

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

**LOK SABHA  
UNSTARRED QUESTION NO. 5490  
TO BE ANSWERED ON 25<sup>TH</sup> MARCH, 2026**

**REVISIONS IN TIME RELATED CONTINUITY ALLOWANCE**

**5490. SHRI TANGELLA UDAY SRINIVAS:  
SHRI G LAKSHMINARAYANA:**

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Government has undertaken any recent review of the service conditions, workload and remuneration structure of India Post Gram Dak Sevaks (GDS);
- (b) if so, the details and outcome of such review, including any proposed or implemented revisions in Time Related Continuity Allowance (TRCA), allowances, social security benefits and leave entitlements;
- (c) the total number of Gram Dak Sevaks currently engaged in the country, State-wise, along with the number of vacant posts;
- (d) whether the Government has received representations regarding regularisation of services, pensionary benefits or parity with departmental employees and if so, the action taken thereon; and
- (e) whether the Government proposes to introduce further welfare measures, including health insurance, pension coverage or promotional avenues for Gram Dak Sevaks and if so, the details thereof?

**ANSWER**

**MINISTER OF STATE FOR COMMUNICATIONS AND RURAL DEVELOPMENT  
(DR. PEMMASANI CHANDRA SEKHAR)**

- (a) The review of service conditions and workload of Gramin Dak Sevaks (GDS) is a continuous process. The workload of the GDS is reviewed on a triennial basis. Their remuneration is revised approximately every ten years based on the recommendations of a committee constituted by the Department, following the Central Pay Commission for regular employees. The last such review was undertaken through a committee constituted in November, 2015.
- (b) The Committee submitted its report in November, 2016. Based on its recommendations, and in consultation with the nodal Ministries and Departments, including Ministry of Finance and the Department of Personnel & Training, the TRCA structure, allowances and social security benefits were enhanced. Leave entitlements were also revised, including introduction of maternity leave of 180 days for female GDS.
- (c) The State-wise number of GDS currently engaged and vacant posts is given at **Annexure**.

(d) Representations regarding regularization, pensionary benefits and parity with departmental employees are received from time to time. However, GDS are governed by rules framed under the executive powers of the Central Government that are distinct from the rules applicable on regular Government employees. The Hon'ble Supreme Court has held that GDS are holders of civil posts outside the regular Civil Service and their service is not counted for pension.

(e) GDS are covered under various welfare measures, including financial assistance from the Circle Welfare Fund for contingencies such as funeral expenses of GDS, accidents, serious illnesses, natural calamities, and scholarships for their children, among others. They are not covered under any pension scheme; however, they are entitled to GDS gratuity, Group Insurance, Severance amount or benefits under the Service Discharge Benefit Scheme (for those engaged on or after 01.04.2011), which is akin to the National Pension System applicable to regular employees.

Further, GDS are eligible for absorption to departmental posts such as Multi-Tasking Staff (MTS), Postman, Mail Guard, Postal Assistant and Sorting Assistants as per Recruitment Rules for such posts. Proposals for providing health facilities under the Employees' State Insurance Scheme and the Central Government Health Scheme were not agreed to by the Ministry of Finance and the Ministry of Health & Family Welfare, respectively.

**Annexure**

**Annexure referred to in reply to Part (c) of Lok Sabha Unstarred Question No. 5490 regarding the total number of Gramin Dak Sevaks currently engaged in the country, State-wise, along with the number of vacant posts**

<b>S.No.</b>	<b>Name of the State</b>	<b>Number of GDS currently engaged</b>	<b>No. of Vacant posts</b>
1	Andhra Pradesh	17,607	1,880
2	Arunachal Pradesh	2,014	1,161
3	Assam	7,707	1,494
4	Bihar	15,585	2,509
5	Chhattisgarh	8,125	1,766
6	Goa	292	125
7	Gujarat	14,321	2,463
8	Haryana	4,087	376
9	Himachal Pradesh	5949	751
10	Jharkhand	7,482	2,304
11	Karnataka	15,127	1,694
12	Kerala	9,835	2,541
13	Madhya Pradesh	16,780	3,684
14	Maharashtra	19,377	4,678
15	Manipur	1,680	436
16	Meghalaya	1,647	689
17	Mizoram	1,131	113
18	Nagaland	962	85
19	Odisha	18,347	1,608
20	Punjab	5,586	1,162
21	Rajasthan	14,650	3,097
22	Sikkim	366	143
23	Tamil Nadu	20,456	4,488
24	Telangana	9,592	1,024
25	Tripura	1,446	282
26	Uttar Pradesh	30,437	7,401
27	Uttarakhand	5,663	993
28	West Bengal	16,436	2,336

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