Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No: FNPO/8th CPC/Recruitment Rules/Revision **dated 20.11.2026**

To
Smt. Justice Ranjana Prakash Desai
Chairperson, 8th Central Pay Commission
O/o the 8th Central Pay Commission
3rd & 7th Floor, Chanderlok Building
Janpath Road, New Delhi – 110001.

Respected Madam,

Sub: Comprehensive review and rationalisation of minimum qualifying service prescribed for promotions under DoPT OM No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022 – Removal of disparities and protection of promotional avenues of Central Government employees, particularly in the Department of Posts – Reg.

Ref: DoPT Office Memorandum No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022 and Annexure-I thereof.

On behalf of the Federation of National Postal Organisations (FNPO), a recognised federation representing a large section of employees of the Department of Posts, I wish to bring to the kind attention of the Hon'ble Commission an important issue concerning the minimum qualifying service prescribed for promotion between various Pay Levels under the recommendations of the 7th Central Pay Commission.

1. Disparities in Minimum Qualifying Service

A careful examination of Annexure-I to the DoPT OM dated 20.09.2022 reveals considerable disparities in the minimum qualifying service prescribed for different promotional transitions. In particular, the following entries prescribe comparatively lengthy qualifying service:

Sl. No.	Promotional transition	Qualifying service
3	Level 2 to Level 4	8 years
6	Level 4 to Level 6	10 years
7	Level 5, 6 to Level 6, 8	6 years
8	Level 3, 4, 6, 7 to Level 4, 5, 6, 7	5 years
10	Level 6 to Level 9	8 years
11	Level 6 to Level 10	10 years
12	Level 6, 9 to Level 11	12 years
16	Level 7 to Level 11	9 years
21	Level 9 to Level 11	7 years
24	Level 11 to Level 13	10 years

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On the other hand, several other promotional transitions under the same Annexure prescribe only one, two or three years of qualifying service. Such substantial variations warrant reconsideration to ensure fairness, consistency and reasonable career progression across Central Government cadres.

2. Adverse Impact on the Department of Posts and Public Service Delivery

The lengthy qualifying service conditions have particularly affected the promotional structure of the Department of Posts. The Department, being one of the largest public service delivery organisations, requires adequate experienced supervisory and managerial personnel for the efficient delivery of postal, banking, insurance and other citizen-centric services.

The existing conditions restrict the availability of eligible officials in feeder cadres, resulting in prolonged vacancies in important promotional and supervisory positions, including:

- Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I).
- HSG-I Non-Functional Grade, wherever applicable.
- Supervisory and managerial positions in Postal and RMS establishments.
- Senior Superintendent of Post Offices and other Group-B administrative positions.
- Director-level and other higher administrative positions.

The situation is particularly difficult in promotions through Limited Departmental Competitive Examinations (LDCE) and seniority-cum-fitness channels, where the qualifying service requirement restricts the pool of eligible officials.

Consequently, existing officers are burdened with additional responsibilities, administrative supervision suffers, decision-making is delayed and the implementation of departmental initiatives and technology-based operations is adversely affected. Thus, the issue directly concerns not only employees' promotional rights but also the efficiency and quality of public service delivery.

3. Career Stagnation and Financial Loss

Employees who have rendered several years of dedicated service and acquired substantial departmental experience are compelled to wait for prolonged periods to become eligible for promotion. This results in career stagnation, loss of promotional opportunities during productive years of service, delayed financial benefits, reduced morale and inequalities in career progression between different Central Government cadres.

Minimum qualifying service should therefore be determined with due regard to the actual cadre structure, nature of duties, responsibilities, feeder-grade availability and reasonable promotional hierarchy rather than merely by the difference in Pay Levels.

4. Recommendations Sought from the 8th CPC

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In view of the above, FNPO requests the Hon'ble Commission to undertake a comprehensive review of the qualifying service conditions prescribed under Annexure-I to the DoPT OM dated 20.09.2022 and recommend the following measures:

a) Rationalise the qualifying service requirements by suitably reducing excessive periods prescribed for various promotional transitions.
b) Prescribe a uniform and reasonable framework across Central Government Departments, preferably with a **minimum qualifying service of ONE YEAR and a maximum of FOUR YEARS for promotions**, subject to the functional requirements and responsibilities of the respective cadres.
c) Allow justified cadre-specific modifications wherever necessary, without creating unreasonable disparities between departments.
d) Ensure that qualifying service conditions do not unnecessarily restrict promotional opportunities through LDCE and seniority-cum-fitness channels.
e) Provide suitable transitional protection to existing employees and safeguard their legitimate promotional interests.
f) Introduce a periodic review mechanism to assess the impact of qualifying service conditions on vacancies, career stagnation and cadre management.

5. Prayer

In view of the foregoing, the Federation of National Postal Organisations earnestly requests the Hon'ble 8th Central Pay Commission to recommend suitable amendments to the existing qualifying service norms, with particular consideration to the unique cadre structure and promotional difficulties prevailing in the Department of Posts.

FNPO firmly advocates that minimum qualifying service ranging from ONE YEAR to FOUR YEARS, depending upon the nature of the post and its responsibilities, is adequate and reasonable for ensuring fair promotional opportunities to Central Government employees across all cadres. Such rationalisation will remove avoidable stagnation, improve employee morale, ensure timely filling of supervisory vacancies and strengthen the administrative efficiency of Government Departments.

My federatuion therefore, request the Hon'ble Commission to consider this important issue favourably and incorporate appropriate recommendations in its report.

Yours sincerely,

20/11/24

(SIVAJI VASIREDDY)
Secretary General, FNPO
Member, National Council (Staff Side) – JCM

Copy to: - **Sri Shivagopal Mishra, Secretary, National Council (Staff side)- JCM , 13C, Firozshah road, New Delhi**-110001 for information and with a request to take up the matter with the appropriate authorities for necessary action.

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