

No. 19-12/2025-GDS  
भारत सरकार /Government of India  
संचार मंत्रालय /Ministry of Communication  
डाक विभाग /Department of Posts  
(जीडीएस अनुभाग) /GDS Section

डाक भवन, संसद मार्ग,  
Dak Bhawan, Sansad Marg,  
नई दिल्ली /New Delhi – 110001.  
Dated: 18-06-2025

To

All Heads of Circles  
All Heads of Regions

Subject: Dismissal of the claim of GDS for Gratuity under Payment of Gratuity Act, 1972 heard before the Asst. Labour Commissioner (Central), Vijayawada filed by Sh. Chintalapudi Balayogi & 166 Ors, A.P circle reg.

Sir/Madam,

Attention is drawn to the orders dated 22.05.2025 (copy enclosed) of the Controlling Authority under the Payment of Gratuity Act, 1972 & Asst. Labour Commissioner (Central), Vijayawada, on the above subject, wherein the commission vide orders dated 22.05.2025 has dismissed the claim of GDS for Gratuity under Payment of Gratuity Act, 1972, citing the Supreme Court judgments on the issue. I am hereby directed to request you to disseminate the same to all concerned for information and reference in dealing with such matters.

Encl: as above

भवदीय/Yours faithfully

Digitally signed by  
Anand Singh

Date: 18-06-2025

(आनंद सिंह) (Anand Singh)

सहायक निदेशक /Assistant Director (GDS)

दूरभाष /Tel. No. 011-23096629

ईमेल/Email : adggds426@gmail.com

**BEFORE THE CONTROLLING AUTHORITY UNDER THE PAYMENT OF GRATUITY ACT,  
1972 AND ASSISTANT LABOUR COMMISSIONER (CENTRAL), VIJAYAWADA**

**PRESENT**  
**RAVINDER DUHAN**  
Controlling Authority under the P.G.Act, 1972 &  
Assistant Labour Commissioner (Central),  
Vijayawada

P.G. Application No. 36/ 51 to 77, 81 to 85, 87 to 90, 92 to 96, 98, 100 to 112, 117 to 119, 121 to 128/2024-ALC/VJA

P.G. Application No. 36/ 1 to 4, 7, 8, 10, 11.13, 15 to 26, 28 to 34, 37 to 47, 50 to 52, 55, 56, 59, 61, 64 to 73, 75, 76, 78, 80 to 86, 88, 89, 92, 93, 95, 99 to 106, 110 to 112, 116 to 120, 125 to 127, 131 to 136, 138, 141 to 143, 149, 153/2025-ALC/VJA

**Between**

S. No	Claim No.	Samadhan ID No.	NAME AND ADDRESS OF THE APPLICANT
1	51/2024	300103335	CHINTALAPUDI BALAYOGI, RETIRED GDS PACKER, 10-103, REVENUE COLONY, KOTHAPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533223
2	52/2024	300103338	PALLI NAGESWARARAO, RETIRED GDS MC DA, PALLI NAGESWARARAO 1-180, PEDAPETA VADAPALEM KOTHAPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533223
3	53/2024	300103375	MUMMIDIVARAPU VEERANJANEYULU, RETIRED GDS MC MD, 1-56, GOLLA VEEDHI, AMBAJIPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533239
4	54/2024	300103377	PINIPE SATYANARAYANA MURTHY, GDS MD, 11-101, INDIRAMMA COLONY, TAPESWARAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533308
5	55/2024	300103382	AKELLA SUBBALAKSHMI, RETIRED G D S BRANCH POSTMASTER, 1-26, BRAHAMANA VEEDHI IRUSUMANDA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533239
6	56/2024	300103384	CHALLABATHULA ABBULU, GDS PKRMC, 4-54, AMBEDKAR VEEDHI, KAPILESWARAPURAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533309
7	57/2024	300103393	CHAPPIDI PULLAM SETTI, 1-115 SIRIPALLI, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211.
8	58/2024	300103400	PULIDINDI VERRIYYA, RETIRED GDSMD, 1-66/1 SHIVALAYAM STREET, PALIVELA, KOTHAPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533229





9	59/2024	300103401	MEDIDA VENKATA LXMANA PRABHAKARA RAO, GDSMD, 1-75, PEDDA VEEDHI, KONDUKUDURU, AINAVILLI MANDAL, DISTRICT: KONASEEMA, STATE: ANDHRA PRADESH - 533211
10	60/2024	300103424	PINIPE PALLARAO, RETIRED GDS MC PACKER, 3-68 PETTAVARI PETA, PASUPALLI VANAPALLI, AMBAJIPETA MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533228
11	61/2024	300103430	THARITLA JEEVARATNAM, RETIRED GDS ASSISTANT BRANCH POST MASTER A B P M, 2-97, THARITLA VARI PETA, BILLAKURRU, KOTHAPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533228
12	62/2024	300103436	MANTHA PRABHAKARA SASTRY, RETIRED GDS BPM, 1-114, BRAHMANA STREET, VAKKALANKA, MUKKAMALA, AMBAJIPETA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533241
13	63/2024	300103482	MATTAPARTHI SANAKARA VENKATA NARAYANA RAO, RETRIED GDS BRANCH POSTMASTER BPM, D.NO.5-528, PITANI VARI PALEM, AMALAPURAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533201
14	64/2024	300103520	SARASA SURYANARAYANA MURTHY, RETIRED G D S ASSISTANT BRANCH POST MASTER A B P M, 1-41/A, RAJULA VEEDHI NEDUNURU, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
15	65/2024	300103556	KODURI SATYANARAYANA, GDS BPM, 2-136, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 534313
16	66/2024	300103603	GUNPENA SAMBAMURTHY, DESIGNATION: EDMCEDDA, 1-118, DEVI CENTER, VEERAVALLIPALEM, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 53321
17	67/2024	300103626	REVV ELIAH, RETIRED GDS MC RAGHAVAPURAM BO, 5-144, KOTIKESAVARAM, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 533290
18	69/2024	300103803	RAPAKA DEVA VARA KUMAR, RETIRED GDS BRANCH POSTMASTER, 1-46, DISTRICT: ALLURI SITHARAMA RAJU, ANDHRA PRADESH - 533284
19	70/2024	300103859	GUTHULA VENKATARAMANA, GDMCPACKER, 1-54, RAMALAYAM VEEDHI SIRPALLI VILLAGE, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
20	71/2024	300103865	SHAIK RAJA SAHIB, GDSBPM MD, 2-170, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 534313
21	72/2024	300103877	V S SUBRAHMANAYAM, G D S BRANCH POST MASTER, 2-16, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533228





