

**FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
(Central Head Quarters)**

**T-24, Atul Grove Road, New Delh-110001**

No. FNPO/HSG-II/Recruitment Rules

dated 25.04.2023

To  
Sri Alok Sharma,  
Hon'ble D G Posts,  
Department of Posts,  
Dak Bhawan,  
New Delhi -110001.

Respected Sir,

Sub: - Comments on Draft/Amendments to Recruitment Rules of HSG II Cadre – Reg.

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In connection with Draft Recruitment Rules of HSGII vide Directorate Letter No. X-4/1/2023-SPN-II dated 03-04-2023 it is to submit the comments and opinion on behalf of FNPO.

In fact my union/federation welcomes the proposal of promotions thru examination but at the same time it is to express the descent/comments on the following issues for redressal and to conduct a meeting with the stake holders to explain the views in details before finalizing the Recruitment Rules.

**Promotion through Seniority cum Fitness:** After Cadre Restructure numerous vacancies of LSG were filled. It has been requested to reduce the minimum qualifying service for promotion to HSG-II and HSG-I Cadres.

Previously minimum service from LSG to HSG-II was 3 years and HSG-II to HSG-I was 2 Years, but it has increased as 6 years and 5 years respectively. No positive orders were received in this regard.

**Track Record of Promotion through Examination :** In the Past there was an examination to LSG Cadre with name Fast Track Promotion, the examination was conducted for few years only. But due to the reasons known only to the administration the examination was stopped.

After few years Postmaster Cadre was created with separate set of Recruitment Rules. Good Career progression was assured through the letters from the Directorate. Many officials succeeded in the examination and have taken the responsibility of heading the big offices but all their career progression promises were ruined and they were deprived of their legitimate options. Afterwards that Postmaster Cadre was merged to the General Line, even in the merger process they were deprived of their legitimate option of Notional Pay Fixation from date of Notional Pay Fixation which was initiated by the department itself. They were given with Notional Promotion but deprived of the Notional Pay Fixation.

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The operative staffs are of the aggression and opinion that the department had not made and continued the fair deals with regard to the promotion options of Operative Cadre.

**Discriminating of Operative Staff with regard to Promotions and Career Progression:**

In fact there were 2 undefined lines of promotions in department, in the name of Administrative Line and General/Operative Line. In any healthy organization there should not be separate lines, when it comes to the issue of Promotions, but to the unfortunate of the Operative staff, who nurture business in field, the career progression/promotions have been dealt separately for Operative Staff and Administrative. Details are given below.

1. Before 5<sup>th</sup> Pay Commission the pay scales of LSG Official and Inspector Posts were same. Consequent on implementation of Technology and Business Targets the work and business pressure was increased from LSG to higher Cadre in operative line but the Pay Level of LSG Officials was the stagnated but the pay level of Inspector Posts was recommended for a jump from Rs.2800 to Rs.4600
2. In operative Line HSGII is a Non\_Gazetted Group B Level with Grade Pay Level of 4200 but the same Non\_Gazetted Group B Cadre IP in administrative line is with 4600 Grade Pay Level
3. In Operative Line HSG-II Official with 4200 Level pay will get next promotion with 4600 Pay Level but in the same Non\_Gazetted Group B Level. But at the same time IP will get promotion from Non\_Gazetted Group B to Gazetted Group B promotion as ASP
4. In Operative Line HSG-I Official with Non Gazetted Group B will get promotion of NFG which is Nonfunctional with equivalent pay level of 4800/- but again in same Non Group B Cadre. Where as in Administrative Line the ASP will be promoted to equivalent pay level of 5800 Grade to either PSS Group B or will get 5800 Grade Pay Level after completion of 4 years of service.

The puzzle in the minds of Operative staff is, why these two lines of promotion have been setup and maintained for Operative staff and Administrative Staff discriminating the operative staff since years. Why Common Gradation Lists have not been maintained for example why Common Gradation lists could not be maintained for Non Gazzetted Posts Group B Posts of HSG-II and Inspector Posts.

**Gazetted Status to HSG-I :** Many of the HSG-I Vacancies are with the responsibility of DDO. Every Financial transaction happens in the Department under the name and responsibility of DDO. In the recent times the works related to PLI/RPLI CPCs were also added and placed DDOs as Heads of the CPC. The same PLI/RPLI work when carried out by the Sub Divisional Heads and Divisional Heads there were given with Incentives and Honorarium but when the work is decentralized to HSG-I/DDO all those benefits were cut off. Still HSG-I is under Non\_Gazetted Cadre. In many other departments and even in our department posts without financial responsibility and less work nature were with Gazetted Status.

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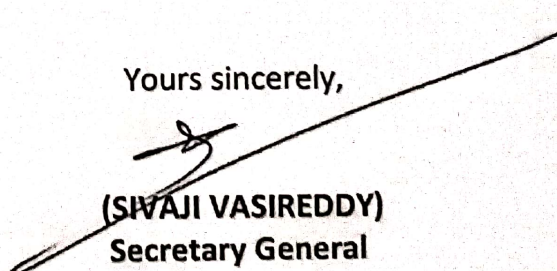
The surprising phenomenon happening in the Departments of Posts as observed from Annual Reports is that Operative Posts/Promotion chances are decreasing and Administrative Posts/Promotion chances are increasing. Equality is not being maintained; in general it is not the move of forwarding organization which has been tagged as loss making.

**Concisely views of my Federation/Unions are as follows.**

- 1. My Federation/Union welcomes the promotion through examination. But not from LSG to HSG-II it mean in hierarchical promotions.**
- 2. Common Career Progressions/promotions to be maintained through a single line.**
- 3. All the HSG-I Posts to be identified as Gazatted.**
- 4. There should not be restriction with number of Posts, identification of posts with regard to Non Functional Promotion from HSG-I**
- 5. NFG Posts should get automatic up gradation of Pay to next level as in case of ASPs were given after completion of 4 years.**
- 6. The minimum qualifying service for promotion from LSG to HSG-II and HSG-II to HSG-I to be reduced and RRs before 2010 to be followed.**
- 7. Amendments to RRs of HSG-II, HSG-I, NFG HSG-I and other related issued to finalize in a Comprehensive mannerly.**

**My federation is very much particular and committed about the Promotions to staff without different lines and discriminations. In this connection it is to request that proposed amendment of HSG-II draft recruitment rules may please be dropped immediately and a meeting may please conduct with the entire stake holder with this agenda exclusively to resolve the issues related Recruitments Rules of LSG, HSG-II and HSG-I at once.**

Yours sincerely,

  
**(SIVAJI VASIREDDY)**  
**Secretary General**

Copy to:

- 1. The Member (P), Dak Bhawan, New Delhi-110001 for information and with a request to take immediate necessary action.**