

के. प्रकाश, भा.डा.से.
K. PRAKASH, IPoS
 मुख्य पोस्टमास्टर जनरल
 Chief Postmaster General,
 कर्नाटक सर्किल / Karnataka Circle,



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D.O.No.ESA/9-144/CadreRestructuringCommittee/2025

Dated 27.10.2025

Dear Madam

Kindly refer to Directorate Office Order No. Q-25/18/2025-PE-I-DOP dated 03.06.2025, as reconstituted vide orders dated 12.06.2025 and 15.07.2025, and further modified vide communication dated 21.08.2025, regarding constitution of the Committee on Cadre Restructuring of PA/SA, LSG, HSG-II and HSG-I posts in Post Offices (POs), Railway Mail Service (RMS) and Circle/Regional Offices (CO/RO).

In pursuance of the above instructions, the Committee chaired by the undersigned, with Shri G. Natarajan, Postmaster General, Chennai City Region, and Ms. Kaiya Arora, Director Postal Services, Mumbai Region, as Members, has completed its mandate and finalised the report for consideration of the Directorate:

- I. **Part I – Recommendations Report:** Concise summary of findings and recommendations.
- II. **Part II – Comprehensive Report:** Detailed study encompassing data analysis, functional justification, stakeholder consultations, and policy examination.
- III. **Part III – Report on Annexures:** Compilation of data tables, reference materials, and supporting documents.

The Committee's review was undertaken in accordance with the Terms of Reference prescribed by the Directorate and guided by the principles issued by the Department of Personnel & Training and the Department of Expenditure for cadre reviews. The objective was to evolve a rational, functionally justified, and financially sustainable cadre structure covering all three operational streams—Postal, RMS, and CO/RO—so as to correct long-standing structural imbalances and ensure equitable promotional opportunities.

A data-driven and consultative methodology was adopted. Information was collected from all Circles on sanctioned strength, vacancies, workload distribution, stagnation profile, and role definitions. The Committee also examined inputs from Directorate divisions, field units, and recognised staff associations. Previous reports—particularly those of Shri V.P. Singh (2014) and Shri Charles Lobo (2019-21)—were studied to ensure continuity and coherence.

The findings indicate a need for harmonisation across streams. The Postal side presently maintains a balanced supervisory pyramid, whereas RMS and CO/RO units have comparatively compressed structures with limited supervisory coverage. The Committee also noted convergence in job roles and competencies across cadres, warranting a unified and future-ready framework consistent with technological transformation in postal operations.

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Based on this analysis, the Committee has recommended, inter alia:

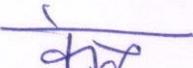
- I. Merger of the Postal Assistant and Sorting Assistant cadres into a unified structure designated as the India Post Associate (IPA) cadre, encompassing all three functional wings.
- II. Rationalisation of supervisory posts to achieve an overall ratio of 31.58 percent, by increasing supervisory strength in RMS and CO/RO to 16.66 percent of their respective cadres, resulting in the up-gradation of 1,565 posts without additional financial burden.
- III. Adoption of a pyramidal grade ratio of HSG-I : HSG-II : LSG : IPA = 1 : 3 : 9 : 27, ensuring a balanced feeder hierarchy.
- IV. Revision of Recruitment Rules and training structure to provide a single entry channel and unified career progression framework.
- V. Stage-wise implementation plan for filling upgraded posts, fixation of inter-se seniority, and transitional arrangements.
- VI. Redefinition of supervisory roles to combine oversight with a measurable operational component, thereby preserving efficiency at the grassroots level.

The proposed framework is functionally justified and financially neutral, relying primarily on redistribution of existing posts and utilisation of officials already drawing higher pay levels under MACP. It aligns with DoPT/DoE norms and seeks to ensure that operational efficiency and employee motivation are simultaneously enhanced.

The reports are accordingly submitted herewith for kind information and further necessary action at the Directorate level. The Committee remains available for any further clarification that may be required during examination of the proposals.

Warm Regards

Yours sincerely,


(K.Prakash)

Ms. Manju Kumar,
Member (Personnel),
Postal Services Board,
Dak Bhawan, Sansad Marg,
New Delhi-110 001.

Priority
- Seen by Member (P).
- Please examine and submit.

MS
5/1/25

20/1/25
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