22	73/2024	300103898	DULLA NAGESWARARAO, GDS ABPM, 14-102, LLALALAKSHMI JANARDANA SWAMY COLONY, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 533125
23	74/2024	300103909	PITTA SANKURUDU, GDS DA, 9-233, TUUMU CENTER, MUKKAMALA, PERAVALI MANDAL, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 53433
24	75/2024	300103910	GARIMELLA SITARAMA SARMA, RETIRED G D S B P M, 1-87 AMMAVARI GUDI VEEDHI, NARENDRAPURAM, P GANNAVARAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533229
25	76/2024	300103917	MORAMPUDI BRAHMASWAMY, GDS AMPMMD, 4-87, VILLASA, AINAVILLI MANDALAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533577
26	77/2024	300103940	K CH SUBBA RAO, GDS ABPM, 12-72-6, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534211
27	81/2024	300104096	N VIJAYA BALA, RETIRED GDS BRANCH POSTMASTER, 1-95, KARANAM GARI STREET, KOMARRU, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534134
28	82/2024	300104167	CH VVS CHOWDARY, RETIRED GDS VELPUR SO, H NO 18-31, RAMA STUDIO STREET, POST OFFICE UPSTAIRS, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534222
29	83/2024	300104173	POLISETTI RAMARAO, GDS BPM, 3-107, KONDUKUDURU LANKA, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
30	84/2024	300104175	AKELLA SATYANARAYANA MURTY, GDSBPM, H NO 1-120/1, KOMANAPALLI, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533219
31	85/2024	300104177	ADDANKI SAMBAIAH, GDS ABPM, ATMAKUR, DISTRICT: SPSR NELLORE, ANDHRA PRADESH - 524322
32	87/2024	300104184	YAGANTI SATYANARAYANA, AGBPM, 6-47, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 534313
33	88/2024	300104310	DUMMULA JYOTHAMMA, RETIRED BRANCH POST MASTER, 4-56, NELLIPUDI, DISTRICT: ALLURI SITHARAMA RAJU, ANDHRA PRADESH - 533285
34	89/2024	300104347	MUSHINI TRIMURTHULU, RETIRED GDS BRANCH POST MASTAR, 5-55/1, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533216
35	90/2024	300104361	UNDRAJAVARAPU SUVARNA RAJU, RETIRED GDS ABPM, 1-24, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534222
36	92/2024	300104453	NAMA VENKATA RAMANA, GDS BPM, 4-93/A MARLAVA VILLAGE, PEDDAPURAM MANDAL, KAKINADA, DISTRICT: KAKINADA, ANDHRA PRADESH - 533437





37	93/2024	300104463	ALLAVARAPU NOOKARAJU, GDS ABPM, 6-186, COLONY, RAMACHANDRAPURAM VILLAGE, KIRLAMPUDI MANDAL, DISTRICT: KAKINADA, ANDHRA PRADESH - 533437
38	94/2024	300104498	VENNAPU SATYANARAYANA, GDS ABM, 1-58, PLLAPU STREET, MALLAMVILLAGE, PITHAPURAM MANDAL, DISTRICT: KAKINADA, ANDHRA PRADESH - 533433
39	95/2024	300104566	BEJAVADA MOHAN RAO, RETIRED GDS ABPM, 2-67 POST OFFICE ROAD DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534222
40	96/2024	300104591	KARNATI VENKATESWARLU, RETIRED GDS ASSISTANT BRANCH POST MASTER, 2-128, DISTRICT: ALLURI SITHARAMA RAJU, ANDHRA PRADESH - 533350
41	98/2024	300104833	KANNIDI RAJARAO, EDMCEDDA, 9-129, KANNIDI VARI PETA, SANAPALLI LANKA, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
42	100/2024	300104958	MASABATTULA SANKARA RAO, RETIRED GDS ABPM, 22-16, AMBEDKAR COLONY VELPUR, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534222
43	101/2024	300105030	KUKKALA SATYANARAYANA, DAK SEVAK MAIL CARRIER, 1-30, Y.RAMAVARAM, DISTRICT: KAKINADA, ANDHRA PRADESH - 533483
44	102/2024	300105067	KONKI BHASKARARAO, GDSMD, 3-30, VARA VARI PETA, TOTHARAMUDI, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
45	103/2024	300105069	JAMJAM SATYANARAYANA, GDSMC, 7-1, PEDAPALEM, TOTHARAMUDI, AINAVILLI MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533211
46	104/2024	300105122	GAVARLA BABJI, RETIRED GDS PACKER, 1-24/1A, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533351
47	105/2024	300105124	RUDRARAJU SATYANARAYANA, RETIRED EDMC COM DA, 1-1, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 507129
48	106/2024	300105129	SURINENI RAMAKRISHNA, RETIRED ABPM, 1-2-2, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 507111
49	107/2024	300105262	PIDUGU CHAKRADHARARAO, GDS BPM, 2-173, DISTRICT: KAKINADA, ANDHRA PRADESH - 533437
50	108/2024	300105265	ADAPA GANGADARARAO, GDS BPM, 2-173, JAGGAMPETA KOTHURU, JAGGAMPETA, DISTRICT: KAKINADA, ANDHRA PRADESH - 533435
51	109/2024	300105269	ADDANI MARY SAROJA, BRANCH POST MASTER, 5-144, KOTHA PETA, VTC: DOWALAISWARAM, DISTRICT : EAST GODAVARI, ANDHRA PRADESH - 533125



