

No. 17-31/2016-GDS
Government of India
Ministry of Communications
Department of Posts
Establishment Division

Dak Bhawan, Sansad Marg,
New Delhi - 110001.

Dated: 25th June, 2018

OFFICE MEMORANDUM

Subject: Implementation of recommendations of One-man committee on wages and allowances of Gramin Dak Sevaks (GDSs)

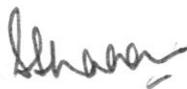
One-man committee headed by Sri Kamlesh Chandra, Retired Member, Postal Services Board was set up by the Government of India vide Ministry of Communications, Department of Posts' Resolution No. 17-13/2013-GDS dated 19.11.2015 for examining the conditions of service and emoluments and other facilities available to the Gramin Dak Sevaks(GDS). The committee had submitted its report to the Government on 24.11.2016. The Government has carefully considered the recommendations of the One-man Committee regarding revision of TRCA and allowances and is pleased to order the following.

2. Introduction of new Time Related Continuity Allowance (TRCA)

The entire GDSs posts shall be brought under two categories viz. Branch Postmasters (BPMs) and other than Branch Postmasters. GDSs other than BPMs and working in Branch Post offices shall be designated as Assistant Branch Postmaster (ABPMs) and GDSs working in departmental offices shall be designated as Dak Sevaks. There shall be two slabs of working hours Viz. Four (4) and Five (5) hours and two levels of TRCA slabs each for BPMs and other than BPMs. For this purpose, the working hours of GDSs with 3 hours, 3 ½ hours and 3 hours 45 minutes shall be revised to 4 hours and those with 4 ½ hours workload shall be revised as Five (5) hours, with effect from 1.7.2018.

The revised TRCA slabs / levels applicable to these two categories will be as shown in Table 1:

Table - 1			
Revised minimum TRCA of two types of categories of GDSs as per working hours / levels			
SN	Category	Minimum TRCA for 4 Hours / Level 1	Minimum TRCA for 5 Hours / Level 2
1	BPM	₹12,000/-	₹14,500/-
2	ABPM/Dak Sevaks	₹10,000/-	₹12,000/-



2.1 Clubbing (Merging) of old TRCA SLABS

The existing 11 TRCA slabs shall be merged into three TRCA Slabs with two levels each for BPMs and other than BPMs as shown in Table 2. Effectively, there shall be only 3 TRCA Slabs as one TRCA Slab will be common for both the categories.

Table - 2 Clubbing of existing TRCA slabs				
SN	Present TRCA slabs	New Designation & Working hours (wef 1.7.2018)	New TRCA Level	New TRCA Slabs
1	MC/MP/MM (3 hrs) ₹2,295-45-3,695	Assistant BPM / Dak Sevaks (4 hrs)	Level-1	₹10,000 - ₹24,470
2	MC/MP/MM (3 hrs 45 minutes) ₹2,870-50-4,370			
3	MD/SV (3 hrs) ₹2,665-50-4,165			
4	MD/SV (3 hrs 45 minutes) ₹3,330-60-5,130			
5	MC/MP/MM (5 hrs) ₹3,635-65-5,585	Assistant BPM / Dak Sevak (5 hrs)	Level -2	₹12,000 - ₹29,380
6	MD/SV (5 hrs) ₹4,220-75-6,470			
7	BPM(3 hrs) ₹2,745-50-4,245	BPM (4 hrs)	Level -1	₹12,000 - ₹29,380
8	BPM(3 hrs 30 minutes) ₹3,200-60-5,000			
9	BPM(4 hrs) ₹3,660-70-5,760			
10	BPM(4 hrs 30 minutes) ₹4,115-75-6,365	BPM (5 hrs)	Level - 2	₹14,500-₹35,480
11	BPM(5 hrs) ₹4,575-85-7,125			

Acronyms: MC – Mail Carrier, MP – Mail Packer, MD – Mail Deliverer, MM–Mailman, SV – Stamp Vender,

2.2 Fixation Formula

The GDSs shall be brought to the respective levels in the new TRCA matrix wef 1.7.2018. For fixation of TRCA of the Gramin Dak Sevaks in the new TRCA slabs, the existing Time Related Continuity Allowance (TRCA) for the GDS in the 11 TRCA slabs in the pre-revised structure as given in Table-2 above, as on 01.07.2018, shall be multiplied by a factor of 2.57. The amount may be rounded