



Department of Posts, Ministry of Communications, Government of India

Comprehensive Cadre Restructuring Committee Report (2025)

Recommendations for PA/SA, LSG, HSG-II, and HSG-I Posts in Post Offices,
Railway Mail Service (RMS), and Circle/Regional Offices (CO/RO)

Committee Composition:

Chairperson: Shri K. Prakash (CPMG, Karnataka)

Member: Shri G. Natarajan (PMG, Chennai City Region)

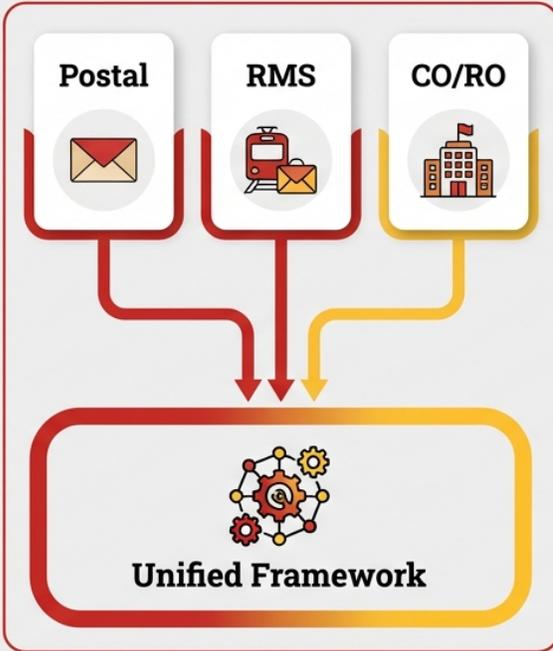
Member: Ms. Kaiya Arora (DPS, Mumbai Region)



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NotebookLM

Executive Summary & Objectives



Evolving a Rational, Functionally Justified, and Sustainable Structure

Core Objective

To correct long-standing structural imbalances and address stagnation in promotions across all three operational streams—Postal, RMS, and CO/RO.

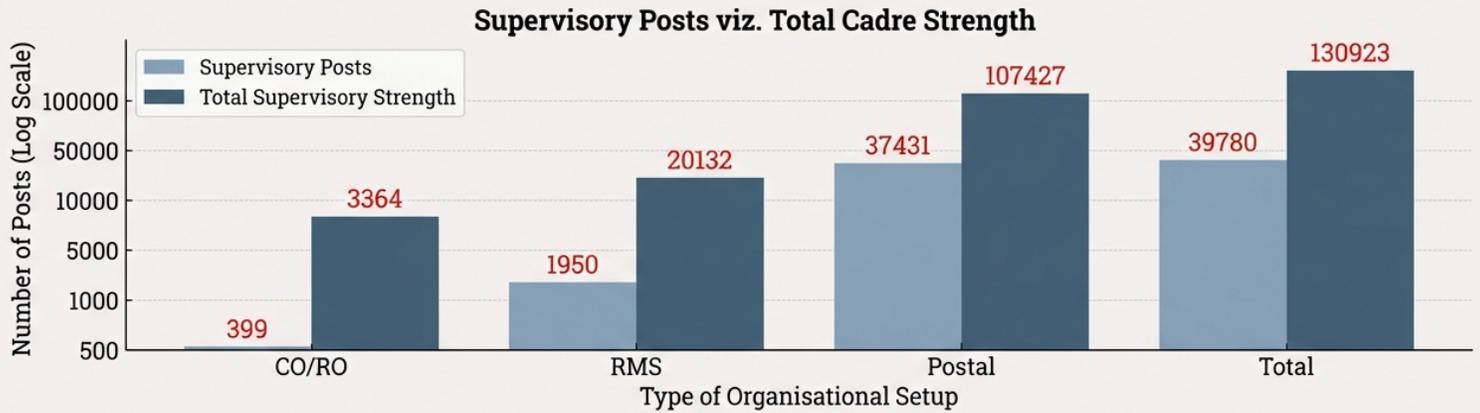
The Problem

- **Imbalance:** Postal side reformed in 2016; RMS and CO/RO left with compressed structures and limited supervision.
- **Stagnation:** High service length required for promotion in RMS/CO/RO compared to Recruitment Rules.