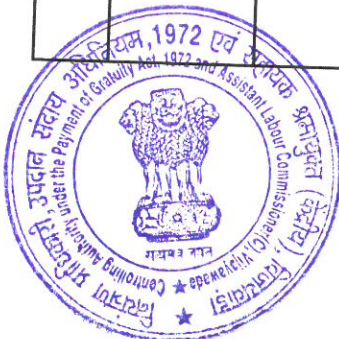


52	110/2024	300105301	ALLAVARAPU SATYANARAYANA MURTHY, RETIRED GDS PACKER MC, 6-1-109B, MIRRAPAKAYALA VEEDHI, PITHAPURAM, DISTRICT: KAKINADA, ANDHRA PRADESH - 533450
53	111/2024	300105329	NALLAGULLA PRATAP, RETIRED GDS BRANCH POST MASTER, RUDRAMKOTA VELAIRPADU MANDAL WG DIST AP, 20-5-94, CONTRACTORS COLONY, NEW PALVANCHA, DISTRICT: BHADRADRI KOTHAGUDEM, STATE: TELANGANA - 507115
54	112/2024	300105342	CHADARAM THRINADHA VARA PRASADA RAO, GDS BPM, 14-90 POST OFFICE VEEDHI, GAVARLAPALEM, RELANGI, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534217
55	117/2024	300105686	MUGADA SATYANARAYANA, RETIRED EDTA COM MC, 2-128, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 507134
56	118/2024	300105708	KONAKALLA PEDA VENKATRAO, GDSMC, 2-104 GARUVU PENUMANTRA, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534124
57	119/2024	300105719	KURSAM KRISHNA MURTHY, RETIRED GDS BPM, 1-128, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 507129
58	121/2024	300105743	KUCHIMANCHI KATAMRAJU, RETIRED GDS BPM VAJRAKUTAM BO KATHIPUDI SO, 3-38, POST OFFICE VEEDHI, KATHIPUDI, DISTRICT: KAKINADA, ANDHRA PRADESH - 533444
59	122/2024	300105745	DAARLA SANYASI RAO, GDS MC MD, 1-221, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 533289
60	123/2024	300105753	KARNEEDI DHANAMJAYARAO, RETIRED GDS BPM DURGADA BO CHEBROLU SO KAKINADA DIVISION, - 93, MERAKA VEEDHI, DURGADA, DISTRICT: KAKINADA ANDHRA PRADESH - 533449
61	124/2024	300105784	MUVVALA KRISHNA, EDMCDA, 1/106 BADADANAMPALLI VILLAGE RAJAVOMMANGI MANDAL, DISTRICT: ALLURI SITHARAMA RAJU, ANDHRA PRADESH - 533436
62	125/2024	300105845	KAKILETI VIJAYA KUMAR, GDS MCPC, 12-53, RAMAKRISHNA NAGAR, UNDRAJAVARAM, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534216
63	126/2024	300105851	KRUTHIVENTI RAM PRASAD, GDS BPM, 2-188, DISTRICT: KRISHNA, ANDHRA PRADESH - 534281
64	127/2024	300106029	PARAMKUSHAM BALAKRISHNA, RETIRED ABPM, 3-314, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 507135
65	128/2024	300106189	KONDAVEETI NAGESWARA RAO, RETIRED ABPM, 3-128, DISTRICT: KRISHNA, ANDHRA PRADESH - 521122
66	1/2025	300106525	ABBURI BASAVA NAGESHWA RAO, RETIRED ABPM, 6-9, MULAPADU, DISTRICT: NTR, ANDHRA PRADESH - 521456





67	2/2025	300106617	AKULA VEERA VENKATA SATYANARAYANA, RETIRED GDSMD, 3-165, MUSALA RAMALAYAM VEEDHI RAVULAPALEM, DISTRICT:KONASEEMA, ANDHRA PRADESH - 533238
68	3/2025	300106624	VENDRA SATYANARAYANA, EDMCDA, 17-22 PENUGUNDA, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534320
69	4/2025	300106634	JITTUKA RAMARAO, GDSMCDA, 7-14/1 KODAMANCHILI, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534269
70	7/2025	300106881	DBVL ANNAPURNA, RETIRED GDS BRANCH POSTMASTER, PLOT NO 17, TIRUMALA COLONY PHASE II, DISTRICT: MEDCHAL MALKAJGIRI, TELANGANA - 500078
71	8/2025	300106943	YANDRATHI PRAKASAM, GDS BRANCH POST MASTER, MUKTYALA, DISTRICT: NTR, ANDHRA PRADESH - 521457
72	10/2025	300107301	BALLA VEERA MALLESWARARAO, GDS BPM, 4-23, SAI BABA TEMPLE STREET, VILASAVILLI, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533213
73	11/2025	300107304	MYGAPULA SUBRAHMANYESWARA VARA PRASAD RAO, ED GDS BRANCH POST MASTER, 2-97, OLD POST OFFICE STREET, BEHIND PANCHAYITHI, DAGGULURU, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534250
74	13/2025	300107423	V USHA RANI, DAKSEVAK, 27-6-2/3, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534211
75	15/2025	300107514	KONA SITHA RAMA VARA PRASAD RAO, GDS MDMC, 1-104, PALLALAMMA TEMPLE, PEDAMIRAM, KALLA MANDAL, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534204
76	16/2025	300107653	GUTTULA SANKARA RAO, GDS BPM, 1-150, INDHUPALLI, VIA- BANDARULANKA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533221
77	17/2025	300107692	DUTTA PANDU RANGARAO, DESIGNATION: RETIRED DAK SEVAK, S/O D RAMA SWAMY, 61-13-3, KRISHNAVENI ROAD, RAMALINGESWARA NAGAR, KRISHNA LANKA VIJAYAWADA, DISTRICT: NTR, ANDHRA PRADESH - 520013
78	18/2025	300107697	KAPUDASI RADHA KRISHNA, RETIRED DAK SEVAK, K.CHINNA VEERA RAGHAVULU, 8-150 F T-1, KRISHNA GODAVARI NIVAS, HANUMAN NAGAR, RAMAVARAPPADU, DISTRICT: NTR, ANDHRA PRADESH - 521108
79	19/2025	300107727	BONAM GANGA RAJU, ABPM, 4-117, PASARLAPUDI, VIA-NAGARAM, KONASEEMA, ANDHRA PRADESH - 533247
80	20/2025	300107812	VAKALAPUDI RAMAKRISHNA, RETIRED G D S B P M, 2-141 SHIVALAYAM STREET VADDIPARRU VILLAGE ATREYAPURAM MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533235





