

BRIEF SUMMARY OF COMPREHENSIVE REPORT OF THE COMMITTEE ON CADRE RESTRUCTURING OF PA/SA, LSG, HSG-II, AND HSG-I POSTS IN THE POST OFFICES (POS), RAILWAY MAIL SERVICE OFFICES (RMS) AND CIRCLE/REGIONAL OFFICES

Based on the **Comprehensive Report of the Committee on Cadre Restructuring**, here is a brief summary followed by a detailed analysis of the document.

Brief Summary

The report, submitted by the Cadre Restructuring Committee (2025), addresses the long-standing structural imbalances and career stagnation faced by **Railway Mail Service (RMS)** and **Circle/Regional Office (CO/RO)** officials in the Department of Posts. While the Postal side underwent restructuring in 2016, similar benefits were withheld for RMS and CO/RO due to a lack of functional justification.

To resolve this, the Committee recommends the **merger of Postal Assistant (PA) and Sorting Assistant (SA) cadres** into a single unified cadre designated as "**India Post Associate**". The report proposes rationalizing the supervisory strength to **31.58%** of the total cadre to ensure a balanced pyramidal structure (Ratio 1:3:9:27). Crucially, the proposal is designed to be **financially neutral**, as most beneficiaries are already drawing higher pay scales under the MACP scheme.

Detailed Analysis of the Report

1. Context and Objectives

- **Background:** The restructuring is a response to the disparity created in 2016 when the Postal side received upgradations (65% operative : 35% supervisory), while the RMS and CO/RO proposals were rejected by the Department of Expenditure (DoE) for want of "functional justification".
- **Committee Goals:** The primary objective was to provide the functional justification demanded by the DoE, create a pyramidal structure, ensure parity across streams, and address severe stagnation where officials retire without a single promotion.

2. Structural Imbalances and Data Analysis

The Committee analyzed data from all Circles, revealing stark disparities:

- **Supervisory Ratios:** The Postal side enjoys a healthy supervisory ratio of roughly **35%**. In contrast, the RMS side operates with only **9.69%** supervisory staff, and the Administrative (CO/RO) side has **11.86%**.

- **Stagnation:** In the Postal side, promotion to the Lower Selection Grade (LSG) takes about **12 years**. However, in RMS and CO/RO, it takes **22 to 24 years**, far exceeding the statutory eligibility of 5 years.
- **Distorted Pyramid:** While the Postal side follows a logical hierarchy, the RMS and CO/RO structures are distorted, with feeder grades (Time Scale) being disproportionately large compared to the supervisory tiers.

3. Functional Justification

To satisfy the DoE, the report details the evolving roles that justify higher supervisory strength:

- **RMS Sensitivity:** RMS hubs now handle highly sensitive materials like UPSC/NEET exam papers and government identity documents (Aadhaar, Passports), requiring stricter supervision.
- **New Logistics:** The shift towards parcel logistics, NSHs (National Sorting Hubs), and Parcel Hubs requires supervisors who can manage real-time data and operational analytics.
- **Administrative Complexity:** CO/RO branches handle complex legal, vigilance, and technology-driven tasks (IT 2.0, CSI), necessitating supervisory oversight rather than just clerical processing.

4. Key Recommendations

- **Cadre Merger ("India Post Associate"):** The Committee proposes merging the entry-level Postal Assistant and Sorting Assistant cadres into a single entity named "**India Post Associate**". This aims to unify recruitment rules, allow cross-cadre mobility (initially via Rule-38 transfers), and ensure uniform career progression.
- **New Structural Ratio (1:3:9:27):**

To fix the distorted pyramid, the Committee recommends a fixed ratio for the unified cadre:

- **HSG-I:** 1 share
- **HSG-II:** 3 shares
- **LSG:** 9 shares
- **Entry Grade (Associate):** 27 shares. This will significantly increase the number of LSG posts, creating a steady feeder pool for higher grades.

- **Rationalized Supervisory Strength:** The report recommends increasing supervisory posts in RMS and CO/RO to align with the Postal side, targeting an overall supervisory strength of **31.58%**. This involves upgrading approximately **1,565 posts** from Time Scale to Supervisory grades.
- **Redesigned Work Norms:**

The report explicitly states that supervisory posts will no longer be "100% supervisory." They will include a measurable operational component to ensure efficiency:

- **LSG:** 75% Operational / 25% Supervisory
- **HSG-II:** 50% Operational / 50% Supervisory
- **HSG-I:** 25% Operational / 75% Supervisory.

5. Financial Implications

The Committee asserts that the proposal is **financially neutral**. Most officials eligible for promotion to LSG, HSG-II, or HSG-I are already drawing the corresponding higher pay levels (Level 5, 6, or 7) due to the MACP scheme. Therefore, upgrading these posts changes the designation and responsibility but does not impose a new financial burden on the Department.