

**GOVERNMENT OF INDIA  
COMMUNICATIONS AND INFORMATION TECHNOLOGY  
LOK SABHA**

UNSTARRED QUESTION NO:4026  
ANSWERED ON:17.05.2006  
FACILITIES TO POSTAL EMPLOYEES  
Singh Shri Ganesh

**Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:**

- (a) the details of the facilities available to the employees engaged in Postal Services in the country;
- (b) whether employees engaged in sorting and distribution of Postal mail have been made permanent;
- (c) if so, whether they are paid salary equivalent to the permanent employees;
- (d) if so, the number of such employees in the country; and
- (e) the further action likely to be taken by the Government in regard to such employees?

**Answer**

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (DR. SHAKEEL AHMAD)

- (a) There are two categories of employees in Department of Posts viz.

Departmental Employees

Gramin Dak Sewaks (GDS)

However, Casual labourers are also engaged against the work of seasonal, casual or intermittent nature.

Facilities being granted to regular and Gramin Dak Sewaks under welfare schemes is given in the Annexure. Casual Labourers who have been granted temporary status are entitled to Weekly off, Bonus and Leave.

(b) Sorting and distribution of mail in departmental post offices is mainly done by regular departmental employees. In Branch Post offices, it is done by Gramin Dak Sewaks (Gramin Dak Sewak Mail Deliverers). Gramin Dak Sewaks are eligible for promotion against the regular vacancies of Group 'D' Postmen. They are also eligible for the unfilled vacancies of Group 'C' in the promotion quota subject to the fulfilling of prescribed conditions.

(c) Gramin Dak Sewaks are employed for 3 to 5 hrs. depending upon the workload and are paid Time Related Continuity Allowance (TRCA) on pro-rata basis equivalent to the pay of corresponding category of Departmental employees.

Casual labourers are paid on the basis of minimum of the pay scale of the category in which they are engaged. However, Casual labourers conferred temporary status are also granted periodical increments.

(d) There are 85,039 Gramin Dak Sewak Mail Deliverers engaged for distribution/ delivery of mail in the rural areas.

(e) Does not arise in view of above position.

Annexure

**FACILITIES AVAILABLE TO THE EMPLOYEES ENGAGED IN POSTAL SERVICE**

1) Financial Assistance in cases of death of Postal Employees/GDSs, etc.

Financial assistance of Rs.7000/- (Rs.Seven Thousand Only) is payable as immediate death relief.

2) Financial Assistance in case of death of Postal Employees/GDSs etc. by terrorists, robbers, etc. while not on duty

At present, if a Postal Employee / Gramin Dak Sewak etc. is murdered by terrorists/robbers etc. while not on duty, financial assistance of Rs.10,000 is payable to the bereaved family.

### 3) Financial Assistance in cases of natural calamities, Fire and floods

Financial assistance upto a maximum of Rs.1500/- (Rs.One Thousand Five Hundred only) is payable to the Departmental Employees affected by fire, floods and natural calamities. In case of GDSs, the amount of financial assistance is limited to a maximum of Rs.750/- (Rs.Seven Hundred and Fifty only).

### 4) Financial Assistance in cases of prolonged and serious illness/major surgeries

Heads of Circles have been delegated financial powers to sanction financial assistance from the Circle Welfare Fund under their discretionary powers upto Rs.10000/- (Rs. Ten Thousand only) in each case of proved exceptional hardship relating to serious or prolonged illness or major surgical operations like cancer, heart operation or renal failures for Postal employees or their dependents.

In rare and exceptionally deserving cases where it is considered necessary to provide additional financial assistance beyond Rs.10,000/-, Postal Directorate is competent.

The financial assistance upto Rs.1,500/- (Rs.One thousand five Hundred only) can be granted in exceptionally hard cases of prolonged/serious illness in respect of GDSs, Casual Mazdoors and Part Time employees.

### 5) Incentive for excellence in academic achievement for Xth & XIIth Class.

Five awards (Rs.1000/-, Rs.800/-, Rs.700/-, Rs.600/- and Rs.500/-) are given for the children of staff in each of the various groups purely on merit on the basis of the marks in 10th and 12th Standard Board Examination.

### 6) Holiday Homes

Holiday Homes have been established throughout the country for the benefit of the postal employees.