F.No. W-03/3/2022-SPN-I-DOP Government of India Ministry of Communications Department of Posts

Dak Bhawan, Sansad Marg, New Delhi, dated 15.11.2022

NOTICE TO STAKEHOLDERS

Subject: Revision of Department of Posts (Postman and Mail Guard) Recruitment Rules, 2022- reg.

The undersigned is directed to say that as per DoPT's O.M. No. AB-14017/6112008-Estt(RR) dated 13.10.2015, the proposal for framing /amendment of Recruitment Rules (RRs) has to be uploaded on the website of respective Ministry/Department for 30 days for inviting comments from the stakeholders.

- 2. Competent Authority in Department of Posts has decided to revise the RRs governing appointment to post of Postman and Mail Guard in Department of Posts. Draft of the proposed RRs is attached herewith for seeking comments of stakeholders.
- 3. Stakeholders are requested to go through the draft Recruitment Rules and furnish their comments, if any, to the undersigned within a period of one month from the date of issue of this communication.
- 4. Draft RRs shall be available on the website of Department of Posts (www.indiapost.gov.in) during 15.11.2022 to 14.12.2022.

Encl: As above

(Dileep Singh Sengar) Assistant Director General (SPN) Tel: 011-2309-6038

Email: adgspn@indiapost.gov.in

Copy to: Director CEPT, a copy of draft notification of RRs for the post of Postman and Mail Guard are enclosed with a request to upload the same on the website of India Post from 15.11.2022 to 14.12.2022.

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[TO BE PUBLISHED IN THE GAZETTE OF INDIA, EXTRAORDINARY, PART II, SECTION 3, SUB-SECTION (i)]

GOVERNMENT OF INDIA MINISTRY OF COMMUNICATIONS (DEPARTMENT OF POSTS)

Notification

New Delhi, the 2022.

G.S.R In exercise of the powers conferred by the proviso to article 309 of the Constitution
and in supersession of the Department of Posts Postman and Mail Guard (Group 'C' post) Recruitment
Rules, 2018 except as respects things done or omitted to be done before such supersession, the
President hereby makes the following rules regulating the method of recruitment to the post of Postman
and Mail Guard in the Department of Posts, Ministry of Communications, namely:-

- 1. Short title and commencement.— (1) These rules may be called the Department of Posts Postman and Mail Guard (Group 'C' post) Recruitment Rules, 2022.
- (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. Number of posts, classification and level in the pay matrix.— The number of posts, its classification and level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.
- 3. Method of recruitment, age-limit, qualifications, etc.— The method of recruitment, age-limit, qualifications and other matters relating to the said posts, shall be as specified in columns (5) to (13) of the said Schedule.
- 4. Disqualification.— No person,—
 - (a) who has entered into or contracted a marriage with a person having a spouse living; or
 - (b)who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other ground for doing so, exempt any person from the operation of this rule.

5. Recruitment to serve in the Army Postal Service.—Any person appointed to the posts specified in the Schedule shall be liable to serve in the Army Postal Service in India or abroad, as required.

- 6. Power to relax.— Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.
- 7. Savings.— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, ex-Servicemen, Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.



SCHEDULE

	Number of post.	Classification.		Whether selection
post.			pay matrix.	post or non-
				selection post.
(1)	(2)	(3)	(4)	(5)
1. Postman.	59099*	General Central	Level-3 in the	Non-selection.
	(2022)	Service, Group 'C',	pay matrix.	
	*Subject to variation	Non-Gazetted, Non-	(Rs. 21700 to	
	dependent on	Ministerial.	Rs. 69100)	
	workload.			

Age-limit for direct recruits.	Educational and other	Whether age	Period of
	qualifications required for	and	probation, if
	direct recruits.	educational	any
		qualifications	
		prescribed	
		for direct	
		recruits will	
		apply in the	
		case of	
		promotes.	
(6)	(7)	(8)	(9)
(i) Between 18 and 27 years.	Essential Qualification:	No	For Direct
	(i) 12 th standard pass from a		Recruits:
(Relaxable for candidates	recognized Board.		Two years
belonging to the Scheduled	(ii) 10th standard pass from a		and
Castes, Scheduled Tribes, Other	recognized Board for the		successful
Backward Classes, Persons with	persons who are working as		completion
Benchmark Disabilities	Gramin Dak Sevak.		of the
(PwBDs), Ex-Servicemen,	(iii) Knowledge of working on		mandatory
Government servants or any other	Computer.		training
class or category of persons in			prescribed
accordance with the instructions	Other qualification:		by the
issued by the Government of	(i) Knowledge of local		Department
India).	language of the concerned		of Posts and
	Postal Circle or Division		passing of
Note:	(ii) Candidates should have a		local
1. In case of recruitment made	valid license to drive two-		language test
through Staff Selection	wheeler or light motor		as mentioned
Commission (SSC), the crucial	vehicle. Persons with		in Column
date for determining the age-limit	Benchmark Disability shall		(7).
shall be as advertised by the SSC.	be exempted from the		
	possession of such licence.		
2. In case of recruitment made			
through mode other than through	Note-1:- Gramin Dak Sevaks are		
SSC, the crucial date for	holders of civil posts but they are		
determining the age-limit shall be	outside the regular Civil Service		
the closing date for receipt of	due to which their appointment is		
applications from candidates in	treated as direct recruitment.		
India and not the closing date	Note 2. I and I among C		
prescribed for those in Assam,	Note-2:- Local language of a		
Meghalaya, Arunachal Pradesh,	Postal Circle or Division shall be		

Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands, Ladakh or Lakshadweep.

(ii) Upper age for Gramin Dak Sevaks* shall be fifty years as on the 1st day of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of India from time to time (Relaxable for those belonging to Scheduled Caste/ Scheduled Tribe up to five years and for those belonging to Other Backward Castes up to three years).

*Gramin Dak Sevaks are holders of civil posts but they are outside the regular Civil Service due to which their appointment is treated as direct recruitment.

as published by the Department of Posts.

Note-3:- A person not possessing the knowledge of local language of the Postal Circle or Division concerned shall also be eligible for appointment. However, such a person after appointment shall pass local language test to be conducted in the manner as may be decided by the Postal Circle concerned and passing of such local language test shall be a precondition for completion of probation.

Provided that a person who has passed local language of the Postal Circle or Division concerned as one of the subjects in 10th standard or above shall be exempted from such local language test.

Provided further that Gramin Dak Sevak shall be exempted from such local language test.

Note-4:- A person not possessing a valid license to drive twowheeler or light motor vehicle shall also be eligible appointment. A candidate not having valid license to drive twowheeler or light motor vehicle at the time of appointment shall not earn periodical increment in pay till production of such license or for a period of five years from the date of appointment whichever is earlier and after production of such license or expiry of such five years period, pay shall be restored prospectively to the level pay would have reached had the periodical increment in pay was not withheld and no arrears of pay shall be paid for the intervening period.

Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstan ces under which Union Public Service Commissio n is to be consulted in making recruitmen t
(10)	(11)	(12)	(13)
(i) 25% by promotion of Multi-Tasking Staff of the recruiting Postal Division through seniority cum fitness, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (ii) 25% by promotion from Multi-Tasking Staff of the recruiting Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (iii) 50% by direct recruitment on the basis of Competitive Examination limited to Gramin Dak Sevaks of the recruiting Postal Circle, who have worked regularly for five years in that capacity, as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time, failing which;- (iv) by direct recruitment from open market as per the scheme circulated by the Department of Posts from time to time. Note:- 1. The scheme for Limited Departmental Competitive Examination for promotion shall	(i) Multi Tasking Staff in Level-1 of the pay matrix with six years regular service in the grade as on the 1 st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time for promotion by Seniority-cum-fitness. (ii) Multi Tasking Staff in Level-1 of the pay matrix with three years regular service in the grade as on the 1 st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time for promotion on the basis of Limited Departmental Competitive Examination. (iii) Multi Tasking Staff in Level-1 of the Pay Matrix with total regular service of five years including service rendered regularly as Gramin Dak Sevaks as on the 1 st day of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of India from time to time for promotion on the basis of Limited Departmental Competitive Examination. Note 1: Where junior who has completed qualifying or eligibility service is being considered for promotion, senior will also be considered provided:	Departmental Promotion Committee (for considering promotion / confirmation) 1. Divisional Head— Chairperson 2. Two Group 'B' (Gazetted) Officer— Members	Not applicable

be as per the administrative instructions issued by Department of Posts from time to time. The aforementioned examination shall also include test of local language of the concerned Postal Circle Division and Data Entry Skill Test.

- 2. The scheme for direct recruitment of Gramin Dak Sevaks on the basis of Competitive Examination and direct recruitment from open market shall be per administrative instructions issued by the Department of Posts from time to time. The aforementioned examination shall also include test of local language of the concerned Postal Circle Division and Data Entry Skill Test.
- 3. Gramin Dak Sevaks are holders of civil posts but they are outside the regular Civil Service due to which their appointment is treated as direct recruitment.

