



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No: FNPO/Re- Organization/Creation/RO

dated 01.10.2026

To
Sri Subrat Das Ji
Hon'ble Chairman, Postal Services Board & Secretary Posts
Department of Posts
Dak Bhawan
New Delhi - 110001

Respected Sir,

Subject: Strong objection to proposed reorganisation/creation and relocation of Regional Offices without comprehensive workload assessment, financial justification and consultation with recognised Staff Federations - reg.

I am directed to submit, on behalf of the **Federation of National Postal Organisations (FNPO)**, our serious concerns and strong objection regarding certain proposals for creation/relocation of Regional administrative units presently under consideration in the Department of Posts.

The Federation is not opposed to administrative reorganisation where it is genuinely required for improving efficiency, customer service and utilisation of manpower. However, any such exercise should be based on **scientific workload assessment, administrative necessity, financial prudence, optimal utilisation of existing infrastructure and proper consultation with the recognised Staff Federations and affected employees.**

In this connection, two specific cases have come to the notice of FNPO and require immediate intervention.

1. PROPOSED CREATION OF NEW SURAT POSTAL REGION - GUJARAT CIRCLE

The proposal for creation of a new **Surat Postal Region** has been reportedly taken up on priority basis at the Regional Office level.

The concerned FNPO union initially welcomed the concept of a Surat Region, considering that a properly designed Region could potentially improve administration and public service in South Gujarat. However, serious concerns have subsequently emerged regarding the manner and consequences of the proposed reorganisation.

A. Serious hardship to existing PACO staff

There is apprehension that **Postal Assistant Cadre Officials (PACOs)** presently working in the **Regional Office at Vadodara** may be compulsorily transferred to the proposed Surat Region.

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Many such officials have been working at Vadodara for **10-15 years or more**, have settled their families there, and have established housing, children's education and other social commitments.

The proposed transfer to Surat, approximately **150 km from Vadodara**, would cause substantial disruption to their established family lives and impose avoidable financial and social hardship.

More importantly, where the existing Recruitment Rules prescribe the nature and place of deployment of PACOs, the creation of a new Regional Office cannot automatically be used as a justification for disturbing the existing service arrangements without examining the applicable Recruitment Rules and service conditions.

B. Financial burden and duplication of infrastructure

Creation of a new Region necessarily involves expenditure on:

- separate office accommodation/building;
- rent or construction/renovation;
- furniture and equipment;
- computers and IT infrastructure;
- vehicles;
- establishment and contingent expenditure;
- additional administrative support; and
- other logistics.

There is also a possibility of **duplication of Sections and Branches**, resulting in recurring administrative expenditure. The Gujarat representation specifically raises concern that such additional expenditure may not necessarily produce a proportionate increase in revenue or operational efficiency.

At a time when Government is emphasising **financial discipline, economy and avoidance of non-productive expenditure**, any proposal for creation of an additional administrative layer deserves a detailed cost-benefit assessment.

C. Need for objective assessment

Before creation of a new Region, the Department may kindly examine:

- geographical area;
- number of Divisions and Offices;
- actual workload;
- establishment strength;
- supervisory requirements;
- administrative distance;
- financial implications;
- infrastructure availability;
- expected improvement in service delivery; and
- recurring expenditure vis-à-vis measurable benefits.

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Without such a comprehensive assessment, creation of a new Region could result in additional expenditure without corresponding improvement in operational efficiency.

2. PROPOSED SHIFTING OF PUNJAB WEST REGION HEADQUARTERS FROM CHANDIGARH TO JALANDHAR

The second matter concerns the reported proposal for shifting the Headquarters of **Punjab West Region from Chandigarh to Jalandhar**.

The FNPO representation has already pointed out that the relocation may not achieve the intended objectives of administrative rationalisation and optimum utilisation of manpower. On the contrary, it may result in avoidable expenditure and substantial hardship to existing employees.

A. Hardship to existing Regional Office employees

Employees presently working at Chandigarh Regional Office have been posted there for considerable periods and have established their families, residences, children's education and other social commitments at Chandigarh and adjoining areas.

The proposed relocation to Jalandhar, approximately **150 km away**, would substantially disturb their settled family arrangements and impose additional financial and logistical burdens.

It is particularly relevant that officials working in the concerned **PA/Circle Office cadre were recruited for Circle Office duties when the Headquarters of both the Circle and Region were located at Chandigarh**. Therefore, shifting the Regional Headquarters subsequently has direct implications for the existing service arrangements of such employees.

B. Avoidable expenditure on relocation

Relocation of an established Regional Office would necessarily involve expenditure on:

- new office accommodation;
- infrastructure and furniture;
- IT and communication facilities;
- shifting of records and equipment;
- vehicles and logistics;
- establishment arrangements; and
- other recurring and non-recurring expenditure.

This expenditure deserves particular scrutiny when the Department is simultaneously pursuing **reorganisation, rationalisation and optimum utilisation of existing resources**.

The existing infrastructure at Chandigarh should therefore be fully utilised before contemplating establishment of a similar administrative arrangement at another location.

