



Federation of National Postal Organisations

T-24, Atul Grove Road, New Delhi-110 001

Mob.: 9959538622, e-mail: sivajivasireddy@gmail.com, Web : fnpo.org



SIVAJI VASIREDDY

Secretary General

No: FNPO/Common Organization structure/DoP

dated 12.08.2026

To

Sri Subrat Das Ji

Hon'ble Chairman, Postal Services Board & Secretary Posts

Department of Posts

Dak Bhawan

New Delhi – 110001

Respected Sir,

Sub: Practical difficulties, operational implications and suggestions for ensuring smooth public service delivery – Reg.

Ref: Establishment Division File No. Y-38/2/2026-PE-II-DOP dated 20.07.2026

FNPO welcomes every initiative of the Department aimed at modernization, improved efficiency and better public service. Any organizational restructuring, however, should not merely achieve administrative rationalization but must also strengthen operational efficiency, employee morale and public confidence.

After examining the broad implications of the proposed restructuring, FNPO is of the considered opinion that several practical, administrative and operational issues require careful reconsideration before implementation. Unless these issues are suitably addressed, the proposed restructuring may adversely affect day-to-day postal operations, business development, financial services and public service delivery.

FNPO Suggestions

1. Instead of bifurcating Circle office, Regional office and DO in the name of overburden of work load the administrative monitoring strength like PMG/DPS/SSPOs/SPOs/Dy SPOs can be deployed to such CO/RO and DO's. Those can be utilised for monitoring of Administration, Operations, Inspections, BD and other activities. These kind of action will help to reduce operational and establishment cost. One side in the name of ECR/ICR department abolishing the Departmental Post offices in the name of revenue loss and distance factor. But after merger/abolition of such POs no serious action from administration to open the new SOs at extension areas of bigger cities where population increased drastically and having sources to increase our business through various postal services. Downsizing the operational force and increasing the administrative/monitoring force on the operative staff will lead to head weight and body thin in turn system may collapse.

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2. In Some circles like Karnataka, Westbengal, Tamilnadu, Telangana etc it came to my federation notice that lot of proposals making about reorganisation of Divisions/ROs aginst to the Revenue District concept, Zeographical concect and anti staff welfare manner. In this connection my federation requests ther authority to direct the Circle Heads to hold the meeting with Circle Union leader to consider the stakeholder unions opinion for the betterment of the operative and administratgive functions.
3. In Postal side in the name of effective monitoring Divisions are going to bifurcate and on other hand in almost all Circles in large scale RMS divisions are proposing for merger. These type of retrogrative stepts not only effect the Mail operations due to in adequate supervision but also staff welfare also affected adversely. Hence my Federation requests not to merge the Postal RMS divisions.
4. Till date the stake holders are nothing aware about the Establishment online review portal and it came to my Federation notice that the proposed establishment norms will kill the operative staff because the norms are unscientific and unrealstic. First the norms has to be streamlined and later reorgnisation can be taken. For review of establishment norms the stake holders must be onboard.
5. Ensure not to invole huge cost and financial bill of the department become loss.
6. It is proposed to hold constructive meetings with the service unions again after getting the proposals from all circles and before taking final decision by the Postal Service Board.
7. In case PA CO/RO there is no clear proposal about utilisation of operative and supervisory cadre in the proposed structure. It is requested that the existing PA CO/RO and SS post duties may also be specifically inculded in the proposed mapping exercise. It is further requested that the existing sactioned strenght of PA CO/RO and SS may kindly be protectged and no post may be surrendered or diverted/alterd as surplus merely on account of implementation of the revised organisational structure without proper assesment of the workload and fucntional requirement.
8. Instead of decentralisation of administrative offices there is much need to create sales forcce who are supposed to bring bussiness from the market to increase the revenue of the department and reduce the undue preassure in the name of TARGETS to counter staff/BPM/SPM.
9. Banks, Corporate companies and other bigger bussiness institutions headquarters mostly situated at Metro cities and Central/State capitals only. In such case our Marketting heads and Sales force should work hard to get the bussiness from PAN India will definitely increase our revenue. For such the surplus Administrative officers and operative staff should be utilized for effectvie management.
10. Sustainable business growth depends upon operational efficiency, customer confidence, speedy execution and experienced supervision. Marketing alone cannot compensate for operational deficiencies. Business Development and Postal Operations should function in an integrated manner

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FNPO is, therefore, of the considered view that **Business Development and Postal Operations should function as integrated and mutually reinforcing components of the Department's organizational framework.** Organizational reforms should strengthen coordination between these two functions rather than treating them as separate or independent entities. A balanced approach that combines effective marketing with robust operational support will not only enhance business acquisition but also ensure customer satisfaction, sustained revenue growth, and the continued reputation of the Department of Posts as a trusted public service institution.

Conclusion

It is requested to direct all Circle Heads to hold meeting with stake holder unions while finalising the reorganisation proposals and later a final meeting also required at Directorate level well before implementation of such proposals.

FNPO, therefore, requests your kind consideration of the above suggestions before finalizing the proposals contained in the above-mentioned Establishment Division file.

With respectful regards,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

Copy to:

1. Member (Personnel), Postal Services Board, Dak Bhawan, New Delhi.
2. Member (Operations), Postal Services Board, Dak Bhawan, New Delhi.
3. Member (Financial Services), Postal Services Board, Dak Bhawan, New Delhi.
4. The DDG (Establishment), Dak Bhawan, New Delhi.