anomalous position

The Department's instructions regarding the constitution of Service Associations contemplate a defined tenure and an established procedure for election of office-bearers. The DoPT's instructions further provide that the constitution of an Association should prescribe the procedure for conducting elections and that the term of an office-bearer should be fixed.

Consequently, where an office-bearer was:

- **duly elected under the constitution of the recognised Association;**
- **holding office within the prescribed tenure;**
- **eligible under the categorisation prevailing on the date of election; and**
- **continuing as a serving Government employee,**

the subsequent creation or reclassification of a distinct category by the Department should **not retrospectively invalidate the election or prematurely terminate the elected tenure**, unless there is a specific statutory or administrative provision expressly providing for such consequence.

3. Need for a transitional arrangement

The order dated 10.08.2026 requires Associations to submit their Constitution/Bye-laws and list of office-bearers and to identify the category under which they seek recognition. However, the order does not provide a specific transitional mechanism dealing with the status of office-bearers who were duly elected before the Department introduced the revised categories.

This may lead to avoidable disputes, particularly where:

1. the Association was recognised under the earlier categorisation;
2. the present office-bearers were duly elected before 10.08.2026;
3. the Department subsequently placed their cadre in a newly created distinct category; and
4. the next conference/election of the Association has not yet become due.

In such circumstances, terminating or questioning the tenure of the existing office-bearers solely on account of the revised categorisation would create an anomalous situation in which an administrative change in category effectively overrides an election conducted under the Association's constitution.

4. Request for protection till the next conference/election

In the interest of continuity, fairness and orderly implementation of the revised categorisation, it is requested that the Department may kindly issue an appropriate clarification that:

Where a new distinct category is created, bifurcated or reclassified by the Department for the purpose of membership verification, the existing recognised Service Association and its duly elected office-bearers/Chief Executive, who were validly holding office immediately prior to such creation, bifurcation or reclassification, shall be permitted to continue in office until the next duly convened conference/election of the Association, subject to the provisions of the CCS (RSA) Rules, 1993.

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Such transitional protection would neither confer any additional right of recognition nor alter the revised category for membership verification. It would merely ensure **continuity of the existing elected body until the Association has an opportunity to conduct its next constitutional conference/election under the revised categorisation.**

5. Request for uniform application

The Federation further requests that the above clarification may be made applicable **uniformly to all Service Associations and all newly created/revised categories**, so that there is no scope for different interpretations by individual Circles, Regions or administrative offices.

This is particularly necessary because the present verification is being conducted through the newly introduced Membership Verification System and the Department has itself prescribed a revised categorisation of Service Associations.

6. Specific demands

In view of the above, the Federation requests the Department to kindly:

(i) issue an immediate clarification that creation/reclassification of a new distinct category shall not, by itself, retrospectively terminate the tenure of duly elected office-bearers of an existing recognised Service Association;

(ii) permit such existing office-bearers/Chief Executives to continue until the next duly convened conference/election of the concerned Association;

(iii) clarify that the revised category shall apply for the purpose of membership verification and future recognition, without disturbing the validity of elections already held under the earlier categorisation;

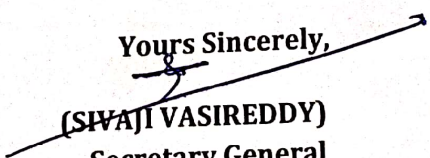
(iv) ensure that no Circle/Region/administrative authority takes any action against an existing office-bearer solely on the ground that his/her cadre has subsequently been placed in a newly created distinct category; and

(v) issue the clarification before finalisation of the present membership verification process so as to ensure uniformity, transparency and avoidance of unnecessary disputes.

The Federation firmly believes that the present exercise of creating distinct categories should strengthen the democratic recognition mechanism and should not inadvertently result in the premature displacement of duly elected representatives.

An early and favourable clarification in the matter is therefore earnestly requested.

Yours Sincerely,


(SIVA) VASIREDDY
Secretary General

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