

(TO BE PUBLISHED IN PART-II SECTION 3 SUB-SECTION(I) OF THE
GAZETTE OF INDIA)

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATION
DEPARTMENT OF POSTS
DAK BHAWAN, NEW DELHI – 110001

NOTIFICATION

G.S.R. _____ In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules, namely:-

PART-I

PRELIMINARY

1. **Short title and commencement:** (1) These rules may be called the Indian Postal Service (Group 'A') Rules, 1987.

(2) They shall come into force on the date of their publication in the official Gazette.
2. **Definitions:** In these rules, unless the context otherwise requires:-
 - (a) "Commission" means the Union Public Service commission
 - (b) "Department Promotion Committee", in relation to any grade, means a committee specified there against in column (3) or, as the case may be, column (4) of schedule III to these rules,
 - (c) "Examination" means a combined competitive Examination consisting of a preliminary examination and a main examination for recruitment to the Service and such other Services as may be specified by the government from time to time,
 - (d) "Government" means the central Government;
 - (e) "Grade" means any of the grades specified in sub-rule (1) of rule 3;
 - (f) "Regular Service" in relation to any grade means the period or periods of service in the grade rendered after selection according to the prescribed procedure for long-term appointment to that grade and includes any period or periods:-

- (i) during which an officer would have held that grade but for his being on leave or on training or on foreign assignment;
- (ii) taken into account for purposes of seniority in the case of these appointed at the initial constitution of the Service;
- (g) "Scheduled Castes" and "Scheduled Tribes" shall have the same meanings as are assigned to them by clauses (24) and (25) respectively of article 366 of the constitution;
- (h) "Service" means the Indian Postal Service, Group 'A'

PART – II

Composition, initial constitution and future maintenance of the service

3. **Composition of the Service:** (1) There shall be the following seven grades in the Service, namely:-
- (i) Junior time Scale: Rs.700-40-900-EB-40-1100-50-1300.
 - (ii) Junior Time Scale: Rs.1100(6th year or under)-50-1600.
 - (iii) Junior Administrative Grade: Rs.1500-60-1800-100-2000.
 - (iv) Selection Grade of Junior Administrative Grade: Rs.2000-125/2-2250.
 - (v) Senior Administrative Grade Level II: Rs.2250-125/2-2500.
 - (vi) Senior Administrative Grade Level I: Rs.2500-125/2-2750.
 - (vii) Members of the Postal Services Board: Rs.3000/-
- (2) The authorized permanent and temporary strength of the various grades on the date of commencement of these rules and the number of posts in each grade shall be as specified in Schedule I and Schedule II to these rules.
- (3) After the commencement of these rules, the authorized permanent strength of the various grades shall be such as may, from time to time, be determined by the Government.
- (4) The authority competent to make an appointment to a grade may make such temporary additions to the strength of a grade as it may deem necessary from time to time subject to any central or special orders that may be issued by the Government.

4. **Initial Constitution:** (1) The Service shall on the date of commencement of these rules consist of officers who have already been appointed on a regular basis to the Indian Postal Service Group 'A' in the various grades, namely, Junior Time Scale, Senior Time Scale, Junior Administrative Grade including the selection Grade and Senior Administrative Grade level-II and Level-I and Members postal Service Board except Member(Finance) and the officers so appointed shall be deemed to have been appointed to the respective grade at the initial constitution of the service.
- (2) The regular continuous service of officers mentioned in sub-rule (1) in the respective corresponding grade prior to their appointment to the service shall count for the purpose of qualifying service for seniority, confirmation, promotion and pension.
5. **Future Maintenance:** (1) The recruitment to the Service, after the initial constitution thereof, shall be made by the following methods:-
- (a) 40% of the permanent vacancies and all temporary vacancies in the Junior Time Scale of the Service shall be filled by promotion in accordance with Part-IV, and 60% of the permanent vacancies in that scale shall be filled by direct recruitment in accordance with Part-III,
- (b) Vacancies in all other grades of the service shall be filled by promotion in accordance with Part-IV.
- (2) Subject to the provisions of sub-rule(1), the Government shall determine, in consultation with the commission, the method of recruitment to be employed for the purpose of filling any particular vacancies in the Service and the number of candidates to be recruited by each method.

PART-III

RECRUITMENT BY COMPETITIVE EXAMINATIONS

6. **Holding of examination:** (1) A competitive examination for appointment to the Junior Time Scale of the Service shall be held at such times and places as may be prescribed in a notice issued by the commission for the purpose.

(2) Every such notice shall, as far as possible specify the number of vacancies to be filled on the results of the examination.

