

**GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS  
LOK SABHA  
UNSTARRED QUESTION NO. 2693  
TO BE ANSWERED ON 3<sup>RD</sup> JANUARY, 2018**

**PERFORMANCE OF EXTRA DEPARTMENTAL STAFF**

2693. SHRI Y.V. SUBBA REDDY:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Extra Departmental (ED) Staff in Postal Department are doing remarkable job as branch post masters, mail carriers, mail delivery agents, etc., of postal services in rural and urban areas and if so, the details thereof;
- (b) whether the existing ED Agents have been converted as GDS with a meagre payment and if so, the details thereof;
- (c) whether the Government has constituted Kamlesh Chandra Committee which submitted its Report in November, 2016;
- (d) if so, the details of the recommendations made by the said Committee; and
- (e) the reasons for delay, if any, in the implementation of the said Report which will benefit a large number of GDS employees in postal department?

ANSWER

**THE MINISTER OF STATE (IC) OF THE MINISTRY OF COMMUNICATIONS &  
MINISTER OF STATE IN THE MINISTRY OF RAILWAYS  
(SHRI MANOJ SINHA)**

- (a) The Extra Departmental Employees [now called Gramin Dak Sevaks (GDSs)] are integral part of Department of Posts. They provide basic postal facilities like sale of postage stamps, collection and delivery of mail, Savings Bank, Money Order, Rural Postal Life Insurance etc. The Delivery agents are utilized for delivery of mails while Mail Carriers (MC) are utilised for conveyance of mails. The other categories of Gramin Dak Sevaks like GDS Mail Packer, GDS Mailman and GDS Stamp Vendor function in conformity with their categorization.
- (b) Extra Departmental Agents have been renamed as Gramin Dak Sevaks since year 2001. Gramin Dak Sevaks are holders of civil post but are outside the regular civil service. They are engaged for a maximum of 5 hours in a day. Based on the workload, they are paid Time-Related Continuity Allowance (TRCA). Details of TRCA are placed at **Annexure-1**. Whenever a Central Pay Commission is constituted, the Department of Posts also constitutes a separate Committee to look into wage structure and service conditions governing the Gramin Dak Sevaks, based on recommendations and the approval of the Government the wages are revised accordingly.
- (c) Yes, Madam.
- (d) The salient features of the report are given in the **Annexure-2**.
- (e) The recommendations of the Committee have been considered by the Department. After getting the necessary approvals from all concerned, the recommendation of the Committee will be implemented.

**EXISTING TIME RELATED CONTINUITY ALLOWANCES (TRCA) AND OTHER ALLOWANCES OF GRAMIN DAK SEVAKS.**

**1. Time Related Continuity Allowance (TRCA) of Gramin Dak Sevaks**

<b>S. No.</b>	<b>Category of Gramin Dak Sevaks</b>	<b>Work load in hours</b>	<b>Existing Time Related Continuity Allowance w.e.f. 01.01.2006</b>
1	GDS Sub Postmaster	4 - 5 hours	Rs. 4575-85-7125
2	GDS Branch Postmaster	Up to 3 hours work	Rs 2745-50-4245
		More than 3 hours up to 3 hrs.30 min	Rs 3200-60-5000
		Up to 4 hours.	Rs 3660-70-5760
		More than 4 hours up to 4 hour 30 min	Rs 4115-75-6365
		More than 4.hrs 30 min up to 5 hours	Rs. 4575-85-7125
3	GDS Mail deliverer/ Stamp vendor	For work up to 3 hrs for new entrants	Rs 2665-50-4165
		For Work load Up to 3 hours 45 minutes	Rs 3330-60-5130
		More than 3 hours 45 minutes up to 5 hours	Rs 4220-75-6470
4	GDS Mail Carrier/ Packer/ Mailman	For work up to 3 hrs for new entrants	Rs 2295-45-3695
		More than 3 hrs up to 3 hrs 45 min	Rs2870-50-4370
		More than 3 hours 45 minutes up to 5 hours.	Rs 3635-65-5585

