

No.1-01/2024-WI&Sps
Government of India
Ministry of Communications
Department of Posts
(Welfare & Sports Section)

Dak Bhawan, Sansad Marg,
New Delhi – 110001
Date: 22.12.2025

Subject: Revision in Welfare Schemes for Departmental Employee/GDS.

I am directed to inform that during the 13th Meeting of the Postal Services Staff Welfare Board (PSSWB) held on 11.11.2025 at the Conference Hall, Block No. 10, Jodhpur Hostel, New Delhi, under the Chairmanship of the Hon'ble Minister of Communications, various amendments/revisions in the following welfare schemes have been agreed to by the board w.e.f. 1st April, 2026.

I. Financial Assistance (FA) in case of Death of Departmental Employees

The enhancement in this regard will be as follows:

Sl. No.	Scheme	Existing Provisions (letter No. 2-1/2001-WI/Sports dated 26.04.2002, No. 1-01/2009-WL/Sports dated 19.03.2013, No. 1-3/99-WL/SPT dated 1.06.2000, letter No. 1-01/2017-WL&Sports dated 31.01.2018)	Revised Provisions
1.	Immediate death relief	Rs. 10,000/-	Rs. 25,000/-
2.	Death due to accident while on duty	Rs. 15,000/-	Rs. 35,000/-
3.	Death due to attack by Robbers, terrorists, riots etc. while on duty	Rs. 75,000/-	Rs. 1,10,000/-

Sunits

4.	Death due to attack by Robbers, terrorists, riots etc. while not on duty	Rs. 15,000/-	Rs. 35,000/-
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II. Financial Assistance in case of proven exceptional hardship relating to serious illness and major surgical operations:

The financial assistance has unanimously been increased by PSSWB in case of both DE and GDS to provide more substantial support to employees facing prolonged illness, surgical operations, or major surgery. The enhancement in this regard will be as follows:

Schemes		Existing Provisions (Dte. letter no. 15-43/92-WL&Sports dated 2.9.92. ii) Letter No. 10-31/98-WL&Sports dated 11.3.99, iii) Letter No. 19-31/2012-WL/Sps dated 17.09.2013 and 20-09/2019-Wl&Sps dated 11.09.2024)	Revised Provisions
Prolonged and Serious illness/major surgeries	Departmental Employees	Rs.10,000/-	Rs.15,000/-
	GDS	Rs.22,000/-	Rs.30,000/-

III. Modification in incentive/scholarship Schemes:

(a) Five awards are admissible for children of a Departmental Employee.

The enhancement in this regard will be as follows:

Sl. No.	Minimum Aggregate in 10 th and 12 th Standard	Position	Amount (Rs.)	
			Existing Provisions (letter no. 15016-1/86-WL&Sports dated 30.07.1990 and letter No. 1-01/2017-WL&Sports dated 31.01.2018)	Revised Provisions
1.	90%	1 st	Rs. 6000/-	Rs. 9000/-

Units

2.	90%	2 nd	Rs.4800/-	Rs.7200/-
3.	90%	3 rd	Rs.4200/-	Rs.6300/-
4.	90%	4 th	Rs.3600/-	Rs.5400/-
5.	90%	5 th	Rs.3000/-	Rs.4500/-

Note: The incentive should be awarded to the first five highest percentage children from the applications received subject to the condition that the student must secure minimum 90% marks in all the subjects. However, a circle where any prize for any position could not be awarded due to non-availability of eligible children (with minimum 90% marks), they may ask for applications up to 80% in order to facilitate children in top 5 positions. Remaining terms and conditions will remain unchanged.

(b) Grant of financial assistance under education scheme to the Children of Departmental Employees.

