

**GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS**

**LOK SABHA  
STARRED QUESTION NO. 240  
TO BE ANSWERED ON 4<sup>TH</sup> AUGUST, 2021**

**GRAMEEN DAK SEVAKS**

\*240. SHRI C.N. ANNADURAI:  
SHRI DHANUSH M. KUMAR:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) the number of Grameen Dak Sevaks (GDS) presently employed in the country, State/UT-wise including Tamil Nadu and Maharashtra;
- (b) whether there is shortage of GDS across the country and if so, the details thereof including the number of vacant posts of GDS, State/UT-wise including Tamil Nadu and Maharashtra;
- (c) whether the services rendered by GDS are beneficial to rural populace and if so, the details thereof;
- (d) whether pay/remuneration of GDS has not been increased as per the recommendations of Seventh Pay Commission, if so, the details thereof and the reasons therefor;
- (e) whether the Government had constituted any committee to look into the salary structure, other service matters and problems of GDS, if so, the details and the major recommendations thereof; and
- (f) whether the Government has implemented the recommendations of the aforesaid committee, if so, the details thereof and if not, the reasons therefor?

**ANSWER**

**MINISTER OF RAILWAYS, COMMUNICATIONS &  
ELECTRONICS AND INFORMATION TECHNOLOGY  
(SHRI ASHWINI VAISHNAW)**

- (a) to (f)      A statement is laid on the Table of the House.

**STATEMENT TO BE LAID ON THE TABLE OF THE LOK SABHA IN RESPECT OF PARTS (a) TO (f) OF LOK SABHA STARRED QUESTION NO. 240 FOR ANSWER ON 4<sup>TH</sup> AUGUST, 2021 REGARDING “GRAMEEN DAK SEVAKS”**

- (a) The number of Gramin Dak Sevaks (GDS) presently employed in the country including Tamil Nadu and Maharashtra are 2,37,441. The State/UT-wise details are at **Annexure-I**.
- (b) Vacancies of GDS occur on continuous basis across the country due to various reasons viz. discharge of GDS on attaining 65 years of age, death, voluntary discharge, attrition, absorption into Department on promotion etc. The number of vacant posts of GDS, State/UT-wise including Tamil Nadu and Maharashtra is at **Annexure-II**. Filling up of GDS vacancies is a continuous process, which is undertaken through laid down GDS online engagement process.
- (c) Yes Sir. Gramin Dak Sevaks render a number of mail and financial services which meet the requirement of rural populace and are beneficial to them. These inter-alia include running of Branch Post Offices in rural areas and providing services like sale of stamps, booking and delivery of mail articles including Speed Post, booking and delivery of e-money orders, all transactions related to various Post Office Savings Schemes including Sukanya Samriddhi Yojana and of Rural Postal Life Insurance Schemes & Postal Life Insurance Schemes, and services of India Post Payments Bank which include door step banking, AEPS based withdrawals from bank accounts, submission of Digital Life Certificate etc.
- (d) No Sir. Gramin Dak Sevaks do not come under the purview of Pay Commission. The Gramin Dak Sevaks are holders of civil posts, but are outside the regular civil service. Seventh Pay Commission recommendations are, therefore not applicable to GDS. They work for a minimum of four hours and a maximum of five hours a day. This work is part time in nature and for this work they are paid Time Related Continuity Allowance (TRCA).
- (e) Yes Sir. A Kamlesh Chandra Committee was set up vide resolution No. 17-13/2013-GDS dated 19<sup>th</sup> November, 2015 by the Government of India for examining the conditions of service, emoluments and other facilities available to the Gramin Dak Sevaks. The Terms of Reference of the Committee included the following: -
- (i) To examine the system of Branch Post Offices, employment conditions and the existing structure of wage and emoluments paid to the Gramin Dak Sevaks and recommend necessary changes;
  - (ii) To review the existing Service Discharge Benefit Scheme/other social security benefits for the GDS employees and suggest necessary changes;
  - (iii) To review the existing facilities/welfare measures provided to the Gramin Dak Sevaks and suggest necessary changes;
  - (iv) To examine and suggest any changes in the method of recruitment, minimum qualification for appointment as Gramin Dak Sevaks and their conduct and disciplinary rules, particularly keeping in view the proposed induction of technology in the Rural Post Offices.
- The Committee submitted its report on 24.11.2016. Details of Major recommendation are at **Annexure-III**.
- (f) The major recommendations of the Committee have been accepted and implemented by the Department. Some of the recommendations have not been accepted due to reasons that included extra financial burden on the Government and certain recommendations being at variance from the policy guidelines of the Government. Details are at **Annexure-IV**.

