

F.No. 02-01/2018-SPB-I
Ministry of Communications
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi - 110001
December 11, 2018

To,
All Chief Postmasters General / Postmasters General

Subject:- Recruitment of GDS / Casual Labourer to the post of MTS.

Madam / Sir,

I am directed to refer to this office letter No.37-33/2009-SPB-I dated 27.08.2018 forwarding therewith Department of Posts (Multi Tasking Staff) Recruitment Rules, 2018. These RRs have enabling provisions for appointment to the post of Multi Tasking Staff (MTS) from amongst of Gramin Dak Sewaks (GDS) and Casual Labourers on the basis of seniority-cum-fitness.

2. The Recruitment Rules (RRs) of 2018 superseded the RRs notified in 2015. The age limit for appointment of GDS and Casual Labourers in these RRs of 2015 and 2018 are as under:-

	Age limit in RRs of 2015	Age limit in RRs of 2018
Gramin Dak Sewaks	50 years	No upper age limit
Casual Labourers	No upper age limit	No upper age limit

3. References have been received from a few Circles seeking clarification on the upper age limit for appointment of GDS to the post of MTS. It has been pointed out that they are finding it difficult to implement the change in RRs as the engagement of GDS is continued till the age of 65 years whereas the retirement age of MTS is 60 years.

4. F.R. 56 (a) *inter alia* provides as under:-

"Except as otherwise provided in this rule, every Government servant shall retire from the service on the afternoon of the last day of the month in which he attains the age of sixty years"

5. Engagement of GDS is outside the regular civil service. However, once a person is appointed to the post of MTS, he would become a Central Government servant. Since the retirement age of Central Government employee is fixed at 60 years, a person cannot be given initial appointment after attaining 60 years of age. Therefore, a GDS or Casual Labourer cannot be appointed to the post of MTS under the aforesaid RRs of 2018 after attaining 60 years of age.

6. In this context, it is important to keep in mind the provisions relating to Departmental Promotion Committee (DPC) although these provisions are not strictly applicable in the case of GDS or Casual Labourer as their appointment to the post of MTS is not a promotion. In line with the spirit of the provisions of holding DPC, the process of considering eligibility of GDS / Casual Labourer on the basis of seniority-cum-fitness for appointment to the vacant post of MTS should be undertaken well in advance to ensure that a suitable panel is available for appointment as and when vacancy arises.

7. For example, for the vacancy year 2019, i.e. the vacancy occurring during the period 01.01.2019 to 31.12.2019, all GDSs / Casual Labourers having date of birth of 02.01.1959 or later would be eligible for consideration. If the selection process is completed well in advance, a GDS / Casual Labourer having date of birth 02.01.1959 can be appointed if a vacant post of MTS is available on 01.01.2019, although such a person will retire on 31.01.2019. In such a situation, it is for the GDS to decide whether to accept the appointment as MTS and retire on attaining 60 years of age or refuse the regular appointment to continue as GDS till discharge on attaining 65 years of age.

8. However, if the selection process is carried out in February 2019 or thereafter, a GDS / Casual Labourer having date of birth 02.01.1959 would be considered and can be recommended if found fit but cannot be appointed as he would have already crossed the retirement age of 60 years for Government servant thereby depriving him /her legitimate due. This may lead to litigation, which is avoidable.

9. Hence, it is imperative that selection process for filling up of the vacancies arising during the vacancy year 2019 (vacancy period 01.01.2019 to 31.12.2019) is completed before 31.12.2018. Further, selection process to fill up vacancies till 2018 vacancy years may be completed first if not done so far.

10. Action may be taken to fill up the posts of MTS on the above line.

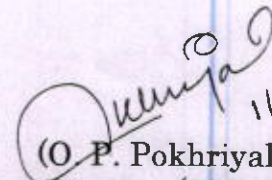
Yours faithfully,



(Satya Narayana Dash)
Assistant Director General (SPN)
Tel: 011 – 2309 6038

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(O. P. Pokhriyal)
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