The enhancement in this regard will be as follows:

Stream/Degree/Diploma Courses	Existing Provisions (letter No. 13-1/93-WL & Sports dated 20.5.1993, letter No. 1-01/2009-WI/Sports (Vol-II) dated 19.03.2013 and letter No. 1-01/2017-WL/Sports dated 31.01.2018)	Revised Provisions
IIT, AIIMS and IIM	Rs. 1000/- per month	Rs. 1500/- per month
Medical/Technical Education/PG:		
Degree	Rs. 800/- per month	Rs. 1200/- per month
Diploma	Rs. 300/- per month	Rs. 450/- per month
Non-Technical Degree		
BA/B.Sc/B. Com/Degree in fine Arts.	Girl students undergoing Graduation in any field with a minimum of 60% aggregate marks in Class 12 th @ Rs. 250/- per month	Girl students undergoing in any fields irrespective of minimum

Sumits

		percentage @ Rs. 375/- per month (If any girl eligible for multiple scholarship, the higher will be paid)
ITI Certificate Courses	Rs. 1400/-per annum	Rs. 2100/- per annum

List of technical degree and diploma courses attached in Annexure- A.

- i. The requirement of securing at least 50% marks in the annual/semester examination for renewal of technical scholarships shall continue, and scholars/students must not receive similar assistance from any other source.
- ii. Scholarships will be granted only for the current academic year. and students who have qualified their college/university examinations are required to submit a certificate duly endorsed by the Head of the Institution.
- iii. Separate applications must be submitted for each ward, and fresh/first time applicants must attach their 12th (or equivalent) mark sheet.

(c) Scholarship to SC/ST/OBC employees for Deptt. Exam and Higher Education:

The scholarship will cover a specified amount of tuition fees, books, or other related expenses (as a one-time grant). The enhancement in this regard will be as follows:

Scheme/Examination	Existing Provisions (letter no. 24-46/90-WL/Sports dated 10.04.1991 and letter No. 1-01/2017-WL&Sports)	Revised Provisions
IPO/IRM/AAO Exam	Rs.1800/-	Rs.2700/-
Jr. Accountant/UDC etc.	Rs.1200/-	Rs.1800/-
PA, SA, Sorter etc.	Rs.900/-	Rs.1350/-
Higher Study 10 th to 12 th Class	Rs.1200/-	Rs.1800/-

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Degree/Diploma or P.G. Degree	Rs.3000/-	Rs.4500/-
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Note: The earmarked allocation for scholarships and educational assistance may be revised from 55% to 60%, if necessary.

(d) Scholarship and Transport charges to the Specially Abled Children of Departmental Employees.

The enhancement in this regard will be as follows:

Scheme	Existing Provisions (letter No. letter number 1-19/97-WL & Sports dated 17.09.1997, letter No. 1-20/1997-WL&Sports dated 17.09.1997 and letter No. 1-01/2017-WL/Sports dated 31.01.2018)	Revised Provisions
Scholarship	Rs. 500/- per month	Rs. 750/- per month
Transport (A-Class city)	Rs. 300/-per month	Rs. 450/-per month
Transport (Another city)	Rs. 250/-per month	Rs. 375/-per month

IV. Grant-In-Aid to Resident Welfare Associations:

The enhancement in this regard will be as follows:

Scheme	Existing Provisions (letter No. letter number 1-3/99-WL/Sport dated 01.06.2000 and letter No. 1-01/2017-WL/Sports dated 31.01.2018)	Revised Provisions
Financial assistance to RWA for organizing various welfare	Rs. 30/- per residential quarter per annum	Rs. 45/- per residential quarter per annum

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Additional conditions as approved by the board are attached at **Annexure-B**, all the other terms and conditions will remain the same.