Annexure referred to in reply to Part (a) of Lok Sabha Starred Question No.240 for 04.08.2021 regarding Grameen Dak Sevaks.

The State-wise information on number of GDS presently employed including Tamil Nadu and Maharashtra is as under: -

Name of State	Number of GDS presently employed
Andhra Pradesh	16001
Arunachal Pradesh	413
Assam	6878
Bihar	14221
Chhattisgarh	6203
Goa	318
Gujarat	12861
Haryana	3449
Himachal Pradesh	5702
Jharkhand	5961
Karnataka	13141
Kerala	9303
Madhya Pradesh	11808
Maharashtra	17591
Meghalaya	877
Manipur	1787
Mizoram	962
Nagaland	783
Odisha	15277
Punjab	5557
Rajasthan	13086
Sikkim	408
Tamilnadu	18959
Telangana	8174
Tripura	1083
Uttar Pradesh	22689
Uttarakhand	5272
West Bengal	15973
<b>Total</b>	<b>2,34,737</b>

The Union Territory-wise information on number of GDS presently employed is as under:

Name of the Union Territory	Number of GDS presently employed
Andaman and Nicobar Islands	140
Chandigarh	32
Dadra and Nagar Haveli and Daman and Diu	76
NCT of Delhi	146
Jammu & Kashmir	2044
Ladakh	127
Lakshadweep	09
Pondicherry	130
<b>Total</b>	<b>2704</b>
<b>Grand Total (234737+ 2704)=</b>	<b>2,37,441</b>

Annexure referred to in reply to Part (b) of Lok Sabha Starred Question No.240 for 04.08.2021 regarding Grameen Dak Sevak.

The State-wise information on number of vacant posts of GDS including Tamil Nadu and Maharashtra is as under: -

Name of State	Vacant post of GDS
Andhra Pradesh	3204
Arunachal Pradesh	164
Assam	2089
Bihar	1940
Chhattisgarh	1959
Goa	74
Gujarat	3868
Haryana	1012
Himachal Pradesh	962
Jharkhand	2582
Karnataka	3572
Kerala	2899
Madhya Pradesh	4761
Maharashtra	4819
Meghalaya	284
Manipur	44
Mizoram	129
Nagaland	91
Odisha	3253
Punjab	1173
Rajasthan	3246
Sikkim	99
Tamilnadu	4691
Telangana	3147
Tripura	603
Uttar Pradesh	14519
Uttarakhand	1377
West Bengal	5647
<b>Total</b>	<b>72,208</b>

The Union Territory-wise information on number of vacant posts of GDS is as under: -

Name of the Union Territory	Vacant post of GDS
Andaman and Nicobar Islands	74
Chandigarh	19
Dadra and Nagar Haveli and Daman and Diu	23
NCT of Delhi	352
Jammu & Kashmir	716
Ladakh	19
Lakshadweep	0
Pondicherry	41
<b>Total</b>	<b>1244</b>
<b>Grand Total (72,208 +1244)</b>	<b>73,452</b>

**Annexure referred to in reply to Part (e) of Lok Sabha Starred Question No. 240 for 04.08.2021 regarding Grameen Dak Sevak.**

**Extract of Major recommendations of Kamlesh Chandra Committee Report.**

1. The old system of payment of Time Related Continuity Allowance )TRCA (is recommended to be dispensed with and replaced with a new wage payment system . Under the new wage payment system, 11 TRCA slabs are recommended to be subsumed into 3 Wage Scales with two Levels each for BPMs and for other than BPMs .One wage scale is recommended to be common for both the categories of GDSs.

