

F.No. 04-05/2015-SPB-I
Government of India
Ministry of Communications
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi, dated 17.09.2019

NOTICE TO STAKEHOLDERS

Subject: Framing of Department of Posts (Postal Assistant and Sorting Assistant) Recruitment Rules, 2019- reg.

The undersigned is directed to say that as per DoPT's O.M. No. AB-14017/6112008-Estt(RR) dated 13.10.2015 the proposal for framing /amendment of Recruitment Rules (RRs) are to be uploaded on the website of respective Ministries/Departments for 30 days for inviting comments from the stakeholders.


2. Competent Authority in Department of Posts has decided to revise the RRs governing the appointment of Postal Assistant / Sorting Assistant in Department of Posts. Draft of the proposed RRs is attached herewith for comments of stakeholders. All officials of PA(SBCO) and PA(CO/RO) Cadres may take a note of the following:-

- (a) Existing officials of PA(SBCO) Cadre will continue to be in PA(SBCO) Cadre till they are promoted or retired and they shall not be transferred to other Cadre. However, existing officials of PA(SBCO) Cadre will be given an option to opt for PA in Post Office Cadre and once opted they shall not be allowed to revert back; and
- (b) Existing officials of PA(CO/RO) Cadre will continue to be in PA(CO/RO) Cadre till they are promoted or retired and they shall not be transferred to other Cadre. However, existing officials of PA(CO/RO) Cadre will be given an option to opt for PO/RMS (PA/SA Cadre) and once opted they shall not be allowed to revert back.

3. Stakeholders are requested to go through the draft Recruitment Rules and furnish their comments, if any, to the undersigned within a period of one month from the date of issue of the communication.

4. Draft RRs shall be available on the website of Department of Posts (www.indiapost.gov.in) during 18.09.2019 to 17.09.2019.

Encl: As above


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Copy to: Director CEPT, A copy of draft Notification of RRs on the aforementioned post is enclosed with a request to upload the same in the website of India Post from 18.09.2019 to 17.09.2019.

[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)

New Delhi, the September, 2019

NOTIFICATION

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 (Postal Assistant and Sorting Assistant Group 'C' Non-Gazetted) Recruitment Rules, 2015, 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 Postal Assistant and Sorting Assistant in the Department of Posts, Ministry of Communications, namely:-

1. **Short title and Commencement.** - (1) These rules may be called the Department of Posts (Postal Assistant and Sorting Assistant) Recruitment Rules, 2019.

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

2. **Number of posts, their classification and level in the pay matrix.**- The number of posts, their 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 said Schedule.

4. **Initial Constitution.**- Persons holding the posts of Postal Assistant and Sorting Assistant in Foreign Post Organisations in Delhi, Kolkata, Chennai and Mumbai on the commencement of these rules, shall be deemed to be appointed under these rules.

5. **Disqualification.**- No person, -

(a) who, has entered into or contracted a marriage with a person having a spouse; 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 that there are other grounds for so doing, exempt any person from the operation of this rule.

6. **Requirement to serve** Any person appointed to the posts specified in the said Schedule shall be liable to serve anywhere in India including in Army Postal Services.

7. **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.

8. **Saving** 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-Serviceman, 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

Part-A :- Postal Assistant

Name of post.	Number of posts.	Classification	Level in the pay matrix	Whether selection post or non-Selection post.
(1)	(2)	(3)	(4)	(5)
Postal Assistant	* (2019) * Subject to variation dependent on workload	General Central Service, Group 'C', Non-Gazetted, Ministerial.	Level 4 in the Pay Matrix (Rs. 25500-81100)	Selection

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.
(6)	(7)	(8)	(9)
<p>(i) Between 18 and 27 years. (Relaxable for candidates belonging to Scheduled Caste or Scheduled Tribe or Other Backward Castes and for Government servants of different categories in accordance with the instructions issued by the Central Government from time to time).</p> <p>Note: The crucial date for determining the age-limit shall in each case be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangti Sub-division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>(i) Bachelor's Degree pass from a recognised University.</p> <p>The candidate shall also possess the following, namely:-</p> <p>(i) Knowledge of local language of the concerned Postal Circle or Division and the candidate should have studied the local language upto 10th standard. The local language of a Postal Circle or</p>	No.	<p>Two years.</p> <p>Mandatory Training: Successful completion of induction training in the field of responsibilities of the post as devised and sponsored by Department of Posts, for direct recruit and promotee officials, as part of successful completion of probation.</p>

<p>(ii) For Gramin Dak Sevaks* age limit shall be thirty five years as on the 01st day of January of the year to which the vacancy (ies) belong to or as per guidelines issued by the Government of India 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).</p> <p>*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.</p>	<p>Division shall be as published by the Department of Posts.</p> <p>(ii) Knowledge of working on Computer.</p>		
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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)
<p>(i) (a) 50% by promotion from all officials in Level 1 to 3 of Pay Matrix of the recruiting Division / Unit, through a Limited Departmental Competitive Examination, failing which;</p> <p>(b) By promotion from all officials in Level 1 to 3 of Pay Matrix of all other Divisions / Units of the Postal Circle through a Limited Departmental Competitive Examination, failing which;</p> <p>(c) By direct recruitment on the basis of competitive examination limited to Gramin Dak Sevaks* of the recruiting Division / Unit who have worked regularly for five years in that capacity as on 01st day of January of the year to which the</p>	<p>Promotion through Limited Departmental Competitive Examination:</p> <p>(1) Officials holding posts in Level 3 of the Pay Matrix (Rs.21700 - 69100) with three years of regular service in such posts or five years of combined regular service in posts in Level 1, Level 2 and</p>	<p>Departmental Promotion Committee (for considering confirmation) consisting of:-</p> <p>(1) Senior Superintendent of Post Offices / Superintendent of Post Offices of the recruiting Division / Unit —Chairman</p> <p>(2) Senior Superintendent of Post Offices / Superintendent of Post Offices — Member</p>	<p>Consultation with Union Public Service Commission not necessary.</p>