V. Revision in the welfare scheme on the excursion Trip:

The enhancement in this regard will be as follows:

Scheme Provisions	Existing Provisions (letter No. letter number 19-2/90-WL&SPORTS dated 11.7.1990, letter No. 1-19/97-WL/Sp dated 2.6.2000 and letter No. 1-01/2009-WL/Sports (Vol-II) dated 19.03.2013)	Revised Provisions
Radius (in Kms.)	700 KMs Once in a year	1000 KMs (one-sided) Once a Year or 200 Kms(one-sided) Twice in a Year
Subsidy on travel cost (Upto Basic pay Rs. 65,200/-)	60%	75%

VI. Enhancing Policy and Structural Reforms in Holiday Homes:

(a) **Rent:** In the 13th meeting of the PSSWB, board has agreed to revise the rent to be charged from the occupants of the Holiday Homes for one suit only, as indicated below:

Pay Scale	Existing rates	Revised rates
B.P-Rs. 35,400/-(7 th CPC)	Rs. 40/-per day	Rs. 60/- per day

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Exceeding from B.P-Rs.35,400/-(7 th CPC)	Rs. 100/- per day	Rs. 150/- per day
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(b) **Bifurcation of total cost for upkeeping and management of suits and common rooms is as under:** The board has agreed to exceed the total cost, on upkeeping and management of suits, common rooms and petty replacement, which are indicated as below:

Revision in sub para-vii,viii & ix of para-III of Guidelines of holiday homes	Existing Provisions (letter No. letter dated No. 1-1/2017-WL/Sports dated 12.03.2019)	Revised provisions
Total cost of furniture and essential equipment for common room	Rs. 70,000/-	Rs. 1,00,000/-
Total cost of furniture, utensils, crockery etc. for each suit	Rs. 50,000/-	Rs. 75,000/-
Total cost on petty replacement like electricity and water	Rs. 5000/-	Rs. 7500/-

VII. All the other existing terms and conditions will remain unchanged.

Sunita

(Sunita)
Director (Welfare and Sports)
& Secretary of PSSWB

All Members of the Postal Services Staff Welfare Board

Copy to:

1. PS to MoC/Chairman of PSSWB
2. PS to MoSC/Co-Chairman of PSSWB
3. Secretary (Posts) / Vice-Chairperson of PSSWB

4. Director General (Postal Services), Ex. Vice Chairperson of PSSWB
5. Member, Postal Services Board (In charge of Welfare Section)
6. President, CPLO
7. Heads of Postal Circle CPMG, Madhya Pradesh Circle/ Member of PSSWB CPMG, Andhra Pradesh Circle/ Member of PSSWB CPMG, Gujarat Circle/ Member of PSSWB CPMG, Maharashtra Circle/ Member of PSSWB
8. JS&FA, Department of Posts
9. DDG (Training & Welfare)
10. Secretary, Postal Services Board
11. DDG (SR)
12. DPS (HQ) of all Postal Circles to ensure information is given to the Members.
13. Treasurer, PSSWB
14. All Circle Staff Representatives of the Postal Services Staff Welfare Board (as mentioned in the order of 18th PSSWB).
15. Staff Union Representatives: (a) Secretary General, Federation of National Postal Organization (FNPO). (b) Secretary General, Bhartiya Postal Employees Federation (BPEF)(c) General Secretary, All India Postal Employees Union Postmen & MTS
16. Co-opted members:(i) Secretary General, All India P&T SC/ST Employees Welfare Association. (ii) General Secretary, All India Gramin Dak Sevaks Union (AIGDSU).
17. Guard File

(Ankit Panwar)

Section Officer (Welfare and Sports)

Annexure - A

A list of technical degree and diploma course is given below:-

DEGREE COURSES

1. I.I.T. Courses
2. B.E. / B.Tech / B.Sc., (Engg.) (Civil, Mech. Electrical, Electronics, Metallurgical, Textile, Chemical, Computer Science, Instrumentation, Industrial Electronics, Sugar Technology, Plastic Technology, Printing Technology, Dairy Technology, Agricultural Engg., Industrial Engg., Production Engg., Fisheries Tech. Marine Engg., Engg. Design, Food Processing Tech.)
3. B.Sc. Degree (Agriculture)
4. B.Arch.
5. M.B.B.S.
6. B.V.Sc.
7. B.D.S.
8. B.Pharmacy.
9. Bachelor of Homeopathic Medicine (BHMS)
10. B.Sc. Nursing
11. B.A.M.S.
12. B.F.Sc.
13. Management (After 12th Std.)
14. I.I.M. (Bangalore, Ahmedabad)
15. All other Degree Courses in Engg./ Technology. recognized by the Director of Technical Education/UGC/ Universities/AICTE.
16. C.A.
17. M.B.A
18. M.Sc. (Computer Science)
19. MCA
20. Law
21. Architecture