**Recommended New Wage Scale**

- a. 10,000 -24,470 )Other than BPM Level-I(
  - b. 12,000- 29,380 )Other than BPM Level 2 & BPM Level 1(
  - c. 14,500 -35,480 )BPM Level 2 (
2. The minimum working hours of GDS Post Offices and GDSs are recommended to be increased to 4 hours from 3 hours.
  3. The new working hours for GDS Post Offices are recommended to be 4 hours and 5 hours only.
  4. The Level 1 GDS Post Offices/GDSs are recommended to be 4 hours as working hours and Level –2 are recommended 5 hours as working hours.
  5. The Point System for assessment of workload of BPMs is recommended to be abolished.
  6. The new wage payment system is recommended to be linked to revenue generation of GDS Post Offices .Under the new system it is proposed that there will be no increase in wages of BPMs from Level -1 to Level -2 on the basis of workload but the same are recommended to be increased based on achievement of prescribed revenue norms which to be is fixed at 100%for normal areas and 50%for special areas which presently have 15% anticipated income norms.
  7. The GDS Post Offices not achieving the prescribed revenue norm within the given working hours are recommended to be opened for minimum of additional 30 minutes beyond the prescribed working hours.
  8. The GDS BPMs are recommended to be paid Revenue Linked Allowance @10 %beyond level-2 wage scale in case they are successful in achieving revenue beyond prescribed norms.
  9. The GDS Post Offices are recommended to be categorized into A, B, C and D categories based on the revenue generation norms .The GDS Post Office in A category should be

able to achieve 100 %revenue .The Committee has recommended a set of actions for each category of GDS Post Offices.

10. The six approved categories of GDSs are recommended to be subsumed into two categories only .One category is recommended to be of Branch Post Master and all other 5 categories of GDSs are recommended to be subsumed into one Multi-Tasking Category.
11. The job profile of Multi-Tasking GDS is recommended to be expanded to include work such as Business Development and Marketing etc .Their jobs should no more be confined to their old designations .The Assistant BPM should assist BPMs for increasing revenue generation.
12. The GDSs working in the GDS Post Offices are recommended to be known as Assistant Branch Post Masters)ABPMs (and those working in the Departmental Post Offices are recommended to be known as Dak Sevaks)DS) .
13. The minimum wage is recommended to be increased to Rs.10000-/per month and maximum pay to Rs.35480-/per month.
14. The rate of annual increase is recommended as 3. %
15. 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 recommended to be introduced for the first time.
16. Children Education Allowance @Rs.6000 -/per child per annum is recommended to be introduced for GDSs.
17. Risk & Hardship Allowance @Rs.500 -/per month for GDS working in the special areas has also been recommended.
18. A Financial up-gradation has been recommended to be introduced at 12 years, 24 years and 36 years of services in form of two advance additional annual increases.
19. The Ceiling of ex-gratia gratuity has been recommended to be increased from Rs. 60,000 to Rs.5,00,000.-/
20. The GDS Contribution for Service Discharge Benefit Scheme )SDBS (is recommended to be enhanced to between a range of a minimum of 3% to a maximum of 10 %of the basic wage per month, whereas the Department should contribute a fixed contribution of 3 %of the basic wage of the GDSs.
21. The coverage of GDS Group Insurance Scheme has been recommended to be enhanced from Rs.50000 -/to Rs.5,00,000.-/
22. The contribution of Department in Circle Welfare Fund )CWF (has been recommended to be increased from Rs.100-/per annum to Rs.300-/per annum.

23. The scope of CWF is recommended to be extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.
24. The Committee also recommended 10 %hike in the prescribed limits of financial grants and assistances in the Circle Welfare Funds.
25. The Committee has recommended addition of Rs. 10,000-/for purchase of Tablet/Mobile from the Circle Welfare under the Head “Financial Assistance of Fund by way of loans with lower rate of interest )5(%%”.
26. Provision of 26 weeks of Maternity Leave for women GDS has been recommended.
27. The wages for the entire period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.
28. The Committee has also recommended one week of Paternity leave.
29. The Committee has recommended 5 days of emergency leave per annum.
30. Leave accumulation and encashment facility up to 180 days has been recommended to be introduced.
31. Online system of engagement has been recommended.
32. The maximum age limit of 50 years for Direct Recruitment of GDSs has been recommended to be abolished.
33. Minimum one year of GDS service is recommended for Direct Recruitment into Departmental cadre such as MTS/Postman/Mail Guard.
34. Alternate livelihood condition for engagement of GDSs has been recommended to be relaxed.
35. Voluntary Discharge scheme has been recommended.
36. The Discharge age has been recommended to be retained at 65 years.
37. The Limited Transfer Facility has been recommended to be relaxed from 1 time to 3 times for male GDSs .There should be no restriction on number of chances for transfer of women GDSs .The powers for transfer has been recommended to be delegated to the concerned Divisional head.
38. The ex-gratia payment during put off period is recommended to be revised to 35 %from 25 %of the wage and DA drawn immediately before put off.
39. The Committee has recommended preferring transfer before put off duty.
40. The Compassionate Engagement of GDSs has been recommended to be relaxed to give benefits to eligible dependents in all cases death of GDS while in service .

