



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No.: FNPO/Reorganisation/Divisions/2026

Date: 01.10.2026

To
The Secretary
Department of Posts,
Dak Bhawan,
New Delhi – 110001.

Subject: Strong objection to the proposed merger/abolition of Postal Divisions and Sub-Divisions – request for immediate withdrawal of the proposal – reg.

Respected Sir,

I am directed to submit, on behalf of the **Federation of National Postal Organisations (FNPO)**, our **strong objection and serious concern** over the proposed merger of Postal Divisions and abolition of Sub-Divisions under the ongoing reorganisation exercise.

The issue has assumed urgency in view of the developments reported by the FNPO, Kerala Circle. During the Video Conference held on **25.09.2026**, the Union categorically conveyed its objection to the proposed merger of Postal Divisions and abolition of Sub-Divisions. Despite the concerns raised, it is understood that the Circle is proceeding with proposals for merger of **Thalassery Division with Kannur Division** and either **Changanassery Division or Tiruvalla Division with the adjoining Division**.

FNPO is constrained to point out that such structural changes, if implemented without a comprehensive assessment of actual workload and staff availability, are likely to adversely affect both **employees and the efficient functioning of the Department**.

1. Acute shortage of staff – merger is not a solution

The Kerala Circle representation specifically points out that the Divisions proposed for merger are **already facing acute staff shortages**. Sharing offices and staff between merged Divisions in such circumstances may further increase the workload on the available employees and adversely affect the functioning of the offices concerned.

It would therefore be inappropriate to treat merger of Divisions as a substitute for addressing the underlying shortage of manpower.

Concl-2



2. Proposed abolition of Sub-Divisions

It is also understood that a number of **Sub-Divisions are proposed to be abolished** as part of the reorganisation exercise. Sub-Divisional offices perform an important supervisory and operational role and provide an essential administrative link between Divisions and field-level Post Offices. Their abolition may increase the supervisory span and administrative burden on Divisional offices and field-level officers.

Before taking such a step, the Department should undertake a detailed assessment of the actual workload, geographical spread, number of Post Offices, staff strength, supervisory requirements and customer-service implications.

3. Reorganisation should be based on actual workload and justified norms

FNPO has consistently submitted that reorganisation should be based on **scientific, transparent and workload-based establishment norms**.

The Department may kindly ensure that any proposal for merger or abolition is supported by:

- actual workload assessment;
- geographical and administrative considerations;
- staff availability;
- supervisory requirements;
- customer-service requirements;
- operational efficiency;
- financial implications; and
- measurable improvement expected from the proposed restructuring.

Merely reducing the number of administrative units should not be treated as an automatic measure of administrative efficiency.

4. Need to protect employees and service delivery

Any merger of Divisions inevitably has implications for posting, transfer, workload, promotional opportunities, supervisory arrangements and career prospects of employees.

The Department should therefore ensure that the reorganisation does not result in avoidable displacement of employees or impose additional hardship on staff who are already working under shortage conditions.

The Federation is particularly concerned that a merger involving already understaffed Divisions could result in **greater workload without corresponding manpower**, ultimately affecting the quality and timeliness of postal services.

Concluded 3

5. Consultation with recognised Staff Federations

FNPO strongly reiterates that proposals involving major structural changes in the Department should not be finalised without **meaningful consultation with the recognised Staff Federations and affected stakeholders.**

The Kerala Circle Union has already conveyed its objection and has urged withdrawal of the proposed merger and abolition of Sub-Divisions.

The concerns raised at the field level deserve consideration before any irreversible decision is taken.

FNPO's Demand

In view of the above, FNPO earnestly requests the Secretary, Department of Posts, to kindly:

1. **Immediately withdraw/keep in abeyance the proposal for merger of Postal Divisions and abolition of Sub-Divisions.**
2. Specifically reconsider the proposed merger of **Thalassery Division with Kannur Division** and the proposed merger involving **Changanassery/Tiruvalla Division**, in view of the existing staff shortage.
3. **Withdraw the proposal for abolition of Sub-Divisions** pending a comprehensive review.
4. Direct a **fresh scientific workload and establishment assessment** of the concerned Divisions and Sub-Divisions, taking into account actual workload, geographical area, number of Post Offices, staff strength and supervisory requirements.
5. Examine whether the existing **Establishment Norms require revision in accordance with actual ground-level workload and justified scientific norms**, rather than achieving restructuring merely through reduction of administrative units.
6. Ensure that no employee is subjected to avoidable transfer, displacement or additional hardship as a consequence of the proposed restructuring.
7. Hold detailed consultations with **FNPO and other recognised Staff Federations** before finalising any proposal having a direct impact on the administrative structure and employees.
8. Until such consultation and comprehensive assessment are completed, **maintain the existing Divisional and Sub-Divisional structure.**

Conclusion

FNPO fully supports measures that genuinely improve administrative efficiency, optimise manpower and strengthen postal services. However, **merger of Divisions and abolition of Sub-Divisions in the face of existing staff shortages cannot, by themselves, be considered a substitute for rational manpower planning.**

Concl-4

The field-level representation from Kerala clearly records the concern that the proposed merger would affect offices already facing acute staff shortages and that several Sub-Divisions are also proposed for abolition.

The Federation therefore requests your immediate intervention to **withdraw the proposed merger of Postal Divisions and abolition of Sub-Divisions**, and to undertake a comprehensive, scientific and transparent review in consultation with the recognised Staff Federations.

This would ensure that the reorganisation exercise remains consistent with the twin objectives of **administrative efficiency and protection of effective postal service delivery**, while avoiding unnecessary hardship to employees.

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General

Copy to:
The Member (P) Dattabhanu, New Delhi - 1 for information of n/q.