DIPLOMA COURSES (After 10th)

1. All Engineering subjects (as at Sl.No. 2 of Degree Courses)
2. Diploma in homeopathy and Ayurvedic Courses.
3. Diploma in Architecture.
4. Diploma Courses in Draughtsmen
5. Hotel Management and Catering
6. Assistant Architect-ship.
7. Diploma in Commercial practice.



8. Diploma in Pharmacy.
9. Diploma in Prosthetics for & Orthotics.
10. Model Diploma Course for Technician.
11. Diploma in Textile Designing
12. Diploma in Printing Tech.
13. Interior Designing and Decorating.
14. Industrial Safety.
15. DHMS (4 years)
16. Radio Engg.
17. Diploma in Post Harvest & Food Tech.
18. Diploma in Coating Tech.
19. Diploma in Cinema / Cinematography, Sound Recording / Sound Engg.
20. Diploma in Surface Coating.
21. Indian Dairy Diploma Courses.
22. Knitting Technology.
23. All other diploma courses in polytechnics recognized by Central / States Govt.



Annexure-B

1. There should be a minimum of 200 members in the association (RWA). However, the limit of 200 members may be relaxed on a case-to-case basis by the Circle/Regional Office, taking into account the bifurcation of residents/accounts between Postal and BSNL/MTNL.
2. Two posts of the managing committee/ Governing Council shall be preferably filled with women members of the RWA. If no nomination is received from women, the post can be filled with male member.
3. The source of income of the RWA shall be: -
 - (i) Subscription and fees as laid down in the constitution and/or funds raised from time to time on specified counts.
 - (ii) Grants-in-aid from the Circle/Regional Office.
 - (iii) Donation from Government(s) or Official Bodies.
4. Chowkidar funds, if any collected by RWAs are separate from the above income and expenditure from this fund shall be audited and presented in General Body Meeting where Welfare Officer shall be present.
5. All the work of the RWA will be controlled by the concerned Divisional Head except the financial assistance provided to RWA by Circle Office/Regional Office.
6. The Governing Body/Council shall have the right to accept or reject the resignation(s) of office bearers/members and to make appointment to fill vacancies caused either due to resignation or any other reason, as under: -
 - (i) From amongst the elected member of the Governing Body to fill the vacancies of office bearers.
 - (ii) From amongst the 'regular' members of the association to fill the vacancies of Members of Managing Committee. The Governing Body can fill the vacancies for the remaining part of the term thereof subject to the condition that the total vacancies (to be filled) do not exceed or constitute 2/3rd of the total post of the Governing Body during the block year.
 - (iii) A report on filling up of vacancies etc. shall be sent to Divisional office and required to be presented for ratification in the next meeting of



the General
Body, which should be held within two months. The decision of the
General Body shall be Intimated to the concerned Divisional Office.

(iv) Any office-bearers/member of the Governing Body if
directly/indirectly involved in political activity may be removed from the
Governing Body and the concerned Divisional Office take suitable
disciplinary action under the CCS (Conduct) Rules, 1964.

7. New Governing Body should be elected after the completion of the term of the
previous Governing Body to maintain transparency.
8. Withdrawals from the bank on the condition of:
 - (i) These shall be authorized by the Joint signatures of the Treasurer and the
President or the Secretary.
 - (ii) The outgoing Governing Body will not make any withdrawal from the bank
account after date of election.
9. The Governing Body of the RWA shall refrain from affiliating or federating with
any external association, given that its membership is comprised of postal
employees.
10. Main duties of the RWA, Responsibilities of Divisional Office/Circle Office, Postal
RWA Guidelines, Powers and Duties of the Member of GC would remain the same.