## 2. Other Allowances

<b>Nature of Allowance</b>	<b>Existing allowances (w.e.f 01.01.2006)</b>
Office Maintenance Allowance (OMA)	Rs. 100 per month for GDS Sub Postmaster /Branch Postmaster
Fixed Stationery Charge	Rs. 25 p.m. for GDS Sub Postmaster /Branch Postmaster and Rs. 10 for other categories of GDS like GDS Mail Deliverer/ Stamp vendor and Mail Carrier doing delivery work.
Boat Allowance	Actual charges paid to the Boatman subject to a maximum of Rs. 50 per month for Conveyance of Mail
Cash Conveyance Allowance	Rs. 50 per month
Cycle Maintenance Allowance (C.M.A)	Rs. 90 per month for GDS Mail Deliverer/Mail Carrier who use their own cycle for discharge of Duty. Present Minimum Distance Condition of 10 kms for grant of cycle maintenance allowance stands withdrawn
Combined Duty Allowance (CDA) for Branch Postmasters.	1. GDS Branch Postmasters performing delivery or conveyance duties or both will be paid Rs. 500 P.M. for each item of work separately.  2. If the Branch Postmaster is performing delivery at the BO village only, it will be restricted to Rs. 250 P.M  3. BPM exchanging Mails at Bus stand or at Railway Stations will be compensated at the rate of Rs. 250 P.M.
Allowances for combination of duties for Mail Delivery/Mail Conveyance.	GDS MD/MC attached with the additional duty of another post, revised rate of allowance will be at the rate of Rs. 25 per day subject to a Maximum of Rs. 625 P.M.
Compensation to Mail Carriers who are detained for exchange of mails.	Rs. 6/- per hour subject to a Maximum of Rs. 12 per day subject to same conditions.

## 3. Service discharge benefits

I. **Ex-gratia Gratuity:** An amount of Rs. 60,000 is being paid as ex-gratia gratuity to GDS on discharge. Ex-Gratia gratuity is granted at the rate of half months basic TRCA drawn immediately before discharge of service for each completed year of service subject to a maximum of Rs. 60000/- or 16.5 months basic TRCA last drawn, whichever is less. Minimum service prescribed is 15 years.

II. **Severance Amount:** Severance Amount is being paid at the rate of Rs. 1500 for every completed year of service subject to a maximum of Rs. 60000/- provided GDS on discharge has rendered a minimum continuous service of 10 years.

III. **Pension:** As per rule 6 of GDS (Engagement and Conduct Rules 2011), GDS are not entitled for any pension. However, New Pension Scheme is introduced as per para VIII below.

IV. **Maternity grant** is made admissible to woman GDS equivalent to 3 months TRCA with DA for the birth of two children out of welfare fund of the Department.

V. **Productivity Linked Bonus (PLB)** – Present calculation of the ex-gratia bonus by applying the calculation ceiling of Rs. 7000 as basic TRCA+DA continues to be adopted till such time a new scheme is devised by the Department.

VI. **Extra Departmental Group Insurance Scheme** – Present monthly subscription is Rs. 50 per month and consequently the Insurance coverage available to Gramin Dak Sevaks on death while in service will be Rs. 50000.

VII. **Appointments on Compassionate Grounds** – The wards/ dependents of the Gramin Dak Sevaks who die while in service are provided appointment in relaxation of normal recruitment process on compassionate grounds.

VIII **Service Discharge Benefit Scheme** - A Service Discharge Benefit Scheme in lieu of the Severance Amount being paid to them. It has been introduced for GDS entering into service w.e.f. 01.01.2011 with monthly subscription of Rs.200 per month.

IX **Trade Union facilities** - The GDS are permitted to have their Branch Unions, Divisional level, Circle and All India level.

X **Leave** - Gramin Dak Sevaks are granted paid leave at the rate of 20 days in a year without accumulation.

XI **Limited Transfer Facility** - Gramin Dak Sevaks are provided with the facility of limited transfer on certain conditions.

XII **Assistance from Welfare Fund** - Assistance from Circle Welfare Fund Scheme is also provided to GDS. Financial Assistance from Head 'One time repayment at the time of retirement' under circle welfare fund for GDS upto maximum of Rs.11,000/- is also given on certain conditions.

XIII **Medical Facilities** - Currently, they do not enjoy the health care facilities or the reimbursement on medical care like the others as they are neither covered by CS (MA) Rules, 1944 nor under CGHS. They are however allowed Financial Assistance in case of major surgical operations in ailments, like cancer, brain hemorrhage, kidney failure/transplant, heart surgery, etc. from Central Welfare Fund to the extent of Rs. 20000/-.

