

No. 17-39/2/2012-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(GDS Section)

Dak Bhawan, Sansad Marg
New Delhi- 110001

Dated: 14 Jan 2015

To

All Chief Postmasters General

Subject: Review of Penalties specified in Rule 9 of GDS (Conduct and Engagement) Rules, 2011

Attention of all concerned is invited to Rule 9 of GDS (Conduct and Engagement) Rules, 2011 vide which six categories of penalties are prescribed which can be imposed on a Gramin Dak Sevak.

2. The prescribed penalties were reviewed by a Committee constituted by the Government, namely the DKS Chauhan Committee, which was constituted to look into the various aspects related to Gramin Dak Sevaks. Considering the recommendations made by the aforesaid Committee, it has been decided by the Department to substitute the contents of Rule 9 of GDS (Conduct and Engagement) Rules, 2011, which will now read as under:-

“9. Nature of Penalties

The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on a Sevak by the Recruiting Authority, namely:-

Minor Penalties

- (i) Censure;
- (ii) Debarring of a Sevak from appearing in the recruitment examination for the post of MTS and/or Postman and/or from being considered for recruitment as Postal Assistant/Sorting Assistant for a period not exceeding three years;
- (iii) Debarring of a Sevak from being considered for recruitment to MTS on the basis of selection-cum-seniority for a period not exceeding three years;
- (iv) Recovery from Time Related Continuity Allowance of the whole or part of any pecuniary loss caused to the Government by negligence or breach of orders;
- (v) Withholding of annual increase in TRCA without cumulative effect for a period not exceeding three years;

Major Penalties

- (vi) Reduction to a lower stage in the TRCA slab for a specified period exceeding three years [not in the nature of permanent measure] with further directions as to whether or not the Sevak will earn annual increase during the period of reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increases of his/her Time Related Continuity Allowance;
- (vii) Removal from engagement, which shall not be a disqualification for future employment;
- (viii) Dismissal from engagement, which shall ordinarily be a disqualification for future employment.

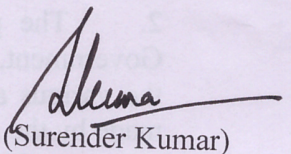
Note: Penalty of Recovery under Rule 9(iv) can be enforced fully without any restriction”

3. The amended provision as per above shall take effect from the date of issue of this letter.

Copy to:-

INTERNAL

File No. 10-4/90-Vig III



(Surender Kumar)
Assistant Director General (GDS)