



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/Rule 38/Revised policy

dated 22.7.2026

To
Sri K.Praksh garu
Member (Personal),
Dak Bhawan,
New Delhi - 110001

Respected Sir,

Sub:- Suggestions from FNPO about Rule 38 new proposed policy – regd.

The Federation of National Postal Organisations (FNPO) welcomes the initiative of the Department to review and streamline the Rule 38 Transfer Policy. We sincerely appreciate the efforts of the Cadre Review Committee in addressing the concerns of employees. In this regard, we respectfully submit the following suggestions for your kind consideration before finalisation of the revised policy.

1. Rule 38 Transfer Facility between PA (PO), PA (CO/RO) and SA (RMS)

Instead of merging the cadres of PA (CO/RO) and SA (RMS) with PA (PO), FNPO requests that the Rule 38 transfer facility may be extended between these cadres, enabling transfers from PA (PO) to PA (CO/RO)/SA (RMS) and vice versa. Such a provision would provide significant relief to a large number of officials without disturbing the distinct identity of these cadres. It would also enhance employee welfare, improve job satisfaction, and enable better utilisation of experienced manpower. This was recommended by the cadre review committee too.

2. Replacement of Intra-Circle Rule 38 by Circle Allotment

At present, recruitment of Postal Assistants and Sorting Assistants is conducted by the Staff Selection Commission on an **all-India basis**, while roster maintenance is carried out at the **Circle level**. In these circumstances, FNPO suggests that instead of the existing intra-circle Rule 38 mechanism, a **Circle Allotment System** may be introduced. Such a system would enable employees to seek allotment to another Circle based on merit and vacancy, thereby avoiding unnecessary procedural complexities and eliminating the hardship arising from the existing restriction on the maximum number of inter-circle transfers.

3. Circle Re-allotment for Circle Cadre Promotions : Officials promoted to LSG, HSG-II, HSG-I and NFG, which are Circle Cadre posts, are presently required to apply through the Rule 38 portal for transfer to another Circle. Since these posts belong to Circle Cadres, FNPO requests that a **Circle Re-allotment mechanism** may be introduced instead of compelling officials to seek inter-circle Rule 38 transfers. This will simplify the process and considerably reduce administrative workload.

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4. Increase in the Number of Inter-Circle Transfer Opportunities

Recruitment of PA/SA officials on an all-India basis often results in candidates being allotted Circles far away from their native place. After completion of the prescribed service, many officials seek transfer on genuine humanitarian grounds such as: Native Circle allotment * Marriage * Spouse posting * Medical grounds * Family responsibilities.

The present restriction of **only two inter-circle transfer opportunities** is insufficient to meet these genuine requirements during an employee's long service career.

FNPO, therefore, requests that the permissible number of inter-circle transfers may kindly be enhanced from **2 to at least three or four occasions**.

5. Option to Select Divisions in More than One Circle

Under the existing Rule 38 Portal, an official can select **only one Circle** and the Divisions within that Circle. However, in many cases, Divisions located in a neighbouring Circle are geographically much closer to the employee's hometown than Divisions within his or her native Circle.

Therefore, FNPO requests that officials may be permitted to opt for **Divisions under more than one Circle** while submitting Rule 38 applications. This will:

- provide wider choice to employees,
- reduce waiting time,
- minimise congestion in a few highly sought-after Divisions,
- facilitate faster and more equitable transfers.

6. Maintain Transparency and Uniformity

The revised Rule 38 policy should ensure complete transparency, objective vacancy management, equal opportunity to all eligible officials, and periodic publication of vacancy positions and waiting lists through the Rule 38 Portal. This will strengthen employees' confidence in the transfer system and reduce avoidable grievances.

Sir, the above suggestions have been made after receiving valuable feedback from employees across the country and are intended to improve staff welfare while ensuring administrative efficiency. We earnestly request your kind consideration and incorporation of these suggestions while finalising the revised Rule 38 Transfer Policy.

Copy to:

DDG (Estt), DAK Bhawan, New Delhi
for information and necessary action

Yours sincerely,

(SIVAJI VASIREDDY)
Secretary General