



Federation of National Postal Organisations

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

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



SIVAJI VASIREDDY

Secretary General

No. FNPO/PM&MTS/Spl recruitment/Transfers

Dated: 08.09.2026

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

Respected Sir,

Subject: Special Recruitment Drive in Postman/Mail Guard/MTS cadres - request for a uniform nationwide mechanism for filling unfilled vacancies through surplus qualified candidates of other Circles and relaxation of five-year Rule-38 transfer restriction for officials recruited under Special Recruitment Drive in Delhi Circle - reg.

Ref: 1. This Federation's letter dated 31.03.2023 and 6.12.2024

My Federation has been continuously pursuing the issue of a large number of unfilled vacancies in the **Postman/Mail Guard and MTS cadres**, particularly in Circles/major metropolitan areas such as **Delhi, Maharashtra including Mumbai, and West Bengal including Kolkata**, where vacancies could not be filled through the normal examination process due to insufficient eligible/qualified candidates in the respective feeder cadres.

FNPO has consistently requested the Department to evolve a **common and permanent policy applicable to all Circles**, under which vacancies remaining unfilled after completion of the normal recruitment/promotion examination process in one Circle may be offered to willing **surplus qualified candidates of other Circles**. Such a mechanism would simultaneously address the acute shortage in deficit Circles and provide promotional opportunities to qualified GDS/other eligible candidates who could not be accommodated in their home Circles due to non-availability of vacancies.

Special Recruitment Drive in Delhi Circle

The Department ultimately permitted a **Special Recruitment Drive for the vacancy years 2022 and 2023 in Delhi Circle**, under which a large number of GDS officials belonging to different Postal Circles secured appointment in the Postman/Mail Guard/MTS cadres.

These officials voluntarily accepted appointment in Delhi Circle in the larger interest of securing regular departmental employment and also helped the Department fill long-standing vacancies. Many of them had already rendered considerable service as GDS in their respective parent Circles before joining Delhi Circle. However, **Point 3(c) of the terms and conditions of the Special Recruitment Drive stipulates that officials appointed in Delhi Circle cannot seek Inter-Circle Transfer under Rule 38 in the same grade for a period of five years from the date of appointment.**

Cor 4-2



While the intention behind this condition—to retain manpower recruited specifically against vacancies in Delhi Circle—is understandable, its practical impact on the employees and their families has now become a matter of serious concern.

Severe family and humanitarian hardships

Most of the officials selected through the Special Recruitment Drive belong to distant States and are compelled to stay hundreds or even thousands of kilometres away from their families. Many affected officials are facing genuine difficulties involving **serious/prolonged illness of self or family members, disability-related circumstances, spouse and children's requirements, aged and dependent parents and other compelling family responsibilities.**

The five-year restriction prevents them even from seeking transfer to their parent Circle or a nearby Circle despite such genuine hardships. As also highlighted in the representation on this issue, prolonged separation from spouse and children affects their educational, emotional and day-to-day family responsibilities. Employees having aged parents are unable to provide necessary physical and emotional support during illness and emergencies. Frequent travel between Delhi and their native States is also financially and practically difficult for employees in these cadres.

These officials accepted the Special Recruitment Drive knowing that they would have to serve Delhi Circle. Nevertheless, a **five-year absolute bar even on applying for an Inter-Circle Rule-38 transfer** is a considerably long period when viewed against genuine medical, disability and family circumstances.

Similar shortage in Maharashtra, West Bengal and other Circles

FNPO has also been pursuing the acute vacancy position in **Maharashtra Circle, particularly Mumbai**, and other Circles having large numbers of unfilled Postman/Mail Guard/MTS vacancies. It is understood that the **CPMG, Maharashtra Circle has also sought permission for a Special Recruitment Drive** for filling a large number of vacancies, particularly in Mumbai.

This demonstrates that the problem is not confined to Delhi Circle. Similar situations may arise in **Mumbai, Kolkata and other metropolitan/deficit Divisions** where sufficient candidates are not available locally while surplus qualified candidates remain available in other Circles. Conducting isolated Special Recruitment Drives whenever the vacancy position becomes critical is only a temporary solution. A **uniform nationwide mechanism** would provide a more transparent, predictable and efficient solution.

Need for an All-India mechanism for surplus qualified candidates

FNPO has repeatedly raised during periodical meetings that, after declaration of examination results, vacancies remaining unfilled in any Circle should be notified to other Circles and offered to **willing surplus qualified candidates**, strictly according to merit and prescribed conditions.

Such an arrangement would have several advantages. It would help the Department fill long-standing vacancies without waiting for repeated Special Recruitment Drives, utilise already qualified candidates, reduce operational shortages in metropolitan/deficit Circles and provide greater opportunities to eligible GDS and other feeder-category employees.

Accordingly, my Federation requests that the Department may consider issuing **consolidated guidelines applicable uniformly to all Postal Circles**, instead of adopting separate arrangements for Delhi, Maharashtra, West Bengal or any other Circle.

Review of five-year transfer restriction

The uploaded representation on the Delhi Special Recruitment Drive has also sought reduction of the five-year restriction to **three years**, pointing out that the restriction is causing considerable personal and family hardship.

FNPO would further submit that if the Department implements the proposed **All-India mechanism for filling unfilled vacancies through surplus qualified candidates every year**, the manpower requirement of deficit Circles can be continuously replenished. In such circumstances, retaining an absolute five-year transfer lock-in for employees recruited through the earlier Special Recruitment Drive may no longer be necessary.

It is important to appreciate that **permission to apply under Rule 38 does not automatically confer a right to transfer**. Actual transfer can continue to be regulated according to vacancy availability, administrative requirements, seniority/priority and all other conditions prescribed under Rule 38. Therefore, relaxation of the lock-in period would provide an opportunity to deserving employees without compromising the Department's administrative interests.

Federation's requests

In view of the above, my Federation earnestly requests the Member (Personnel) to kindly consider the following:

1. Uniform All-India policy for unfilled vacancies: After completion of the regular examination/recruitment process every year, **unfilled Postman/Mail Guard/MTS vacancies in any Circle/Division may be notified on an All-India basis and offered to willing surplus qualified candidates of other Circles**, according to merit and prescribed conditions. This may particularly be implemented in Circles/Divisions having chronic shortages, such as **Delhi, Mumbai/Maharashtra, Kolkata/West Bengal and other similarly placed units**.

2. Relaxation of Rule-38 lock-in period: In respect of Postman/Mail Guard/MTS officials appointed in Delhi Circle under the **Special Recruitment Drive for 2022 and 2023**, the existing **five-year restriction under Point 3(c) may kindly be reduced to two years**, particularly if the above All-India vacancy-filling mechanism is implemented.

Alternatively, pending a general relaxation, officials facing **serious medical conditions of self/dependent family members, disability-related cases, spouse cases and other exceptional compassionate circumstances** may be permitted to apply for Rule-38 transfer before completion of the five-year period.

cont--4

- 4 -

Such a balanced approach would protect the manpower requirements of deficit Circles while also addressing the genuine humanitarian difficulties of employees who have already served away from their families in the interest of the Department.

FNPO therefore requests your **personal intervention for formulation of a uniform policy applicable to all Circles and sympathetic review of the five-year transfer restriction imposed on officials recruited under the Delhi Special Recruitment Drive.**

An early and favourable decision will provide considerable relief to the affected officials and their families and will also help the Department establish a transparent and sustainable mechanism for filling long-standing vacancies in Postman/Mail Guard/MTS cadres throughout the country.

Yours sincerely,

 8/9/26
(SIVAJI VASIREDDY)
Secretary General