81	21/2025	300107816	AMBATI RAVISANKAR, RETIRED G D S ASSISTANT BRANCH POST MASTER A B P M, AMBATI RAVISANKAR 2-28 OC PETA VADDIPARRU P.O ATREYAPURAM MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533235
82	22/2025	300107831	MANEPALLI BHASKARA NAGARAJA RAO, RETIRED G D S B P M, 1-153 MAIN ROAD VUTCHILI P.O ATREYAPURAM MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533235
83	23/2025	300107891	BONAGIRI KRISHNA, GDS BPM, 6-93, RAJAKAPETA, VADISALERU, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533294
84	24/2025	300107198	BOLLIMUNTHA VENKATESWARA RAO, RETIRED GDS BRANCH POSTMASTER, 1 -107 CHADALAWADA VEMURU, DISTRICT: BAPATLA, STATE: ANDHRA PRADESH - 522301
85	25/2025	300108064	KONDRU JOGARAO, BRANCH POST MASTER, 12-161, DISTRICT: KAKINADA, ANDHRA PRADESH - 533429
86	26/2025	300103717	KASINA VEERA KOTESWARA RAO, GDS BPM, 4-45, MONDEPULANKA, DISTRICT: KONASEEMA, ANDHRA PRADESH -533240
87	28/2025	300107835	KANDUKURI VENKATA SATYANARAYANA RAO, RETIRED G D S B P M, 2-107 MAIN ROAD RAJAVARAM P.O ATREYAPURAM MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533235
88	29/2025	300107912	KATRALAPALLI RAMAKRISHNA RAJU, RETIRED G D S B P M, 1-154 POST OFFICE STREET ITHAKOTA P.O RAVULAPALEM MANDAL, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533238
89	30/2025	300107921	PRATHI ABBULU, DESIGNATION: GDS PACKER, 3-1, SC PETA, EAST GANUGUDEM, RAJANAGARAM MANDAL, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 533294
90	31/2025	300108034	POTHULA NAGESWARA RAO, GDS BPM, 1-09, SHERIKANKA, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533220
91	32/2025	300108770	SHAIK MOULANA DESIGNATION: ASSISTANCE POSTMASTER H NO 1-29 REPAKAGOMMU(BO), VELAIRPADU DISTRICT: ELURU STATE: ANDHRA PRADESH - 534444
92	33/2025	300108054	MARLAPUDI BALAYOGI, G D S MD MC, 1-12,PASARLAPUDI, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533247
93	34/2025	300108074	GUBBALA SATYANARAYANA, G D S ABPM, 6-222, GUBBALA VARI GROUP, LAKKAVARAM, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533242





94	37/2025	300108149	CH VENKANNA, GDS ABPM, 1/90 SETTIBALIJI RAMALAYAM STREET ,PALI, DISTRICT: WEST GODAVARI, ANDHRA PRADESH - 534225
95	38/2025	300108220	PRASADA RAO PALIVELA, RETIRED GDS BPM, 3-1-128,BRAAMANA BAZAR, BHADRACHALAM, DISTRICT: BHADRADRI KOTHAGUEDEM, STATE: TELANGANA - 507111.
96	39/2025	300108224	UJJAVARAPU IMMANIYELU, GRAMIN DAK SEVAK MAIL DELIVERER CUM MAIL CARRIER TADEPALLI B O, 1-2,TADEPALLI, KODALI, DISTRICT: KRISHNA, ANDHRA PRADESH - 521132
97	40/2025	300108235	N V L NARASIMHA RAO, 3-156, TADANKI (PO), , DISTRICT: KRISHNA, ANDHRA PRADESH - 521256
98	41/2025	300104812	PALIVELA LAKSHMI NARAYANA, RETIRED GDS BRANCH POST MASTER, H.NO.9-5-184 ADARSH NAGAR COLONY BHADRACHALAM 507111, DISTRICT: BHADRADRI KOTHAGUEDEM, STATE: TELANGANA - 507111
99	42/2025	300107499	JATHAVALLABHULA THRINADHAMURTHY, RETIRED BPM, 2-49, A.POLAVARAM, JANGAREDDY GUEDEM, DISTRICT: ELURU, ANDHRA PRADESH - 534456
100	43/2025	300108124	GODAVARI SATYANARAYANA SASTRY, GDS BPM, 1-3A, MAIN ROAD, JEELUGUMILLI, DISTRICT: ELURU, ANDHRA PRADESH - 534456
101	44/2025	300108297	NAGESWARA RAO THANIKONDA, RETIRED GDS BPM,1-94/11 BC COLYNY NANDIGAMA, DISTRICT: EAST GODAVARI, ANDHRA PRADESH - 533351
102	45/2025	300108372	N ANANDA RAO, GDS PCMC, 1-172/A, DISTRICT: ELURU, ANDHRA PRADESH - 534312
103	46/2025	300108384	NIMMU SESHAGIRIRAO, GDS MCDA, 2-4, PATA RAJANAGARAM, DISTRICT: ELURU, ANDHRA PRADESH - 534311
104	47/2025	300108394	KAPILAVAYI GOPALA KRISHNA, RETIRED GDS BRANCH POSTR, 1-67 MULAPADU VILLAGE IBRAHIMPATANAM MANDAL, DISTRICT: NTR, ANDHRA PRADESH - 521456
105	50/2025	300108756	SHAIK MASTHAN SAHIB, GDS MCDA, 1-18, DISTRICT: ELURU, ANDHRA PRADESH- 534311
106	51/2025	300108785	RAVINENI VENKATESWARLU, GDS MESSENGER, GUVVADI, SPSR NELLORE, ANDHRA PRADESH - 524236
107	52/2025	300108789	K VERRIYYA, GDS BPM, 4-193/1, SARIPALLI, DISTRICT: KONASEEMA, ANDHRA PRADESH - 533213
108	55/2025	300107511	YERRAMSETTI ESURAJENDRABABU, DESIGNATION: RETIRED DAK SEVAK, 11-14, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521131