The Solution

Harmonization across streams through the creation of a unified framework consistent with technological transformation.

Diagnosing the Structural Imbalance and Stagnation



1 The Gap

Postal side maintains a balanced pyramid (35% supervisory). RMS (9.69%) and CO/RO (11.86%) suffer from distorted, compressed structures.

2 The MACP Paradox

Officials draw higher pay levels (Level 5-7) under MACP but perform lower-level Time Scale duties due to lack of sanctioned supervisory posts.

3 Urgency

Restructuring is needed not just for promotion, but to align functional hierarchy with financial progression.

Introducing the 'India Post Associate' (IPA)

Transition Strategy

- Immediate relaxation of Rule-38 transfers at the entry level to facilitate pre-merger mobility.
- **Rationale:** Job roles have converged due to IT modernization (CSI, Finacle, Parcel Network), requiring unified competencies.



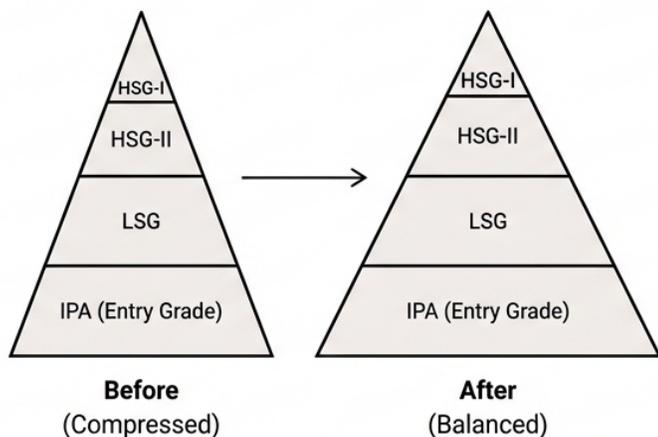
The Core Proposal

- **Unification:** Merger of PA and SA cadres into a single unified structure.
- **Designation:** New nomenclature "India Post Associate" (IPA) encompasses all three functional wings (PO, RMS, CO/RO).
- **Integration:** Vertical and horizontal integration of promotional grades (HSG-I, HSG-II, LSG).

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Adoption of a Pyramidal Grade Ratio

RMS Structural Improvement



New 'Golden Ratio' Target

1 : 3 : 9 : 27

1 - HSG-I
3 - HSG-II

9 - LSG
27 - IPA (Entry Grade)

Key Metrics

- **Target Supervisory Ratio:** 31.58% of total cadre strength.
- **RMS & CO/RO Uplift:** Increasing supervisory strength to 16.66% specifically to correct historical neglect.

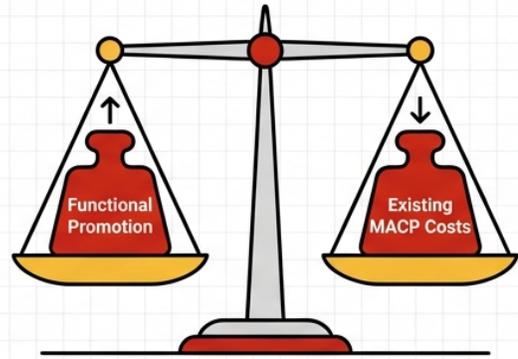
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Financial Neutrality and Post Rationalization

1,565 Posts

Up-gradation from Time Scale to Supervisory Grades

- RMS: **1,404** posts
- CO/RO: **161** posts



Neutrality Argument

Revenue Neutral: Costs are offset by the utilization of officials already drawing higher pay levels under MACP. We are converting "financial upgradation" into "functional promotion".