<p>vacancy(ies) belong to or as per guidelines issued by the Government of India from time to time, failing which;</p> <p>(d) By direct recruitment on the basis of competitive examination limited to Gramin Dak Sevaks* of all other Divisions / Units of the Postal Circle who have worked regularly for five years in that capacity as on 01st day of January of the year to which the vacancy(ies) belong to or as per guidelines issued by the Government of India from time to time, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (ii) below;</p> <p>(ii) 50% by direct recruitment through open competition as per the scheme approved by the Department of Posts from time to time.</p> <p>Note:</p> <p>1. Departmental examinations for regular employees and competitive examination limited to for Gramin Dak Sevaks shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria of the applicants, syllabus and pattern of test etc. from time to time.</p> <p>2. *Gramin Dak Sevaks are holder of Civil Posts but they are outside the regular Civil Service due to which their appointment will be by direct recruitment.</p>	<p>Level 3 of Pay Matrix.</p> <p>(2) Officials holding posts in Level 2 of the Pay Matrix (Rs. 19900 - 63200) with five years of regular service in such post.</p> <p>(3) Officials holding posts in Level 1 of the Pay Matrix (Rs. 18000 - 56900) with five years of regular service in such post.</p>	<p>(3) Assistant Superintendent of Posts of the recruiting Division / Unit — Member</p>	
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Part-B: - Sorting Assistant

Name of post.	Number of posts.	Classification.	Level in the pay matrix.	Whether selection post or non-Selection post.
(1)	(2)	(3)	(4)	(5)
Sorting Assistant	* (2019) * Subject to variation dependent on workload	General Central Service, Group 'C', Non-Gazetted, Ministerial.	Level 4 in the Pay Matrix (Rs. 25500-81100).	Selection

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.
(6)	(7)	(8)	(9)
<p>(i) Between 18 and 27 years. (Relaxable for candidates belonging to Scheduled Caste or Scheduled Tribe or Other Backward Castes and for Government servants of different categories in accordance with the instructions issued by the Central Government from time to time).</p> <p>Note: The crucial date for determining the age-limit shall in each case be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or</p>	<p>(i) Bachelor's Degree pass from a recognised University.</p> <p>The candidate shall also possess the following, namely:—</p> <p>(i) Knowledge of local language of the concerned Postal Circle or Division and the candidate should have studied the local language upto 10th</p>	No.	<p>Two years.</p> <p>Mandatory Training: Successful completion of induction training in the field of responsibilities of the post as devised and sponsored by Department of Posts, for direct recruit and promotee Officials, as part of successful completion of probation.</p>

<p>Lakshadweep).</p> <p>(ii) For Gramin Dak Sevaks* age limit shall be thirty five years as on the 01st day of January of the year to which the vacancy (ies) belong to or as per guidelines issued by the Government of India 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).</p> <p>*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.</p>	<p>standard. The local language of a Postal Circle or Division shall be as published by the Department of Posts.</p> <p>(ii) Knowledge of working on Computer.</p>		
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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)
<p>(i) (a) 50% by promotion from all officials in Level 1 to 3 of Pay Matrix of the recruiting Division / Unit through a Limited Departmental Competitive Examination, failing which;</p> <p>(b) By promotion from all officials in Level 1 to 3 of Pay Matrix of all other Divisions / Units of the Postal Circle through a Limited Departmental Competitive Examination, failing which;</p> <p>(c) By direct recruitment on the basis of competitive examination limited to Gramin Dak Sevaks* of the recruiting Division / Unit who have worked regularly for five years in that capacity as on 01st day of</p>	<p>Promotion through Limited Departmental Competitive Examination:</p> <p>(1) Officials holding posts in Level 3 of the Pay Matrix (Rs.21700-69100) with three years of regular service in such posts or five years of combined regular service in posts in Level</p>	<p>Departmental Promotion Committee (for considering confirmation) consisting of:-</p> <p>(1) Senior Superintendent of Railway Mail / Superintendent of Railway Mail of the recruiting Division / Unit — Chairman</p> <p>(2) Senior Superintendent of Post Offices / Superintendent of Post Offices —</p>	<p>Consultation with Union Public Service Commission not necessary.</p>

<p>January of the year to which the vacancy(ies) belong to or as per guidelines issued by the Government of India from time to time, failing which;</p> <p>(d) By direct recruitment on the basis of competitive examination limited to Gramin Dak Sevaks* of all other Divisions / Units of the Postal Circle who have worked regularly for five years in that capacity as on 01st day of January of the year to which the vacancy(ies) belong to or as per guidelines issued by the Government of India from time to time, failing which, the unfilled vacancies shall be added to the number of vacancies to be filled as per (ii) below;</p> <p>(ii) 50% by direct recruitment through open competition as per the scheme approved by the Department of Posts from time to time.</p> <p>Note:</p> <p>1. Departmental examinations for regular employees and competitive examination limited to for Gramin Dak Sevaks shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria of the applicants, syllabus and pattern of test etc. from time to time.</p> <p>2. *Gramin Dak Sevaks are holder of Civil Posts but they are outside the regular Civil Service due to which their appointment will be by direct recruitment.</p>	<p>1, 2 and Level 3 of Pay Matrix.</p> <p>(2) Officials holding posts in Level 1 of the Pay Matrix (Rs. 18000- 56900) with five years of regular service in such post.</p>	<p>Member</p> <p>(3) Assistant Superintendent of RMS of the recruiting Division / Unit — Member</p>	
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