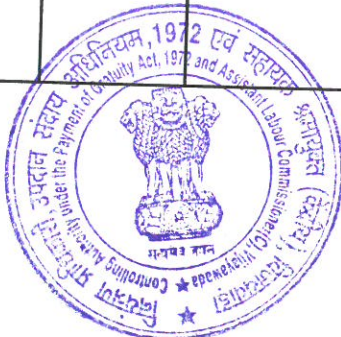


109	56/2025	300107563	KORPU KRISHNA PRASAD, DESIGNATION: GDS BPM, 1-210, NARASIMHAPURAM , KORUKNDA MANDAL, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533289
110	59/2025	300107765	G R K SESHARIRI RAO, DESIGNATION: GDS PC, 35-13-4 BANK COLONY TANUKU, DISTRICT: WEST GODAVARI, STATE: ANDHRA PRADESH-534211
111	61/2025	300107905	MAHAMMAD ISMAIL, DESIGNATION: RTD GDS, 222, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH - 524314
112	64/2025	300108392	V VARA PRASAD, DESIGNATION: BRANCH POSTMASTER, 27-3-2515, NTR NAGAR, NELLORE, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH - 524002
113	65/2025	300108578	ANANTHABOTLA KRISHNA, DESIGNATION: GDS PACKER AC NAGAR, : 26-15-479, NEAR CHURCH A.K NAGAR, KONDAYAPALEM, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH - 524004
114	66/2025	300108708	NEKKALAPUDI BALA RAMA KRISHNA, DESIGNATION: ED BPM, NEKKALAPUDI BALA RAMA KRISHNA, 1/13, URUTURU, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521157
115	67/2025	300108719	MASABATTULA SANKARA RAO, DESIGNATION: RETIRED GDS MCMD, 22-16 AMBEDKAR COLONY VELPURU, DISTRICT: WEST GODAVARI, STATE: ANDHRA PRADESH - 534222
116	68/2025	300108765	CHENJI SURYAKANTHAM, DESIGNATION: DAK SEVAK ED PACKER, 24-2-232, OPPOSITE SINDHURA NURSING HOME, SANTHINAGAR, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH-524003
117	69/2025	300108899	CHALLA SURYA KRISHNA, DESIGNATION: RETIRED GDS BPM YERRAVARAM JAGGAMPETA SO KAKINADA DIVISION, 3-97 YERRAVARAM, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH - 533435
118	70/2025	300108943	DASI TULASI RAO, DESIGNATION: GRAMEEN DAK SEVAK BRANCH POSTMASTER, 2-38, DISTRICT: WEST GODAVARI, STATE: ANDHRA PRADESH - 534340
119	71/2025	300109000	GOLLAPALLI JAKKARAI AH, DESIGNATION: ED PAKER, GANDIPALEN, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH - 524002
120	72/2025	300109009	PAPISETTI GANDHI, DESIGNATION: GDS BPM, 2-74, DISTRICT: ELURU, STATE: ANDHRA PRADESH - 534448





121	73/2025	300109075	KURILLA VENKATA SATYANARAYANA MURTHY, DESIGNATION: RETIRED G D S ASSISTANT BRANCH POST MASTER ABPM, D.NO:5-21 POST OFFICE STREET VUDUMUDI P GANNAVARAM MANDAL, DISTRICT: KONASEEMA, STATE: ANDHRA PRADESH - 533274
122	75/2025	300109166	YARLAGADDA PURNA CHARA RAO, DESIGNATION: GDSBPM, 5-93-1 KURUMADDALI, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521157
123	76/2025	300109218	BARLANKA VEERA SUBRAHMANYESWARA RAO, DESIGNATION: GDS MC, 2-16/2, UNDRAPUDI BO, PAMARRU MANDAL, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521157
124	78/2025	300109338	TAMMANA SATYAM, DESIGNATION: RETIRED GDS BPM, 1-176, TAMMANA SATYAM, FOULSKSPETA, RAMPACHODAVARAM MANDAL, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533289
125	80/2025	300109481	PILLALAMARRI SEETA RAMA LAKSHMI, DESIGNATION: RETD GDS BPM, FLAT NO : 601, GANDHI SADAN, THOTLAVALLURU ROAD, VUYYURU, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521165
126	81/2025	300109486	MUTUKUNDU THIRAPATHAIAH, DESIGNATION: BRANCH POST MASTER, ARLAPADIYA, DISTRICT: SPSR NELLORE, STATE: ANDHRA PRADESH - 524236
127	82/2025	300109497	BHAMIDIPATI SATYANARAYANA PRASAD, DESIGNATION: GDS BPM, 4-23, YSR JUNCTION, NARENDRAPURAM, RAJANAGARAM MANDAL, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533294
128	83/2025	300109520	KANCHARLA BHUPESH BABU, DESIGNATION: BRANCH POSTMASTER, 2-1, ABBARAJUPALEM VILLAGE, THULLUR MANDAL, DISTRICT: GUNTUR, STATE: ANDHRA PRADESH - 522237
129	84/2025	300109525	KORAMPALLI VEERABRAHMAM, DESIGNATION: ABPM, 1-205, DISTRICT: NTR, STATE: ANDHRA PRADESH - 521182
130	85/2025	300109542	RATNLA NAGESWARARAO, DESIGNATION: G D S MD MC, 2-21, MAIN CENTER, CHINTALAMORI, DISTRICT: KONASEEMA, STATE: ANDHRA PRADESH - 533250
131	86/2025	300109563	TUMU BALAKOTESWARARAO, DESIGNATION: GRAMIN DAK SEVAK MAIL DELIVERER CUM CARRIER MANGALAPURAM B O, 3-161 MANGALAPURAM CHALLAPALLI MANDAL, DISTRICT: KRISHNA, STATE: ANDHRA PRADESH - 521131





132	88/2025	300109944	CH MARY FLORENCE, DESIGNATION: GDS BPM, CHILLEY MARY FLORENCE DOOR NO. 103-6-38, SAI NAGAR, RAJAVOLU., DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533124
133	89/2025	300110422	KALLA ANANTHA LAKSHMI SATYAVATHI, DESIGNATION: GDS DOK SEVAK, 5-133, TALLAPUDI, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 534341
134	92/2025	300110278	DADHIRAO RAMATHARAKAM, DESIGNATION: GDS PACKER, 1 48, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH - 533407
135	93/2025	300110280	PANUTULA CHITTI SANYASI, DESIGNATION: GDS BPM, 2 53, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH - 533407
136	95/2025	300110288	BOBBARA JOGIRAJU, DESIGNATION: GDS ABPM, 9 141, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH - 533407
137	99/2025	300110707	NOKKU ABBAI, DESIGNATION: GDS ABPM, 3-7, THOKADA, RAJANAGARAM MANDAL, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533296
138	100/2025	300110779	GODASUVEMAIAH, DESIGNATION: GDS BPM, DARSIGUNTA, CS PURAM, DISTRICT: PRAKASAM, STATE: ANDHRA PRADESH - 523112
139	101/2025	300110869	BEHARA SESHAGIRI RAO, DESIGNATION: GDS BPM, 6-73, KONDEVARAM, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH - 533450
140	102/2025	300110870	TATAVARTHI SURYA BHASKARA GUPTA, DESIGNATION: GDS BPM, 3-155, VANNE CHINTALAPUDI, VIA-SAMANASA, DISTRICT: KONASEEMA, STATE: ANDHRA PRADESH - 533213
141	103/2025	300111216	VIRIYALA NARASIMHARAO, DESIGNATION: GDS BPM, 1-265/A, SINGARAMPALEM, GANDEPALLI MANDAL, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533297
142	104/2025	300111285	LOLABHATTU Y V R SREE RAMA RAJU, DESIGNATION: GDS BPM, 2-4, DISTRICT: KAKINADA, STATE: ANDHRA PRADESH-533433
143	105/2025	300111287	BANDI NAGESWARA RAO, DESIGNATION: GDS BPM RETIRED, 4-22, KARNAM GARI VEEDHI, MALLAVARAM, GOKAVARAM, DISTRICT: EAST GODAVARI, STATE: ANDHRA PRADESH - 533285
144	106/2025	300110630	GODAVARY SATYA RAYA SASTRY, DESIGNATION: ABPM, 3-11/A, DISTRICT: ELURU, STATE: ANDHRA PRADESH - 534318