7. **Conduct of examination:** Every examination under this part shall be conducted by the commission in the manner notified by the Government of India in the Department of personnel & Training from time to time.

8. **Combined Examination:** If the examination held under this part is a combined Examination for the purpose of making appointment to more than one service or post, the following provisions shall apply, namely:-

(a) any person may apply to be admitted as a candidate for appointment to all or any of the services or posts for which he is eligible,

Provided that if he wishes to be considered for appointment to more than one service or post, he shall state in his application form the names of the Services and posts for which he wishes to be considered and the order of his preferences for them and in such cases, only one application form and payment of the fees for examination for one service as specified in rule 14. shall be sufficiently,

(b) the Government of India in the Department of Personnel & Training shall assign successful candidates to each service or post on a consideration of all circumstances including any preference expressed by the candidates in their applications.

9. **Application for admission to the examination:** A candidate shall apply for admission to the examination before such date, in such manner and in such form as the commission may prescribe:

Provided that a candidate in Government service, whether in a permanent or in a temporary capacity or as work charged employee, other than casual or daily rated employee, will be required to submit an undertaking to the effect that he has informed in writing his Head of office or Department regarding his application for the examination.

10. **Nationality:** A candidate must be a citizen of Indian or he must belong to such categories of persons as may, from time to time, be notified by the Government.
11. **Age limits:** A candidate must have attained the age of 21 years and must not have attained the age of 26 years on the first day of August of the year in which the examination is held;

Provided that the upper age limit may be relaxed in respect of candidates belonging to the scheduled castes and the scheduled Tribe and such other categories of persons as may, from time to time, be notified in this behalf by the Government of India in the Department of Personnel and Training to the extent and subject to the conditions notified in respect of each category.

12. **Attempts of the examination:** No candidates, who does not belong to a Scheduled Caste or a Scheduled Tribe, or who is not covered by any of the specified exceptions notified by the Government of Indian in the Department of personnel and Training from time to time, shall be permitted more than three attempts at the examination,

Provided that there shall be no restriction on the number of attempts for candidates belonging to the scheduled Castes or Scheduled Tribes within the age relaxation referred to in the proviso to rule 11, in case they are otherwise eligible.

NOTE-I A candidate shall be deemed to have made an attempt at the examination for all the services or posts ordinarily covered by the examination if he competed for any one or more of the services or posts.

NOTE-II An attempt at the preliminary examination shall deemed to include a attempt also a the main examination within the meaning of this rule.

NOTE-III If a candidate actually appears in any tone paper in the preliminary Examination, he shall be deemed to have made an attempt at the examination.

13. **Educational qualifications:** A candidate must held a degree a university established or incorporated by or under a control act or a provincial Act or a State Act or other educational institution established by a Central Act or declared to be deemed as University under section 3 of the University Grant Commission Act, 1956 (3 of 1956) or a foreign University approve by the Central Government from time to time, or possesses on equivalent qualification which has been recognized by the Government for the purpose of admission to the examination,

Provided that a candidate who has appeared a an examination the passing of which would render him educationally qualified for the examination but has not been informed of the result as also the candidate who intends to appear at such a qualifying examination, shall be eligible for admission to the preliminary examination so long as the candidate produced by a date to be notified by the commission, proof of having passed in the qualifying examination, for being eligible to take the main examination during that year,

Provided further that in exceptional cases, the commission may treat a candidate as qualified, who though not possessing the qualification prescribed in this rule has passed an examination conducted by an Institution, the standard of which in the opinion of the commission justifies his admission to the examination;

Provided also that a candidate who is otherwise qualified but who has taken a degree from foreign University which is not approved by Government may also be admitted to the examination at the discretion of the commission.

NOTE: Candidates possessing professional and technical qualifications which are recognized by Government as equivalent to professional and technical degree would also be eligible for admission to the examination.

14. **Fee:** A candidate shall pay the fees prescribed by the commission unless he has been exempted there from or granted concession in accordance with the exemptions and concessions in this respect notified by the Government of India in the Department of Personnel and Training from time to time.
15. **Decision of the commission to be final:** The decision of the commission as to the eligibility or otherwise of a candidate for admission to the examination shall be final and no candidate to whom a certificate of admission has not been issued by the commission shall be admitted to the examination.
16. **Penalty for misconduct:** A candidate who is or has been declared by the commission to be guilty of:
 - (i) obtaining support for his candidature by any means.
or
 - (ii) impersonating,
or
 - (iii) procuring impersonating by any person;