- a) Both the senior and junior were recruited through same mode of recruitment and were holding same feeder cadre prior to appointment to the present post on regular basis;
- b) senior is not short of the requisite qualifying eligibility service by more than such half of qualifying/eligibility service or two years, whichever is less, have successfully and completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service; and,
- c) This condition shall not be applied with reference to such junior officials who lost their seniority after availing transfer under Rule-38 of the Postal Manual Volume- IV.

Note 2: Eligibility of an official shall be determined with respect to the post held substantively and relevant pay level of the post in Pay Matrix and not with respect to the level in which an official is drawing pay as on the crucial date of eligibility by virtue of financial upgradation under the Time Bound One Promotion (TBOP), Biennial Cadre Review (BCR) or Modified Assured Career Progression (MACP).

(1)	(2)	(3)		(4)	(5)
2.	Mail	1445*	General	Central	Level-3 in the	Non-selection.
Guard.		(2022)	Service,	Group	pay matrix (Rs.	
		*Subject to variation	'С',	Non-	21700 to Rs.	
		dependent on workload	Gazetted,	Non-	69100)	
			Ministerial	•		

(6)	(7)	(8)	(9)
(i) Between 18 and 27 years.	Essential Qualification:	No	For Direct
(1) Between 10 and 27 years.	(i) 12 th standard pass from a	140	Recruits:
(Relaxable for candidates belonging to	recognized Board.		Two years
the Scheduled Castes, Scheduled Tribes,	(ii) 10th standard pass from a		and
Other Backward Classes, Persons with	l · · ·		successful
· ·	recognized Board for the		
Benchmark Disbilities (PwBDs), Ex-	persons who are working as		completion
Servicemen, Government servants or	Gramin Dak Sevak.		of the
any other class or category of persons in	(iii) Knowledge of working on		mandatory
accordance with the instructions issued	Computer.		training
by the Government of India).			prescribed by
	Other qualification:		the
Note:	Knowledge of local language of		Department
1. In case of recruitment made through	the concerned Postal Circle or		of Posts and
Staff Selection Commission (SSC), the	Division.		passing of
crucial date for determining the age-			local
limit shall be as advertised by the SSC.	Note-1:- Gramin Dak Sevaks are		language test
	holders of civil posts but they are		as mentioned
2. In case of recruitment made through	outside the regular Civil Service		in Column
mode other than through SSC, the	due to which their appointment		(7).
crucial date for determining the age-	is treated as direct recruitment.		
limit shall be the closing date for receipt			
of applications from candidates in India	Note-2:- Local language of a		
and not the closing date prescribed for	Postal Circle or Division shall be		
those in Assam, Meghalaya, Arunachal	as published by the Department		
Pradesh, Mizoram, Manipur, Nagaland,	of Posts.		
Tripura, Sikkim, Ladakh Division of			
J&K State, Lahaul & Spiti district and	Note-3:- A person not		
Pangi Sub Division of Chamba district	possessing the knowledge of		
of Himachal Pradesh, Andaman and	local language of the Postal		
Nicobar Islands, Ladakh or	Circle or Division concerned		
Lakshadweep.	shall also be eligible for		
Zakshaa weep.	appointment. However, such a		
(ii) Upper age for Gramin Dak Sevaks*	person after appointment shall		
shall be fifty years as on the 1 st day of	pass local language test to be		
January of the year to which the vacancy	conducted in the manner as may		
(ies) belong to or as per the guidelines	be decided by the Postal Circle		
issued by Government of India from	concerned and passing of such		
time to time (Relaxable for those	local language test shall be a pre-		
·			
	condition for completion of		
Scheduled Tribe up to five years and for	probation.		
those belonging to Other Backward	Provided that a person who		
Castes up to three years).	has passed local language of the		
*Gramin Dak Sevaks are holders of civil	Postal Circle or Division		
	concerned as one of the subjects		
posts but they are outside the regular	in 10 th standard or above shall be		
Civil Service due to which their	exempted from such local		
appointment is treated as direct	language test.		
recruitment.	Provided further that		
	Gramin Dak Sevak shall be		
	exempted from such local		
	language test.		