145	110/2025	300107756	SHAIK MASTAN VALI, GRAMINA DAK SEVAK BRANCH POST MASTER: D.NO, 2-133, GANGANNAGUDEM, DENDULURU (M), WEST GODAVARI DISTRICT: ELURU STATE: ANDHRA PRADESH -534450
146	111/2025	300109004	NIMMU RAMA KRISHNA RAO DESIGNATION: GDS BPM 0-00 DISTRICT: ELURU STATE: ANDHRA PRADESH 534448
147	112/2025	300109223	PALAPARTHI SATYANARAYANA DESIGNATION: RETIRED GDS BPM, BO GOLLAPROLU SO KAKINADA DIVISION P. DONTAMURU DISTRICT: KAKINADA STATE: ANDHRA PRADESH 533445
148	116/2025	300113958	MD SAIDANI DESIGNATION: RETIRED GDS ABPM 9-59 DISTRICT: KAKINADA STATE: ANDHRA PRADESH 533432
149	117/2025	300114027	VADAPALLI NOOKACHARYULU DESIGNATION: DAKSEVAK MAIL CARRIER 2-122, RAJAKULA PETA, Y. RAMAVARAM DISTRICT: ALLURI SITHARAMA RAJU STATE: ANDHRA PRADESH 533483
150	118/2025	300105089	MADIRAJU KHADER BABA DESIGNATION: RETIRED GRAMEENA DAKSEVAK BRANCH POSTMASTER, 4-60 GANDHI NAGAR SHIVALAYAM VEEDHI KUKUNOOR ELURU DISTRICT STATE: ANDHRA PRADESH 534444
151	119/2025	300105097	VELURI ANJANEYA PRASAD DESIGNATION: RETIRED GDS BRANCH POSTMASTER, H.NO.6-2 AMAR AVARAM KUKUNOOR ELURU DISTRICT: ELURU STATE: ANDHRA PRADESH 534444
152	120/2025	300113359	YALLA SATYANARAYANA DESIGNATION: RETRIED GDS BPM, 2-97, RAYAVARAM DISTRICT: KAKINADA STATE: ANDHRA PRADESH 533445
153	125/2025	300108879	BUDIPITI JOHN BABU DESIGNATION: BRANCH POST MASTER H.NO.3-115, VELAIRUPADU DISTRICT: ELURU STATE: ANDHRA PRADESH 534444
154	126/2025	300111938	KOTA DANAIAH DESIGNATION: EDDA 1-0 DISTRICT: NTR STATE: ANDHRA PRADESH 521182
155	127/2025	300114596	KELELA CHINNARAO DESIGNATION: GDS PACKER MAIL CARRIER 3-44, CHINTHAKAYALAPALEM, Y. RAMAVARAM, DISTRICT: ALLURI SITHARAMA RAJU STATE: ANDHRA PRADESH 533483
156	131/2025	300115175	GUDE SATYANARAYANA DESIGNATION: BRANCH POST MASTER 1-43, K. YERRAGONDA DISTRICT: ALLURI SITHARAMA RAJU STATE: ANDHRA PRADESH 533428
157	132/2025	300115324	SHAIK AHMAD VAIL DESIGNATION: RETIRED GDS MD 5-107, NEAR MADRAS HOTEL, DISTRICT: ALLURI SITHARAMA RAJU STATE: ANDHRA PRADESH 533288





158	133/2025	300115406	MUSHINI VIJAYALAKSHMI DESIGNATION: GDS MD 12-186, KOPPISETTI VARI STREET/KOTHAPETA DISTRICT: KONASEEMA STATE: ANDHRA PRADESH 533223
159	134/2025	300115540	NIMMU SESHAGIRI RAO, DESIGNATION: GDS MCDA 2-4, PATA RAJANAGARAM DISTRICT: ELURU STATE: ANDHRA PRADESH 534311
160	135/2025	300115937	SANABOINA PAVAN KALYAN DESIGNATION: G D S ABPM 1-105, K YENGUPALLI DISTRICT: KONASEEMA STATE: ANDHRA PRADESH 533240
161	136/2025	300116099	ANIPEDDI SARADAMBA DESIGNATION: GDS BPM, 1-241, PRAGADAPALLI POLAVARAM MANDAL DISTRICT: ELURU STATE: ANDHRA PRADESH 534318
162	138/2025	300117112	KOLLURI MUTYALARAO DESIGNATION: GDS BPM 1-40 DISTRICT: ELURU STATE: ANDHRA PRADESH 534311
163	141/2025	300118188	TATINENI RANI DESIGNATION: RETIRED GDS BPM 1-123 GUDAPADU MOVVA MANDAL DISTRICT: KRISHNA STATE: ANDHRA PRADESH 521135
164	142/2025	300118619	BANDARU CHINA NARSAIAH DESIGNATION: GDS ABPM 2-45 DISTRICT: ELURU STATE: ANDHRA PRADESH 534456
165	143/2025	300118621	KUKATI NUKAYYA DESIGNATION: GDS ABPM 1-129 DISTRICT: ELURU STATE: ANDHRA PRADESH 534456
166	149/2025	300119501	KARIBANDI NARAYANA RAO DESIGNATION: ABPM GDS D.NO.17-302, PATHA POLAVARAM, POLAVARAM VILLAGE AND MANDAL, DISTRICT: ELURU STATE: ANDHRA PRADESH 534315
167	153/2025	300120815	YELUGULA NAGABHUSHANA RAO, GDS ABPM, 2-144/1, RAMALAYAM VEEDHI, CHINTALURU, DISTRICT: KAKINADA, ANDHRA PRADESH - 533446

... Applicants

And

Department of Posts, Rep. by PMG, Vijayawada/Visakhapatnam

... Respondents

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1. The above mentioned Applicants are Ex-Employees of Department of Posts, Government of India worked as Gramin Dak Sevaks (herein after referred to as Applicants) filed claim applications in Form – 'N' under Rule 10 (1) of the Payment of Gratuity (Central) Rules, 1972 requesting the Controlling Authority and Assistant Labour Commissioner (Central), Vijayawada (herein after referred to as Authority) to issue necessary directions to the Department of Posts, Government of India (Herein after referred to as Respondent) to pay them the amount of



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Gratuity as per Section 7 of the Payment of Gratuity Act, 1972 (Herein after referred to as Act). The applicants filed applications for condonation of delay in filing the claim applications.