- or
- (iv) Submitting fabricated documents or documents which have been tempered with,
- or
- (v) Making statements which are incorrect or false, or suppressing material information,
- or
- (vi) Resorting to any other irregular or improper means in connection with his candidature for the examination,
- or
- (vii) Using unfair means in the examination hall
- or
- (viii) writing irrelevant matter, including obscene language pornographic matter, in the script,
- or
- (ix) misbehaving in any other manner in the examination hall,
- or
- (x) harassing or doing bodily harm to the staff employed by the commission for the conduct of the examination.
- or
- (xi) attempting to commit or, as the case may be abetting the commission of all or any of the acts specified in the foregoing clauses,

may, in addition to rendering himself liable to criminal prosecution, be liable:-

- (a) to be disqualified by the commission from the examination for which he is a candidate, or
- (b) to be debarred either permanently or for a specified period-
 - (i) by the commission, from any examination or selection held by them,
 - (ii) by the Government, from any employment under them; and
- (c) if he is already in services under the government, to a disciplinary action under the appropriate rules.

17. **Preparation of list of successful candidates:** (1) After every examination, the names of candidates shall be arranged by the commission in the order of merit, as disclosed by the aggregate marks finally awarded to each candidate and in that order so many candidates as are found by the commission to be qualified on the basis of the examination shall be recommended for appointment up to the number of

unreserved vacancies decided to be filled on the results of the examination.

- (2) candidates belonging to the scheduled castes or the Scheduled Tribes, may, to the extent the number of vacancies reserved for the scheduled castes and the Scheduled Tribes cannot be filled on the basis of the general standard, be recommended by the commission by a relaxed standard, to make up the deficiency in the reserved quota, subject to the fitness of these candidates for appointment to the service irrespective of their ranks in the order of merit at the examination.
- (3) If sufficient number of candidates who are members of the scheduled castes or the scheduled Tribes, are not available for filling all the vacancies so reserved, the vacancies not so filled shall be filled by appointing candidates not belonging to the scheduled castes or the scheduled Tribes, qualified by the standard prescribed by the commission for the service, an equivalent number of additional vacancies shall be reserved for candidates belonging to the scheduled castes or the Scheduled Tribes to be filled on the results of the next examination.
- (4) If at the examination, sufficient number of candidates belonging to the scheduled castes or the scheduled Tribes is not available for filling all the vacancies reserved for them including those carried forward under sub-rule(3), the vacancies so remaining unfilled shall be filled by appointing candidates not belonging to the Scheduled Castes or the Scheduled Tribes, qualified by the standard prescribed by the commission for the Service, and an equivalent number of vacancies shall be carried forward to the next examination and so on.
- (5) Notwithstanding anything contained in sub-rules (3) and (1) no vacancies reserved for the Scheduled Castes or the Scheduled Tribes shall be carried forward to any year of the examination.
 - (a) to such an extent that the total number of vacancies so carried forward together with the vacancies reserved for candidates who are members of the scheduled castes and Scheduled Tribes for that year exceeds 560% of the total vacancies in that year, or
 - (b) if such vacancies, which are to be carried forward, continuously remained unfilled for a period of three recruitment years,

Provided that in the third recruitment year vacancies reserved for the Scheduled Castes and the Scheduled Tribes shall be filled by the Scheduled Tribes and the Scheduled Castes respectively, if candidates of respective communities are not available.

18. **Inquiry of Character, etc.:** The inclusion of a candidate's name in the list confers no right to appointment unless the Government is satisfied, after such inquiry as may be considered necessary, that the candidate, having regard to his character and antecedents, is suitable in all respects for appointment to the service.
19. **Physical test:** (1) No candidate who, after such physical examination as the Government may prescribe, is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the service, shall be appointed to the Service.
(2) The fact that a candidate has been physically examined will not mean or imply that he shall be considered for appointment.

PART-IV

RECRUITMENT BY PROMOTION

20. Appointment by promotion to various grades:-

- (1) **Junior Time Scale:** Appointment to the Junior Time Scale in the service shall be made by selection on merit from amongst officers regularly appointed to the Postal Superintendent's Service Group 'B' with three years regular service in that grade, on the recommendations of a duly constituted Departmental promotion Committee and in consultation with the commission.
- (2) **Senior Time Scale:** Appointment to the Senior Time Scale in the Service shall be made by promotion of officers in the Junior Time Scale with four years regular service in that grade in the order of seniority subject to the rejection of the unfit of the recommendations of a duly constituted Departmental Promotion committee.