**Annexure referred to in reply to Part (f) of Lok Sabha Starred Question No. 240 for 04.08.2021 regarding Grameen Dak Sevak.**

**Details of Recommendations implemented, Not Implemented and Under Examination is as under: -**

<b>Major recommendation in brief.</b>	<b>Implemented/Not implemented</b>	<b>Reason(s) of non-implementation</b>
<p>The old system of payment of Time Related Continuity Allowance (TRCA) is recommended to be dispensed with and replaced with a new wage payment system. Under the new wage payment system, 11 TRCA slabs are recommended to be subsumed into 3 Wage Scales with two Levels each for BPMs and for other than BPMs. One wage scale is recommended to be common for both the categories of GDSs.</p> <p>Recommended New Wage Scale</p> <p>10,000 -24,470 (Other than BPM Level 1)</p> <p>12,000 -29,380 (Other than BPM Level 2 &amp; BPM Level 1)</p> <p>14,500 -35,480 (BPM Level 2)</p>	<b>Implemented.</b>	
The minimum working hours of GDS Post Offices and GDSs are recommended to be increased to 4 hours from 3 hours.	<b>Implemented.</b>	
The new working hours for GDS Post Offices are recommended to be 4 hours and 5 hours only.	<b>Implemented.</b>	
The Level 1 GDS Post Offices/GDSs are recommended to be 4 hours as working hours and Level -2 are recommended 5 hours as working hours.	<b>Implemented.</b>	
The Point System for assessment of workload of BPMs is recommended to be abolished.	<b>Not implemented.</b>	<b>Under examination.</b>
The new wage payment system is recommended to be linked to revenue generation of GDS Post Offices. Under the new system, there should be no increase in wages of BPMs from Level -1 to Level -2 on the basis of workload but the same are recommended to be increased based on achievement of prescribed revenue norms which to be is fixed at 100% for normal areas and 50% for special areas which presently have 15% anticipated income norms.	<b>Not implemented.</b>	<b>Under examination.</b>
The GDS Post Offices not achieving the prescribed revenue norm within the given working hours are recommended to be opened for minimum of additional 30 minutes beyond the prescribed working hours.	<b>Not implemented.</b>	<b>Under examination.</b>
The GDS BPMs are recommended to be paid Revenue Linked Allowance @10% beyond level-2 wage scale in case they are	<b>Not implemented.</b>	<b>Under examination.</b>