2. On receipt of the claim applications, the Authority has issued notices to the Applicants and the Respondent in Form-'O' to appear before the Authority along with all witnesses upon whose evidence and the documents upon which they intend to rely in support of their allegations/defend as the case may be. The Controlling Authority held the hearings on different dates and finally on 29-04-2025. Since the first common issue, 'whether the Applicant is employee as per Section 2 (e) of the Act and is entitled to payment of gratuity under this Act' is involved in all the claim applications, these claim applications are being decided together by this common order.

3. The Applicants submitted that Gramin Dak Sevak (Conduct and Employment) Rules, 2001 were effective from 24.04.2001. The said rules were amended as Gramin Dak Devaks (Conduct and Engagement) Rules, 2011 and thereafter as Gramin Dak Sevaks (Conduct and Engagements) Rules, 2020. In the Judgment passed by the Hon'ble Supreme Court in Senior Superintendent of post offices Vs Gursevak Singh and Others the Civil Appeal No 3151 of 2019 in support of their case in which it is referred to the Rules of 2011. As per the Rules of 2011, Ex-gratia Gratuity was to be paid to GDS at the rate of half months basic TRCA drawn immediately before discharge of service, for each completed year of service subject to a maximum of Rs. 60,000/- or 16.5 times basic TRCA last drawn, whichever is less. Minimum service prescribed for eligibility of Ex-gratia gratuity is 10 years. There is no dispute about the minimum service of 10 years to get eligibility for payment of gratuity for the applicants as they put in service of more than 30 years But, the Rules of 2020 revised the nomenclature of Ex-gratia Gratuity as "GDS Gratuity". At the same time, the maximum limit of the gratuity amount was raised to one lakh and fifty thousand rupees (Rs.1,50,000). The Judgement of the Hon'ble Supreme Court is not applicable in this regard as the gratuity being paid to the GDS is no more "Ex-gratia" which means an amount paid out of sheer mercy, but not as a matter of legal duty or lawful requirement. The gratuity being paid to the GDS after the Rules 2020 is named as GDS Gratuity which means the gratuity paid to the GDS. It is to be noted that the present gratuity being paid to the GDS is unqualified gratuity, i.e. gratuity, pure and simple, without any prefix like "Ex-gratia" as was mentioned in the earlier Rules of 2011. The maximum limit of Rs 60,000 was stipulated, might be due to the prefix "Ex-gratia" to the word gratuity. The same fixing of the maximum limit of gratuity amount as in the case of Ex-gratia gratuity ought not to have been carried into the new type of gratuity i.e. "GDS gratuity". This type of limiting the maximum amount of gratuity is





violative of the provisions of the Payment of Gratuity Act 1972 and also violative of the spirit of the Judgment of the Hon'ble Supreme Court. Therefore, the applicants are entitled to payment of gratuity as prayed for in their applications according to law of gratuity. There are no bonafides in framing the Rules by the respondent, Department of Posts, the Union of India as they only want to avoid payment of gratuity to the GDS as per the law of 1972. It may be true that the GDS are working for 5 hours in a day. But, their salary is also not determined on the basis of their working for 8 hours a day as full time employees. Their monthly salary would have been definitely more than what they were actually paid if they were allowed to work for 8 hours. Payment of gratuity is a principle followed by the Authorities for the service rendered by the employees. The rate of payment of gratuity cannot be different from one Government employee to another as both of them are Government employees doing their respective services for such duration of time as decided by the Government. The Gramin Dak Sevaks did not decide that they would work only for 5 hours a day. The respondent has been taking advantage of their own act of limiting the time of work of GDS and at the same time limiting the quantum of payment of gratuity. the GDS applicants only pray for payment of gratuity on the basis of their salary paid only for 5 hours a day, but not for 8 hours a day. It is discriminatory in its character in not paying the gratuity to the GDS at the same rate without any limitation as per law of the land as being paid to the other Government employees for the only reason of there is a small difference in the quantum of work time of 3 hours for a day, for which also, the Department is squarely responsible and for which the GDS have got zero responsibility. It is a violation of Article 14 of the Constitution of India. Therefore it is legal and rational that gratuity a paid to GDS on the basis of their own salary notwithstanding the number of hours they were allowed to work for without illegally and untenably fixing the upper limit. It is submitted that the Gramin Dak Sevaks are Granted benefits and facilities at par with Departmental employees by the Department of posts after obtaining the due approval of the Government of India. It is true that the Gramin Dak Sevaks are working under the Union Government as workers. The GDS gratuity granted as per the formula mentioned in the gratuity act 1972. The female GDS are granted maternity leave for a period of 180 days at par with Departmental female employees. GDS are granted Annual increase i.e. 3% at par with Departmental employees. Each and every Gramin Dak Sevak is allotted employee ID for all purposes including terminal benefits. In view of the above mentioned facts GDS are working under the Union Government as workers. Hence GDS are entitled to payment of gratuity as per the Act.

4. The Respondents filed their reply stating that since the subject matter of all the applications is one and the same, a common reply is filed. They submitted that the system of





Gramin Dak Sevak is exclusive to the Department of Posts and they are governed by the Gramin Dak Sevaks (Conduct & Employment) Rules amended from time to time. The Applicants herein worked in the Postal Department as Gramin Dak Sevaks and discharged from service on attaining the age of 65 years. On discharge of the Applicants from service, GDS Gratuity payable to them under applicable service Rules, i.e. Gramin Dak Sevaks (Conduct and Engagement) Rules was sanctioned and paid to them. The Applicants approached the Controlling Authority with a prayer to determine the amount of gratuity payable to them as per the Payment of Gratuity Act, 1972 and direct the Respondent / employer to pay the same to them.