**Salient features  
of the One Man Committee Report headed by Shri Kamlesh Chandra**

- The old system of payment of Time Related Continuity Allowance (TRCA) is dispensed with and replaced with a new wage payment system. Under the new wage payment system, 11 TRCA slabs are subsumed into 3 Wage Scales with two Levels each for BPMs and for other than BPMs. One wage scale would be common for both the categories of GDSs.
- The minimum working hours of GDS Post Offices and GDSs are increased to 4 hours from 3 hours.
- The new working hours for GDS Post Offices will be 4 hours and 5 hours only.
- The Level 1 GDS Post Offices / GDSs will have 4 hours as working hours and Level – 2 will have 5 hours as working hours.
- The Point System for assessment of workload of BPMs has been abolished.
- The new wage payment system is linked to revenue generation of GDS Post Offices. Under the new system, there will be no increase in wages of BPMs from Level -1 to Level -2 on the basis of workload but the same will be increased based on achievement of prescribed revenue norms which is fixed at 100% for normal areas and 50% for special areas.
- The GDS Post Offices not achieving the prescribed revenue norm within the given working hours will have to open GDS Post Offices for minimum of additional 30 minutes beyond the prescribed working hours.
- The GDS BPMs will be paid Revenue Linked Allowance @10% beyond level-2 wage scale if they will be successful in achieving revenue beyond prescribed norms
- The GDS Post Offices has been categorized into A, B; C and D categories based on the revenue generation norms. The GDS Post Office in A category will achieve 100% revenue norm. The Committee has recommended a set of actions for each category of GDS Post Offices.
- The six approved categories of GDSs are subsumed into two categories only. One category will be Branch Post Master and all other 5 categories of GDSs are subsumed into one Multi Tasking Category.
- The GDSs working in the GDS Post Offices will be known as Assistant Branch Post Master (ABPMs) and those working in the Departmental Post Offices will be known as Dak Sevak (DS).
- The minimum wage has been increased to Rs. 10000/- per month and maximum pay to Rs. 35480/- per month.
- The rate of annual increase is recommended as 3%.
- A Composite Allowance comprising of support for hiring accommodation for GDS Post Offices as well as mandatory residence, office maintenance, mobile and electricity usage charges etc. has been introduced for the first time.

- Children Education Allowance @Rs. 6000/- per child per annum has been introduced for GDSs.
- Risk & Hardship Allowance @Rs. 500/- per month for GDS working in the special areas has also been introduced.
- A Financial up-gradation has been introduced at 12 years, 24 years and 36 years of services in form of two advance additional annual increases.
- The Ceiling of ex-gratia gratuity has been increased from Rs. 60,000 to Rs. 5,00,000
- The GDS Contribution for Service Discharge Benefit Scheme (SDBS) should be enhanced maximum up to 10% and minimum up to 3% of the basic wage per month, whereas the Department should contribute a fixed contribution of 3% of the basic wage of the GDSs.
- The coverage of GDS Group Insurance Scheme has been enhanced from Rs. 50000/- to Rs. 5,00,000/
- The contribution of Department in Circle Welfare Fund (CWF) has been increased from Rs. 100/ per annum to Rs. 300/ per annum.
- The scope of CWF is extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.
- The Committee also recommended 10% hike in the prescribed limits of financial grants and assistances in the Circle Welfare Funds.
- The Committee has recommended addition of Rs. 10,000/ for purchase of Tablet / Mobile from the Circle Welfare in the head "Financial Assistance of Fund by way of loans with lower rate of interest (5%)".
- Provision of 26 weeks of Maternity Leave for women GDS has been recommended.
- The wages for the entire period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.
- The Committee has also recommended one week of paternity leave.
- Leave accumulation and encashment facility up to 180 days has been introduced.
- Online system of engagement has been recommended.
- Alternate livelihood condition for engagement of GDSs has been relaxed.
- Voluntary Discharge scheme has been recommended.
- The Discharge age has been retained at 65 years.
- The Limited Transfer Facility has been relaxed from 1 time to 3 times for male GDSs. There will be no restriction on number of chances for transfer of women GDSs. The powers for transfer has been delegated to the concerned Divisional head.
- The ex-gratia payment during put off period should be revised to 35% from 25% of the wage and DA drawn immediately before put off.
- The Committee has recommended preferring transfer before put off duty.

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