(i) 25% by promotion of Multi-Tasking Staff of the recruiting Railway Mail Service Division through seniority cum fitness, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancies shall be added to the guidelines issued by Government of Limited Departmental Competitive Examination, failing which, the unfilled vacancies shall be added to the guidelines issued by Government of Limited Departmental Competitive Examination, failing which, the unfilled vacancies shall be added to the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) belong to or as per the guidelines issued by Government of January of the year to which the vacancy (ies) be
Tasking Staff of the recruiting Railway Mail Service Division through seniority cum fitness, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled which, the unfilled vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time for promotion by Seniority-cumfitness. (ii) Multi Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the vacancy(ies) b
Railway Mail Service Division through seniority cum fitness, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancy(ies) belong to or as per the guidelines issued by Government of under the guidelines issued by Government of promotion by Seniority-cumfitness. (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancy(ies) belong to or as per the vacancy in the grade as on the 1st day of considering promotion of confirmation) 1. Divisional Head — Chairperson 2. Two Group 'B' (Gazetted) Officer — Members
through seniority cum fitness, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time for promotion by Seniority-cumfitness. (ii) Multi Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the vacancy (ies) belong t
failing which, the unfilled vacancy(ies) belong to or as per the guidelines issued by Government of number of vacancies to be filled as per (iii) below;— (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled vacancy(ies) belong to or as per the guidelines issued by Government of confirmation) India from time to time for promotion by Seniority-cumfitness. (ii) Multi Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of Cazetted) Officer —Members
vacancies shall be added to the number of vacancies to be filled as per (iii) below;- (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled Suidelines issued by Government of India from time to time for promotion by Seniority-cumfitness. (ii) Multi Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the service as on the 1st day of January of the year to which the year
number of vacancies to be filled as per (iii) below;- (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled India from time to time for promotion by Seniority-cumfitness. (ii) Multi Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the
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fitness. (ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled fitness. fitness. (ii) 50% by promotion from Multi-Tasking Staff in Level-1 of the Pay Matrix with three years regular service as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the
(ii) 50% by promotion from Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled Competitive Competitive Competitive Competitive Evamination, failing which, the unfilled Competitive
Multi-Tasking Staff of the Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled Competitive Department of the Pay Matrix with three years of
Postal Circle on the basis of Limited Departmental Competitive Examination, failing which, the unfilled Competitive Departmental Competitive Examination, failing which, the unfilled Competitive Competitive Competitive Examination, the unfilled Competitive Co
Limited Departmental regular service as on the 1 st day of Competitive Examination, failing which, the unfilled vacancy(ies) belong to or as per the (Gazetted) Officer—Members
Competitive Examination, January of the year to which the failing which, the unfilled vacancy(ies) belong to or as per the
failing which, the unfilled vacancy(ies) belong to or as per the
L Vacancies shall be added to the Louidelines issued by L-Overnment of L
number of vacancies to be filled India from time to time for
as per (iii) below;- promotion on the basis of Limited
Departmental Competitive
(iii) 25% by direct recruitment Examination.
on the basis of Competitive
Examination limited to Gramin (iii) Multi Tasking Staff in Level-1
Dak Sevaks of the Postal of the Pay Matrix with total regular
Circle, who have worked service of five years including
regularly for five years in that service rendered regularly as
capacity, as on the 1st day of Gramin Dak Sevaks as on the 1st
January of the year to which the day of January of the year to which
vacancy(ies) belong to or as per the vacancy (ies) belong to or as per
the guidelines issued by the guidelines issued by
Government of India from time Government of India from time to
to time, failing which;- time for promotion on the basis of
Limited Departmental Competitive
(iv) by direct recruitment from Examination.
open market as per the scheme
circulated by the Department of Note 1: Where junior who has
Posts from time to time. completed qualifying or eligibility
service is being considered for promotion, senior will also be
Note:- promotion, senior will also be considered provided:
Departmental Competitive
Examination for promotion a) Both the senior and junior were
shall be as per the recruited through same mode of
administrative instructions recruitment and were holding
issued by the Department of same feeder cadre prior to
Posts from time to time. The appointment to the present post
aforementioned examination on regular basis;
shall also include test of local
language of the concerned b) senior is not short of the
Postal Circle or Division and requisite qualifying or
Data Entry Skill Test. eligibility service by more than
half of such
qualifying/eligibility service or

- The scheme for direct recruitment of Gramin Dak on the basis Sevaks Competitive Examination and direct recruitment from open market shall be as per administrative instructions issued by the Department of Posts from time to time. The aforementioned examination shall also include test of local language of the concerned Postal Circle or Division and Data Entry Skill Test.
- 3. Gramin Dak Sevaks are holders of civil posts but they are outside the regular Civil Service due to which their appointment is treated as direct recruitment.

- two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service; and,
- c) This condition shall not be applied with reference to such junior officials who lost their seniority after availing transfer under Rule-38 of the Postal Manual Volume- IV.

Note 2: Eligibility of an official shall be determined with respect to the post held substantively and relevant pay level of the post in Pay Matrix and not with respect to the level in which an official is drawing pay as on the crucial date of eligibility by virtue of financial upgradation under the Time Bound One Promotion (TBOP), Biennial Cadre Review (BCR) or Modified Assured Career Progression (MACP).

[03-03/2022-SPN-I]

(Satya Narayana Dash) Director (SPN)