

F. No. 02-61/2024 - PAP
Ministry of Communications
Department of Posts
Establishment Division
[P.A.P. Section]

Dak Bhawan, Sansad Marg,
New Delhi-110001

Dated:20.01.2026

To

All Heads of Circles,

Subject: Applicability of Para 16(2) of CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986 to ex-servicemen re-employed as Postal Assistants/Sorting Assistants - reg.

Sir / Madam,

The attention of all Circles is invited to this office letter of even number dated 22.04.2025 (copy enclosed), whereby Circles were advised to maintain *status quo* in respect of extending the benefit of Para 16(2) of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986 to ex-servicemen re-employed as Postal Assistants / Sorting Assistants, pending clarification from the Department of Personnel & Training (DoPT).

2. The matter was again taken up with DoPT, the nodal Department. DoPT has reiterated that while the provisions of Para 16(2) of the aforesaid Orders are explicit, the posts of Postal Assistant / Sorting Assistant are not mentioned therein. DoPT has further advised that the Department of Posts may take an administrative decision in the matter, keeping in view the extant instructions.

3. Accordingly, the issue has been examined in detail, with the following observations:

3.1 Relevant provisions of DoPT O.M. dated 31.07.1986

Paras 4 and 5 of the DoPT O.M. dated 31.07.1986 relate to fixation of pay of ex-servicemen re-employed in posts *other than* clerks / storemen. Para 16(2) of the said Orders specifically applies to re-employment of ex-servicemen in clerical / storekeeper posts. It is also evident that the posts of Postal Assistant / Sorting Assistant are not mentioned in Para 16(2), as has already been clarified by DoPT.

3.2 Cadre distinction and historical position

A comparison of pay scales across successive Central Pay Commissions, as shown below, clearly establishes that Postal Assistants / Sorting Assistants have consistently been placed in higher pay scales than

Lower Division Clerks / Junior Clerks (now designated as Junior Secretarial Assistants):

CPC	Postal Assistant / Sorting Assistant	Lower Division Clerk/Junior Clerk (Now called as JSA)
3 rd CPC	260-8-300-EB-8-340-10-360-12-420-EB-12-480	210-4-250-EB-5-270
4 th CPC	975-25-1150-EB-30-1660	950-20-1150-EB-25-1400
5 th CPC	4000-100-6000	Rs.3050-75-3950-80-4590
6 th CPC	Pay Band-I (Rs. 5200-20200) with GP of Rs.2400	PB-1 (5200-20200) with GP of Rs.1900
7 th CPC	Level-4 ₹25,500 - ₹81,100	Level-2 (₹19,900-₹63,200)

Further, up to the 4th CPC, the minimum educational qualification prescribed for LDCs was Matriculation, whereas it was Intermediate (10+2) for Postal Assistants / Sorting Assistants. The 5th CPC additionally mandated knowledge of computers for PA/SA. At present, the prescribed qualification for PA/SA is Graduation, while for JSAs it remains 10+2. The relevant observations of the 5th CPC in this respect is mentioned as under for reference:

“62.11The operative category at the clerical level enters as Postal Assistants, presently in the scale of pay of Rs.975-1660 (erroneously written as 1540), with minimum qualifications at entry being matriculation with added value for every additional academic qualification. This category has two-time bound promotions to the level of Rs.1400-2300 and Rs.1600-2660, on completion of 16 and 26 years service, respectively. They will now be required to possess 10+2 standard qualifications with knowledge of typing and computers. The modernization programme launched by the Department itself requires extensive use of computers and modern instruments hitherto not in vogue. In their joint memorandum, the demand of the Postal Federations for better pay scales in view of the arduous duties combined with raising of qualifications and the need for improvement in the efficiency of postal services, justifies higher pay scales at entry. We recommend that Postal Assistants at entry may be placed in the scale of pay of Rs.1320-2040.”

3.3 Historical comparison with similarly placed cadres and change in nomenclature

(i) DG Posts Letter No. 2-68/61-P&A(P) dated 10.09.1965 dealt with fixation of pay of ex-combatant clerks retired / released from the Armed Forces on re-employment as clerks in the P&T Department in the pay scale of Rs.110-240 (3rd CPC). The relevant portion reads as under:

"...The President is pleased to decide that the provisions of the Ministry of Finance O.M. No. F.6(8)-E.III/63 dated 11.04.1965 shall also be applicable to clerks in the scale of pay of Rs.110-240."

(ii) Vide Directorate Letter No. 7-13/6-PE-I dated 05.09.1979, the designations of various Group 'C' and 'D' cadres in the Postal Department were revised. The designation of Time Scale Clerks / Time Scale Sorters was changed to Postal Assistants / Sorting Assistants without any change in pay scale, duties, or responsibilities.

(iii) DoPT O.M. No. 16/3/85-Estt.(Pay-I) dated 11.05.1987, issued pursuant to a decision of the National JCM, extended similar pay-fixation benefits to ex-combatant clerks released from the Armed Forces and re-employed as Telegraphists / Telephone Operators in the then Department of Posts & Telecommunications in the pay scale of Rs.260-480 (3rd CPC), revised to Rs.975-1660 (4th CPC). This pay scale was identical to that of Postal Assistants / Sorting Assistants at the relevant time. However, it is noteworthy that despite identical pay scales, the said benefit was not extended to Postal Assistants / Sorting Assistants.

4. Keeping in view the above facts and the historical differences in recruitment channels, different pay scales, prescribed qualifications, and nature of duties between PAs/SAs and LDCs (now JSAs), the DoPT order of 1987 that covers only Telegraphists /Telephone Operators and not the PAs/SAs and the fact that Para 16(2) of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986, does not explicitly cover PA/SA, it has been decided that the benefit of pay fixation under Para 16(2) of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986 cannot be extended to ex-servicemen re-employed as Postal Assistants/Sorting Assistants in the Department of Posts.

5. In cases where the benefit has already been extended to ex-servicemen re-employed as PA/SA, **no recovery shall be made**. However, their pay shall be re-fixed in accordance with Paras 4 and 5 of the DoPT O.M. dated 31.07.1986, after issuing a show-cause notice and disposing of their representation by a reasoned and speaking order. Waiver of recovery, in such cases may be considered on a case-to-case basis in terms of DoPT O.M. No 18/03/2015-Estt.(Pay-I) dated 02.03.2016 read with O.M. No. dated 01(14)/2016-E.II(A)(Part-III) dated 01.04.2024.

This issues with the approval of the Secretary (Posts).

Yours faithfully,

(Gurvinder Singh)

Assistant Director General (GDS/PAP/PCC)