successful in achieving revenue beyond prescribed norms.		
The GDS Post Offices are recommended to be categorized into A, B, C and D categories based on the revenue generation norms. The GDS Post Office in A category should be able to achieve 100% revenue. The Committee has recommended a set of actions for each category of GDS Post Offices.	<b>Not implemented.</b>	<b>Under examination.</b>
The six approved categories of GDSs are recommended to be subsumed into two categories only. One category is recommended to be of Branch Post Master and all other 5 categories of GDSs are recommended to be subsumed into one Multi-Tasking Category.	<b>Implemented.</b>	
The job profile of Multi-Tasking GDS is recommended to be expanded to include work such as Business Development and Marketing etc. Their jobs should no more be confined to their old designations. The Assistant BPM should assist BPMs for increasing revenue generation.	<b>Implemented.</b>	
The GDSs working in the GDS Post Offices are recommended to be known as Assistant Branch Post Masters(ABPMs)and those working in the Departmental Post Offices are recommended to be known as Dak Sevaks (DS).	<b>Implemented.</b>	
The minimum wage is recommended to be increased to Rs.10000/- per month and maximum pay to Rs.35480/-per month.	<b>Implemented.</b>	
The rate of annual increase is recommended as 3%.	<b>Implemented.</b>	
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 recommended to be introduced for the first time.	<b>Implemented.</b>	
Children Education Allowance @Rs. 6000/-per child per annum is recommended to be introduced for GDSs.	<b>Implemented.</b>	
Risk & Hardship Allowance @Rs.500/- per month for GDS working in the special areas has also been recommended.	<b>Implemented.</b>	
A Financial up-gradation has been recommended to be introduced at 12 years, 24 years and 36 years of services in form of two advance additional annual increases.	<b>Not implemented.</b>	<b>Under examination.</b>
The Ceiling of ex-gratia gratuity has been recommended to be increased from Rs.60,000 to Rs.5,00,000/-.	<b>Implemented. Ceiling enhanced to 1.5 lakhs.</b>	
The GDS Contribution for Service Discharge Benefit Scheme (SDBS) is recommended to be enhanced to between a range of a minimum of 3% to a maximum of 10% of the basic wage per month, whereas the Department should contribute a fixed contribution of 3% of the basic wage of the GDSs.	<b>Implemented. GDS contribution enhanced from Rs. 200 to Rs. 300 and matching contribution of the Government of Rs.300.</b>	
The coverage of GDS Group Insurance Scheme has been	<b>Not implemented.</b>	<b>Under</b>

recommended to be enhanced from Rs.50000/- to Rs.5,00,000/-.		<b>examination.</b>
The contribution of Department in Circle Welfare Fund (CWF) has been recommended to be increased from Rs.100/-per annum to Rs.300/- per annum.	<b>Not implemented.</b>	<b>Under examination.</b>
The scope of CWF is recommended to be extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.	<b>Not implemented.</b>	<b>Under examination.</b>
The Committee also recommended 10% hike in the prescribed limits of financial grants and assistances in the Circle Welfare Funds.	<b>Not implemented.</b>	<b>Under examination.</b>
The Committee has recommended addition of Rs. 10,000/-for purchase of Tablet/Mobile from the Circle Welfare under the Head "Financial Assistance of Fund by way of loans with lower rate of interest (5%)".	<b>Not implemented.</b>	<b>Under examination.</b>
Provision of 26 weeks of Maternity Leave for women GDS has been recommended.	<b>Implemented. Provision of 180 days of maternity leave to Female GDS.</b>	
The wages for the entire period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.	<b>Implemented.</b>	
The Committee has also recommended one week of Paternity leave.	<b>Not implemented.</b>	<b>Rejected.</b>
The Committee has recommended 5 days of emergency leave per annum.	<b>Implemented .</b>	
Leave accumulation and encashment facility up to 180 days has been recommended to be introduced.	<b>Not implemented.</b>	<b>Rejected</b>
Online system of engagement has been recommended.	<b>Implemented.</b>	
The maximum age limit of 50 years for Direct Recruitment of GDSs has been recommended to be abolished.	<b>Implemented.</b>	
Minimum one year of GDS service is recommended for Direct Recruitment into Departmental cadre such as MTS/Postman/Mail Guard.	<b>Implemented.</b>	
Alternate livelihood condition for engagement of GDSs has been recommended to be relaxed.	<b>Implemented.</b>	
Voluntary Discharge scheme has been recommended.	<b>Implemented.</b>	
The Discharge age has been recommended to be retained at 65 years.	<b>Implemented.</b>	
The Limited Transfer Facility has been recommended to be relaxed from 1 time to 3 times for male GDSs. There should be no restriction on number of chances for transfer of women GDSs. The powers for transfer has been recommended to be delegated to the	<b>Implemented. 3 Chances for Female GDS and 2 chances for</b>	

concerned Divisional head.	<b>Male GDS.</b>	
The ex-gratia payment during put off period is recommended to be revised to 35% from 25% of the wage and DA drawn immediately before put off.	<b>Not implanted.</b>	<b>Under examination.</b>
The Committee has recommended preferring transfer before put off duty.	<b>Implemented. A provision has been made for transfer on administrative/vigilance grounds.</b>	
The Compassionate Engagement of GDSs has been recommended to be relaxed to give benefits to eligible dependents in all cases death of GDS while in service.	<b>Implemented.</b>	

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