



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No: FNPO/MPOP/RMS-Postal/2026

dated 22.7.2026

To

Shri Subrat Das

Secretary, Department of Posts &

Chairman, Postal Services Board

Dak Bhawan

New Delhi - 110001

Respected Sir,

Sub: Strong objection to the proposed Shift System under Mail & Parcel Optimisation Project (MPOP) - Request to retain the existing shift pattern and withdraw the proposed rotational shift system - Reg.

FNPO expresses its serious concern and strong opposition to the proposed shift system under the Mail & Parcel Optimisation Project (MPOP), particularly the introduction of a three-shift rotational system with fixed timings of **0600-1400 hrs, 1400-2200 hrs and 2200-0600 hrs**. While the Federation wholeheartedly supports every initiative of the Department aimed at modernization and operational excellence, any structural change affecting the service conditions of employees should be based on scientific work studies, practical field realities and meaningful consultation with the recognised Staff Side/Federations.

The existing RMS shift system has evolved over decades after carefully considering actual mail flow, transportation schedules and operational requirements. The present arrangement has consistently ensured timely processing and transmission of mail while maintaining accountability and employee welfare. The proposed uniform shift pattern ignores the operational differences between Metro and Non-Metro RMS offices and is therefore neither practical nor justified.

FNPO is particularly concerned about the serious hardships that the proposed shift system will cause to employees, especially women officials.

1. Serious Hardship to Women Employees

The proposed rotational shift system will require women employees to report for duty at **6:00 AM or 10:00 PM** and return home late at night. Such timings create enormous practical difficulties, particularly for women employees who have family responsibilities, including childcare, elderly care and household obligations.

Late-night reporting and dispersal expose women employees to safety and security risks. Even in metropolitan cities, commuting during odd hours remains a matter of concern despite improved infrastructure. In smaller towns and rural areas, the situation is even more difficult due to the absence of safe transport facilities. Introducing such a shift system would discourage women from opting for RMS postings and is contrary to the Government's objective of creating a safe and inclusive workplace.

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2. Public Transport Constraints

The proposed shift timings do not match the availability of public transport. Officials reporting at **6:00 AM** have to leave their homes much earlier when regular bus and metro services are either limited or unavailable. Likewise, employees completing duty at **10:00 PM** or commencing duty at **10:00 PM** face considerable commuting problems.

Even in metropolitan cities like **Delhi, Mumbai, Chennai, Bengaluru, Hyderabad and Kolkata**, public transport services during late-night and early-morning hours are inadequate for many routes. Employees often have to depend on expensive private transport, causing additional financial burden.

In mofussil towns and remote locations, where many RMS offices are situated, public transport during these hours is almost non-existent, exposing employees to avoidable hardship and safety risks.

3. Adverse Impact on Health

Medical research across the world has consistently established that frequent rotation between morning, evening and night shifts adversely affects the human biological clock. The proposed rotational system would disturb employees' sleep cycles, reduce alertness, increase fatigue and mental stress, and may ultimately lead to long-term health complications. Such a system will inevitably reduce efficiency instead of improving productivity.

4. Disturbance to Family Life

The existing shift pattern enables employees to maintain a stable routine and balance their professional and personal responsibilities. Under the proposed rotational system, employees will be compelled to frequently alternate between different shifts, making it extremely difficult to manage:

- Children's education and school schedules.
- Care of aged parents.
- Family responsibilities.
- Medical treatment and appointments.
- Social and personal commitments.

The proposed system is therefore likely to adversely affect the work-life balance of employees and reduce overall morale.

5. Operational Difficulties

Apart from employee welfare, the proposed shift timings are also operationally unsound. Most inward and outward mail reaches RMS offices only during the evening and night hours. Closing the afternoon shift at **2200 hrs** will result in unfinished mail processing being handed over to the next shift, causing delays, accountability issues, missed dispatches and deterioration in service quality. The existing Night Shift timings have evolved after years of operational experience and continue to meet the Department's operational requirements effectively.

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6. Existing System Already Meets Operational Requirements

The Department's objective of providing continuous mail processing is already being effectively achieved under the existing shift structure. Merely changing shift timings without corresponding improvements in infrastructure, manpower planning and workflow design will neither improve efficiency nor enhance productivity. Instead, it is likely to create avoidable operational bottlenecks and employee dissatisfaction.

FNPO's Requests

In view of the above, FNPO most respectfully requests your kind intervention to:

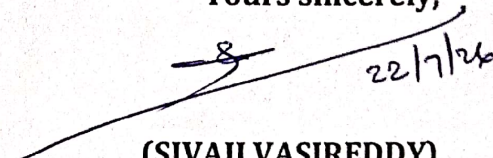
1. Withdraw the proposal for introducing the three-shift rotational system under MPOP.
2. Continue the existing scientifically evolved shift pattern based on actual mail flow and operational requirements.
3. Retain the existing Night Shift system, which has successfully balanced operational efficiency with employee welfare.
4. Avoid introducing any shift timings that compel employees, particularly women officials, to travel during unsafe and inconvenient hours.
5. Conduct a comprehensive scientific work study and consult all recognised Federations before implementing any change affecting the service conditions of employees.
6. Ensure that employee welfare, safety, health and work-life balance remain integral considerations while framing operational policies.

FNPO firmly believes that modernization should strengthen operational efficiency without compromising the dignity, safety, health and welfare of employees. A policy that imposes undue hardship on employees, particularly women officials, and creates practical commuting and family-related difficulties is unlikely to achieve the desired objectives of the Department.

We, therefore, request your kind intervention for immediate reconsideration of the proposed shift system and for retaining the existing shift structure in the larger interest of the Department, its employees and the public.

With kind regards,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

Copy to: The Member (Operations), Dak Bhavan, New Delhi-110001 for information and with a request to take immediate necessary steps.