"The proposed framework is functionally justified and financially neutral... it aligns with DoPT/DoE norms."

Functional Justification: Railway Mail Service (RMS)

Moving from traditional sorting to technology-driven Logistics.



Hubs & NSH

Handling sensitive mail, passports, and parcels requires accountability beyond the Time Scale level.



Network Optimization

New roles in Parcel Network Optimization and Road Transport Network (RTN) require decision-making authority.



Administrative Oversight

Head Record Offices and Divisional Offices need supervision for sensitive matters like vigilance and accounts.

Functional Justification: Circle & Regional Offices (CO/RO)

Mini Directorate



Roboto Slab

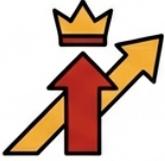
**Proposed Ratio: 1 Supervisor
for every 6 Clerical Posts**

Critical Branches Requiring LSG-Level Accountability

- ✓ • **Vigilance & Legal:** Handling sensitive court cases and disciplinary matters.
- ✓ • **Recruitment:** Managing large-scale staff intake processes.
- ✓ • **Procurement:** Oversight of financial tenders and contracts.
- ✓ • **Problem: Current 1:10+ ratio** dilutes control and delays decision-making.

Restructuring High-Level and Entry-Level Supervisory Grades

Addressing the Top: HSG-I (NFG)



Recommendation to earmark 25% of HSG-I posts as Non-Functional Grade (NFG).

Insight: Purpose: To prevent stagnation at the highest supervisory level.

Strengthening the Base: LSG Structure



20–30% of LSG posts designated as LSG-SIPAs (Senior India Post Associates).

Insight: Purpose: To create a steady feeder pool and ensure experienced officials handle key desk responsibilities.

Stage-wise Implementation Plan

Initial Parity



Fill the 1,565 new/upgraded posts immediately from existing RMS and CO/RO feeder grades.

Expedited Filling



- Temporary downgrading of unfilled HSG-I/HSG-II posts.
- One-time relaxation of eligibility service by 50% (e.g., 3 years instead of 6).

Final Adjustment



Adjust remaining unfilled supervisory vacancies against IPA vacancies to maintain total sanctioned strength.

Fixation of Inter-se Seniority

1. Pre-Merger Action:



- Fill the initial **1,565 posts** from respective streams (RMS/CO/RO) before merger to ensure fairness for current staff.

2. Post-Merger Integration:



- Preparation of **Combined Gradation Lists** for LSG, HSG-II, and HSG-I after the merger is effective.

3. Future Recruits:



- Seniority to be determined **purely by merit** in the common recruitment exam and year of allotment.

4. Regulatory Oversight:



- Modalities to be finalized by SPN Section/Directorate based on DoPT guidelines.

Unified Recruitment & Mission Karmayogi Training

Recruitment Rules (RRs)



- Revision to provide a single entry point: India Post Associate.
- Common eligibility criteria for all three streams.

Training Strategy



- Induction: Common foundation course for all IPAs.
- Mobility: Role-specific modules at Workplace Training Centres (WTCs) upon transfer between wings (e.g., PO to RMS).

Goal: To build Inter-operability and multi-domain competence.

Redefining Supervisory Roles



New Norms:

- **Measurable Targets:** Supervisors will carry specific operational targets.
- **Focus Areas:** **Integrated Delivery Centres** (IDCs), **Day Definite Delivery** (DDD), **Next Day Delivery** (NDD).
- **Rationale:** Technology-integrated logistics is labour-intensive; supervisors must contribute directly to efficiency.

Strategic Benefits of Harmonization

For the Organization

- **Unified, flexible workforce** (inter-operable across streams).
- **Reduced administrative cost** (single set of records/seniority lists).
- **Future-ready structure** for the Parcel/Logistics market.

For the Employees

- **Parity:** Equal footing across Postal, RMS, and CO/RO.
- **Progression:** Faster promotions and reduced stagnation.
- **Financials:** Pay progression finally matches functional responsibilities.