

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

**LOK SABHA  
UNSTARRED QUESTION NO. 3268  
TO BE ANSWERED ON 23<sup>RD</sup> MARCH, 2022**

**RURAL DAK SEVAKS**

†3268. SHRI HANUMAN BENIWAL:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Government proposes to regularise rural Dak Sevaks/BPMs etc.;
- (b) if so, by when and if not, the reasons therefor;
- (c) whether it is a fact that the Government had set up committee(s) for disposal of their demands; and
- (d) if so, the details of the recommendations made by the above committees and the action taken by the Government on these recommendations till date?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS  
(SHRI DEVUSINH CHAUHAN)**

- (a) No, Sir.
- (b) Gramin Dak Sevaks (GDS) are outside the Civil Services of the Union .They are not at par with Central Government employees .They work for a minimum of four hours and maximum of five hours a day .For this limited hours work, they are paid ‘Time Related Continuity Allowance (TRCA).
- (c) Yes Sir. 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.
- (d) The Committee submitted its report on 24.11.2016. Details of Major recommendations and their status is given at **Annexure-I**.

Annexure referred to in reply to Part (d) of Lok Sabha Unstarred Question No .3268 for 23.03.2022 regarding Rural Dak Sevaks.

**Details of Recommendations and status of implementation:-**

<b>Major recommendations in brief.</b>	<b>Status</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>
<p>The minimum working hours of GDS Post Offices and GDSs are recommended to be increased to 4 hours from 3 hours.</p>	<b>Implemented.</b>
<p>The new working hours for GDS Post Offices are recommended to be 4 hours and 5 hours only.</p>	<b>Implemented.</b>
<p>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.</p>	<b>Implemented.</b>
<p>The Point System for assessment of workload of BPMs is recommended to be abolished.</p>	<b>Not implemented.</b>
<p>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.</p>	<b>Not implemented.</b>
<p>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.</p>	<b>Not implemented.</b>
<p>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.</p>	<b>Not implemented.</b>
<p>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</p>	<b>Not implemented.</b>

category should be able to achieve 100% revenue. The Committee has recommended a set of actions for each category of GDS Post Offices.	
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 (ABPM) and those working in the Departmental Post Offices are recommended to be known as Dak Sevak.(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>
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 recommended to be enhanced from Rs.50000/- to Rs.5,00,000/-.	<b>Not implemented.</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>
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>

The Committee also recommended 10% hike in the prescribed limits of financial grants and assistances in the Circle Welfare Funds.	<b>Not implemented.</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>
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>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>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. GDS is eligible to appear for competitive examination for MTS and Postman/Mail Guard after completion of 3 years and 5 years engagement period respectively.</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 concerned Divisional head.	<b>Implemented. 3 Chances for Female GDS and 2 chances for 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 implemented.</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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