W-17/40/2026-SPN-I-DOP
Government of India
Ministry of Communications
Department of Posts
(Personnel Division)

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 20.11.2026

To,

All Heads of Circles.

Subject: Draft Recruitment Rules for the posts of Postman and Mail Guard – inviting comments/suggestions from stakeholders – reg.

The undersigned is directed to state that this Department has prepared the revised draft Recruitment Rules for the posts of Postman and Mail Guard in the Department of Posts. A copy of the draft Recruitment Rules is enclosed herewith.

2. The draft Recruitment Rules are being placed in the public domain for inviting comments/suggestions from all stakeholders, including serving officials, recognized employee associations/unions and other concerned persons.

3. All stakeholders are requested to furnish their comments/suggestions, along with specific justification, wherever applicable, on the proposed provisions of the draft Recruitment Rules within 30 days from the date of publication on the India Post website. The comments/suggestions may be sent to this Directorate through email at: spn1.dop@gov.in .

4. Comments/suggestions received after the stipulated period may not be considered. The Department reserves the right to examine and take an appropriate view on the comments/suggestions received.

5. This issues with the approval of the Competent Authority.

Yours sincerely,
Digitally signed by
Vinod Kumar
Date: 20-11-2026
14:54:50
(Vinod Kumar)
Assistant Director General (SPN)

***Encl**: As above.*

Copy to:

(i) All DDsG, Postal Directorate

(ii) General Manger, CEPT - *for uploading on website of India post.*

[TO BE PUBLISHED IN THE GAZETTE OF INDIA, EXTRAORDINARY, PART II, SECTION 3, SUB-SECTION (i)]

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
(DEPARTMENT OF POSTS)

NOTIFICATION

New Delhi, Dated the …….. 2026.

G.S.R …… — In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Posts (Postman and Mail Guard) Recruitment Rules, 2018 and as amended vide GSR 157 (E) dated 05.03.2020 and GSR 638 (E) dated 30.08.2023 in so far as they relates to Postman except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the post of Postman in the Department of Posts, Ministry of Communications, namely:-

1. **Short title and Commencement.**— (1) These rules may be called the Department of Posts Postman and Mail Guard (Group 'C' post) Recruitment Rules, 2026.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of Posts, classification and level in the Pay Matrix.**— The number of posts, its classification and level in the Pay Matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. **Method of recruitment, age-limit, qualifications etc.**— The method of recruitment, age-limit, qualifications and other matters relating to the said posts, shall be as specified in columns (5) to (13) of the Schedule.

4. **Disqualification.—** No person,—

(a) Who, has entered into or contracted a marriage with a person having a spouse living; or

(b) Who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

5. **Recruitment to serve in the Army Postal Service.**— Any person appointed to the posts specified in the Schedule shall be liable to serve in the Army Postal Service in India or abroad, as required.

6. **Power to relax.**— Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. **Savings.**— Nothing in these rules shall affect reservations relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the ex-Servicemen, Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	**Number of post.**	**Classification.**	**Level in the pay matrix.**	**Whether selection post or non-selection post**
(1)	(2)	(3)	(4)	(5)
1. Postman.	45899* (2026) *Subject to variation dependent on workload	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Level-3 in the Pay Matrix	Non-selection

Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.**	**Period of probation, if any**
(6)	(7)	(8)	(9)
The age limit for appointment of Gramin Dak Sevaks* shall be Between 18-50 years as on the 1st day of January of the year to which the vacancy (ies) belong to or as per the Government of India guidelines issued from time to time (Relaxable for those belonging to Scheduled Caste or Scheduled Tribe up to five years and for those belonging to other Backward Castes up to three years). *Gramin Dak Sevaks are holders of Civil posts but they are outside the regular Civil Service due to which their appointment shall be treated as direct recruitment.	10+2 / 10 + 2 or 3 years Diploma course or equivalent from a recognized board or institution for Multi Tasking Staff (MTS) and Gramin Dak Sevaks (GDS).	Yes	For Direct Recruits: Two years and successful completion of the mandatory training prescribed by the Department of Posts.

Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	**In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made**	**If a Departmental Promotion Committee exists, its composition**	**Circumstances in which Union Public Service Commission to be consulted in**

			making recruitment
(10)	(11)	(12)	(13)
(a) 50% by promotion from Multi-Tasking Staff (MTS) through Limited Departmental Competitive Examination (LDCE); failing which, the unfilled vacancies shall be transferred to next year vacancies. (b) 50% by direct recruitment on the basis of Competitive Examination limited to Gramin Dak Sevaks* of the recruiting Postal Division, who have worked regularly for three years in that capacity, as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time; failing which, the unfilled vacancies shall be transferred to next year vacancies. **Note 1**.- The scheme for Limited Departmental Competitive Examination for promotion shall be as per the administrative instructions issued by the Department of Posts from time to time. **Note 2**.-The scheme for competitive examination limited to Gramin Dak Sevaks shall be as per administrative instructions issued by the Department of Posts from time to time. **Note 3**.- Department of Posts, through administrative instructions, may allow Gramin Dak Sevaks of one or more Postal Circles, who are otherwise eligible under these rules, for appointment in Delhi Postal Circle and such appointment shall be subject to such terms and conditions as may be decided by the Department of Posts from time to time.”;	Multi Tasking Staff in level-1 of the pay matrix with total regular service of three years including service rendered regularly as Gramin Dak Sevaks as on the 1st day of January of the year to which the vacancy belong to or as per the guidelines issued by the Central Government from time to time. **Note:-** Eligibility of an official shall be determined with respect to the post held substantively and relevant pay level of the post in pay matrix and not with respect to the level in which an official is drawing pay as on the crucial date of eligibility by virtue of financial upgradation under the Time Bound One Promotion, Biennial Cadre Review or Modified Assured Career Progression.”;	Departmental Promotion Committee (for considering promotion / confirmation) 1. Divisional Head — **Chairperson** 2. Two Group ‘B’ (Gazetted) Officer — **Members**	Not applicable

Name of post.	**Number of post.**	**Classification.**	**Level in the pay matrix.**	**Whether selection post or non-selection post.**
(1)	(2)	(3)	(4)	(5)
2. Mail Guard.	1870* (2026) *Subject to variation dependent on workload	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Level-3 in the Pay Matrix	Non-selection

Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.**	**Period of probation, if any**
(6)	(7)	(8)	(9)
The age limit for appointment of Gramin Dak Sevaks* shall be Between 18-50 years as on the 1st day of January of the year to which the vacancy (ies) belong to or as per the Government of India guidelines issued from time to time (Relaxable for those belonging to Scheduled Caste or Scheduled Tribe up to five years and for those belonging to other Backward Castes up to three years). *Gramin Dak Sevaks are holders of Civil posts but they are outside the regular Civil Service due to which their appointment shall be treated as direct recruitment.	10+2 / 10 + 2 or 3 years Diploma course or equivalent from a recognized board or institution for Multi Tasking Staff (MTS) and Gramin Dak Sevaks (GDS).	Yes	For Direct Recruits: Two years and successful completion of the mandatory training prescribed by the Department of Posts.

Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	**In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made**	**If a Departmental Promotion Committee exists, its composition**	**Circumstances in which Union Public Service Commission to be consulted in making recruitment**
(10)	(11)	(12)	(13)

(a) 50% by promotion from Multi-Tasking Staff (MTS) through Limited Departmental Competitive Examination (LDCE); failing which, the unfilled vacancies shall be transferred to next year vacancies. (b) 50% by direct recruitment on the basis of Competitive Examination limited to Gramin Dak Sevaks* of the recruiting Postal Division, who have worked regularly for three years in that capacity, as on the 1st day of January of the year to which the vacancy(ies) belong to or as per the guidelines issued by Government of India from time to time; failing which, the unfilled vacancies shall be transferred to next year vacancies. **Note 1**.- The scheme for Limited Departmental Competitive Examination for promotion shall be as per the administrative instructions issued by the Department of Posts from time to time. **Note 2**.-The scheme for competitive examination limited to Gramin Dak Sevaks shall be as per administrative instructions issued by the Department of Posts from time to time. **Note 3**.- Department of Posts, through administrative instructions, may allow Gramin Dak Sevaks of one or more Postal Circles, who are otherwise eligible under these rules, for appointment in Delhi Postal Circle and such appointment shall be subject to such terms and conditions as may be decided by the Department of Posts from time to time.";	Multi Tasking Staff in level-1 of the pay matrix with total regular service of three years including service rendered regularly as Gramin Dak Sevaks as on the 1st day of January of the year to which the vacancy belong to or as per the guidelines issued by the Central Government from time to time. **Note 1.-** Eligibility of an official shall be determined with respect to the post held substantively and relevant pay level of the post in pay matrix and not with respect to the level in which an official is drawing pay as on the crucial date of eligibility by virtue of financial upgradation under the Time Bound One Promotion, Biennial Cadre Review or Modified Assured Career Progression.";	Departmental Promotion Committee (for considering promotion / confirmation) 1. Divisional Head — **Chairperson** 2. Two Group 'B' (Gazetted) Officer — **Members**	Not applicable

[F. No. 44-14/2009-SPB-I]

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Director (SPN)
Department of Posts