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C. Reduced number of administrative units provides an alternative

The Punjab representation brings out an important alternative. Punjab Circle presently has **13 Postal Divisions and 2 RMS Divisions**, and under the proposed reorganisation, one RMS Division and one Postal Division are reportedly proposed to be merged with other Divisions, reducing the number of administrative units.

In view of the relatively small geographical area of Punjab and the reduced number of Divisions, the existing administrative structure may itself be reviewed and **establishment norms revised to take into account monitoring and supervisory requirements**, instead of relocating an established Regional Headquarters.

This approach would avoid unnecessary displacement of staff while making better use of existing Regional Office infrastructure and experienced manpower.

3. COMMON CONCERN - REORGANISATION MUST NOT BECOME STAFF DISPLACEMENT

The two cases demonstrate a broader issue concerning the ongoing reorganisation exercise.

FNPO fully appreciates the Department's objective of improving administrative efficiency and rationalising resources. However, **reorganisation should not automatically result in displacement of employees, creation of duplicate infrastructure or additional expenditure** unless the proposed change is supported by a demonstrable administrative requirement.

The Federation therefore requests that every such proposal should be examined against the following parameters:

1. Actual workload and functional requirements.
2. Geographical area and administrative accessibility.
3. Existing sanctioned establishment.
4. Existing office infrastructure.
5. Cost of creation/relocation and recurring expenditure.
6. Possibility of duplication of administrative functions.
7. Impact on existing employees and their service conditions.
8. Impact on family life and children's education in cases of relocation.
9. Recruitment Rules and cadre-specific service conditions.
10. Expected measurable improvement in efficiency and revenue.
11. Availability of alternative, less disruptive arrangements.
12. Requirement for revision of establishment norms based on actual workload.

4. NEED FOR CONSULTATION WITH RECOGNISED STAFF FEDERATIONS

FNPO also places on record that during the **Directorate meeting held on 12.08.2026**, the Federation had strongly emphasised that the reorganisation exercise should not impose avoidable financial burden upon the Department or cause unnecessary inconvenience to employees and that **stakeholders at Circle level should be adequately consulted before finalisation of proposals directly affecting staff and administrative structures.**

Concl-5

The same principle should be followed consistently in all Circles. A transparent consultation process will enable the Department to obtain factual field-level information before taking decisions which may have long-term consequences for administrative structure, expenditure and employees.

5. FNPO'S SPECIFIC DEMANDS

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

A. Surat Region

1. **Keep the proposal for creation of Surat Postal Region in abeyance** until a comprehensive administrative and financial review is completed.
2. Conduct a detailed **cost-benefit and workload assessment** before creation of any new Regional Office.
3. Ensure that existing PACOs at Vadodara are **not subjected to compulsory displacement merely as a consequence of creation of the new Region**, without examining their Recruitment Rules and applicable service conditions.
4. Examine whether the proposed Region can be accommodated through rationalisation and better utilisation of existing manpower and infrastructure.
5. Assess the recurring expenditure and duplication of administrative functions before sanctioning a new Region.

B. Punjab West Region

6. **Reconsider the proposal to shift the Headquarters of Punjab West Region from Chandigarh to Jalandhar.**
7. Examine the proposal in the context of the reduced number of Postal/RMS Divisions and the relatively limited geographical area of Punjab.
8. Explore **revision of establishment/monitoring norms and optimum utilisation of the existing Chandigarh Regional Office infrastructure** as an alternative to relocation.
9. Protect the legitimate service interests of existing Regional Office employees who have been recruited and posted under the existing administrative arrangement.
10. Avoid unnecessary expenditure on shifting, new accommodation, infrastructure and logistics where the existing infrastructure can effectively be utilised.

C. General

11. **No final decision on creation, merger, relocation or reorganisation of Regional Offices may kindly be taken without prior consultation with the recognised Staff Federations and affected stakeholders.**
12. Establishment norms may be **reviewed and suitably modified according to actual workload and justified scientific norms**, rather than creating or relocating administrative units merely on the basis of existing structural assumptions.
13. A **comprehensive All-India review of Regional/Divisional structures** may be undertaken so that the exercise achieves genuine administrative efficiency, optimum utilisation of manpower and infrastructure and reduction of avoidable expenditure.

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Conclusion

FNPO reiterates that it is not opposed to rationalisation or administrative reorganisation per se. Our concern is that reorganisation should produce demonstrable improvement in efficiency and service delivery and should not simultaneously result in **avoidable expenditure, duplication of infrastructure, disruption to settled employees and dilution of established service arrangements.**

The Surat proposal raises concerns regarding the creation of an additional administrative structure and possible displacement of long-serving Vadodara employees.

The Punjab West proposal raises similar concerns regarding relocation of an established Regional Headquarters despite the availability of existing infrastructure at Chandigarh and the possibility of restructuring administrative monitoring arrangements after the proposed reduction in the number of Divisions.

FNPO therefore earnestly requests your personal intervention to ensure that both proposals are **re-examined objectively, economically and administratively**, after consultation with the recognised Staff Federations and affected employees.

The objective should be a **scientific, transparent, employee-sensitive and financially prudent reorganisation**, based on actual workload and justified establishment norms, while fully protecting the legitimate service interests of existing employees.

With respectful regards,

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General

Copy to: Member (Personnel), Postal Services Board, Dak Bhawan, New Delhi.