The Respondents further stated that Hon'ble Supreme Court in the case of Union of India and Others Vs. Kameshwar Prasad [1998 SCC (L&S) page 447] wherein the system and object of engaging EDAs and their status was considered and adjudicated upon, held that P&T Extra Departmental Agent (C&S) Rules, 1964 are a complete code governing service, conduct and disciplinary proceedings against EDAs. P&T ED agents (Conduct & Service) Rules, 1964 were repealed and a new set of rules called Department of Posts, Gramin Dak Sevak (Conduct and Employment) Rules, 2001 was introduced effective from 24.04.2001. The said rules were amended as Gramin Dak Sevaks (Conduct & Engagement) Rules, 2011 and thereafter as Gramin Dak Sevaks (Conduct & Engagement) Rules, 2020.

It has been held by the Hon'ble Supreme Court in AIR 1977 SC 1677, 1977 II SCC 650 between SPOs & Others Vs. P. K. Rajamma & Others and in Union of India and Others Vs. Kameshwar Prasad, that Extra Departmental Agents [now called as GDSs] are holders of Civil posts under the Union of India as contemplated by Article 311 of the Constitution of India, but they are outside the Central Civil Service Rules.

The Hon'ble Supreme Court has already decided that Extra Departmental Agents (now Gramin Dak Sewaks) were civil servants and did not belong to the category of workmen and that the Postal Department is not 'Industry' vide its decision in Sub Divisional Inspector of Post, Vaskam Vs. Theyyam Joseph JT 1996 (2) SC 457. Hon'ble Apex Court also held that when the workman / employee's service are governed by special rules, such employee is entitled to seek redressal of his grievance under the P&T EDAs Conduct & Service Rules, 1965 framed by exercising power under Article 309 of the Constitution of India and not under the provisions of the Industrial Disputes Act. The said judgement of the Hon'ble Supreme Court was followed by the Hon'ble High Court of AP & Telangana at Hyderabad in judgment dated 17.07.2018 in WP

No.16064/2001





Further the Hon'ble Apex Court in Civil Appeals No.3150/2019 & 3151/2019 decided on 15.03.2019 has already considered the question of "whether a Gramin Dak Sewak is an 'employee' as per Section 2(e) of the 1972 Act, and is entitled to payment of Gratuity under this Act?" and the Hon'ble Apex Court decided that the Gramin Dak Sewak is not an employee under Payment of Gratuity Act, 1972. Observations of the Hon'ble Court are as under:

*"Section 2(e) of the 1972 Act excludes persons who hold a post with the Central or State Government and are governed by any other Act or rules providing for payment of Gratuity.*

*Gramin Dak Sewaks are engaged as Extra Departmental Agents, a post governed by the 2011 Rules. These Rules have a separate provision for payment of Gratuity to the Extra Departmental Agents.*

*A Gramin Dak Sewak is not an "employee" under the 1972 Act."*

Therefore, the EDAs/ GDSs are excluded from the definition of an employee prescribed in Section 2 (e) of Payment of Gratuity Act, 1972 which reads as under:

Section 2 (e) "Employee" means any person (other than apprentice) employed on wages in any establishment, factory, mine, oil field, plantation, port, railway company or shop, to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work, whether the terms of such employment are express or implied, and whether or not such person is employed in a managerial or administrative capacity, but does not include any such person who holds a post under Central Government or a State Government and is governed by any other Act or by any rules providing for payment of Gratuity.

The subject matter of the case was also come up for consideration before the Hon'ble High Court of Karnataka and the Hon'ble High Court following the law already decided by the Hon'ble Apex Court in CA No.3150-3151/2019, allowed the WP N.14050/2019 filed by the department vide its order dated 06.07.2022 and set aside the orders passed by the adjudicating authority in directing the department to pay Gratuity under the Payment of Gratuity Act, 1972 and also the orders of the Appellate Authority in upholding the orders passed by the adjudicating authority.

As the law already decided by the Hon'ble Apex Court that the Gramin Dak Sewak is not an 'employee' as per Section 2(e) of the Payment of Gratuity Act, 1972 and not entitled to payment of Gratuity under this Act, the Applicants are not covered by the Payment of Gratuity Act, 1972 and accordingly, the present applications are liable to be rejected / dismissed and pass appropriate orders as deemed fit.





5. In view of the above discussion and keeping in view the observations of the Hon'ble Supreme Court and Hon'ble Karnataka High Court, the Applicants herein are Gramin Dak Sevaks who holds a post under Central Government, governed by Gramin Dak Sevaks (Conduct & Employment) Rules, which have a separate provision for payment of Gratuity. As the Applicants do not fall under the definition of 'employee' as defined in Section 2 (e) of the Act, they are not employees under the Act and therefore, are not entitled to gratuity as claimed.

### **DECISION**

Therefore, I come to the conclusion that the instant Claim Applications are devoid of merits and liable to be dismissed and are hereby dismissed.

**GIVEN UNDER MY SEAL AND SIGNATURE ON THIS 22<sup>nd</sup> DAY OF MAY, 2025.**



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DUHAN

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(RAVINDER DUHAN)  
CONTROLLING AUTHORITY UNDER  
THE PAYMENT OF GRATUITY ACT, 1972 &  
ASST.LABOUR COMMISSIONER (CENTRAL)  
VIJAYAWADA

**OFFICE OF THE ASSISTANT LABOUR COMMISSIONER (CENTRAL)::VIJAYAWADA**

No. 36/ 51 to 77, 81 to 85, 87 to 90, 92 to 96, 98, 100 to 112, 117 to 119, 121 to 128/2024-ALC/VJA

No. 36/ 1 to 4, 7, 8, 10, 11.13, 15 to 26, 28 to 34, 37 to 47, 50 to 52, 55, 56, 59, 61, 64 to 73, 75, 76, 78, 80 to 86, 88, 89, 92, 93, 95, 99 to 106, 110 to 112, 116 to 120, 125 to 127, 131 to 136, 138, 141 to 143, 149, 153/2025-ALC/VJA

Date: 22-05-2025

To:

1. The applicants
2. The respondents

RAVINDER DUHAN

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Date: 2025.05.22 11:40:39 +05'30'

CONTROLLING AUTHORITY UNDER  
THE PAYMENT OF GRATUITY ACT, 1972 &  
ASST. LABOUR COMMISSIONER (CENTRAL)  
VIJAYAWADA