Provided that officers of the Postal Superintendents' Service Group 'B' who are on the approved list for promotion to the Junior Time Scale and have rendered not less than 7 years total approved service in Group 'B' or higher posts may also be appointed to such posts in an officiating capacity on the basis of seniority as a purely temporary measure till such time officers of the Junior Time Scale are available for regular promotion to the Senior Time Scale.

- (3) **Junior Administrative Grade:** Appointment to the Junior Administrative Grade in the Service shall be made by selection on merit from amongst officers of the Senior Time Scale of the Service with 5 years regular service in the grade on recommendations of a duly constituted Departmental Promotion committee.

Provided that for a period of 3 years from the date of commencement of these rules, if the eligible officers with the requisite length of service are not available, the service condition will be relaxed and officers with a minimum of 7 years of Grade 'A' service (including probation period) will be considered for promotion to Junior Administrative Grade of the Service.

- (4) **Selection Grade of the Junior Administrative Grade:** Appointment to the Selection Grade of the Junior Administrative Grade in the Service shall be made by promotion of officers in the Junior Administrative Grade of the Service who have been stagnating at the maximum of that grade for not less than two years, in the order of seniority subject to rejection of the unfit on the

recommendations of a duly constituted departmental Promotion Committee.

- (5) **Senior Administrative Grade Level-II:** Appointment to the Senior Administrative Grade Level –II in the service shall be made by selection on merit from amongst officers of the Junior Administrative Grade of the service including the Selection Grade who have put in not less than 16 years total regular service in Group 'A' of the Service on the recommendations of a duly constituted Departmental promotion committee.
- (6) **Senior Administrative Grade Level-I:** Appointment to the Senior Administrative Grade Level-I in the Service shall be made on the basis of selection on merit from amongst officers of the Senior Administrative Grade Level-II of the service with 2 years of regular service in the grade on the recommendations of a duly constituted Departmental Promotion Committee.
- (7) **Members of the Postal Services Board:** (a) Appointments to all the post of Members of the Postal Services Board except the post of Member(Finance) shall be made by selection on merit from amongst officers of Senior Administrative Grade Level-I of the Service with 2 years regular service in that grade.

(b) The post of Member(Finance) will be filled in accordance with the scheme for staffing Senior Administrative posts at the Centre.
- (8) If an officer appointed to any grade in the service is considered for promotion to any higher grade all persons senior to him in the grade shall also be considered, notwithstanding that they may not have rendered requisite to number of years of service.
- (9) The constitution of Departmental promotion committee for considering promotion to and confirmation in, different grades shall be as specified in schedule –III to these rules.

PART-V

GENERAL

21. **Disqualifications:** 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 service;

Provided that the 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.

22. **Requirement to service in the Army Postal Service:** Any person appointed to the Service after the commencement of these rule shall be liable to serve in the Army Postal Service in India or abroad, as required.
23. **Probation:** (1) Every person on appointment to the Junior Time Scale of the Service, either by direct recruitment or by promotion shall be on probation for a period of two years;

Provided that the Government may in appropriate cases, extend the period of probation in accordance with the instructions issued by the Government of India in the Department of Personnel and Training.

- (2) Save in exceptional circumstances, the period of probation shall not be extended by more than a year at a time and no officer shall be kept on probation for more than double the normal period of probation.

Provided that in cases where it is proposed to extend the period of probation, the Government shall give notice in writing of its intention to do so to the officers concerned within eight weeks of the expiry of the initial or the extended probationary period.

- (3) On the completion of the period of probation, the officer shall, if considered fit for permanent appointment, be confirmed in their appointment, subject to availability of substantive vacancies in permanent posts.

- (4) If, on the expiration of the period of probation referred to in sub-rule (1) or any extension thereof, as the case may be, the Government is of opinion that a candidate is not fit for permanent appointment or if, at any time, during such period of probation or extension thereof it is satisfied that he will not be fit for permanent appointment on the expiration of such period of probation or extension thereof he may be discharged from the service.
- (5) During the period of probation, the candidates may be required by the government to undergo such courses of training and instructions and to pass such examinations and tests as it may think fit, as a condition to the satisfactory completion of probation.
24. **Reservations for Scheduled Castes, Scheduled Tribes etc.:** 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, Ex-servicemen and other special categories of persons in accordance with the order issued by the government from time to time in this regard.
25. **Power to relax: Where** the Government is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing and in consultation with the commission relax any of the provisions of these rules with respect to any class or category of persons.
26. **Interpretation:** If any question relating to interpretation these rules arises it shall be decided by the government.
27. **Residues matters:** In all matters not specifically provided in these rules, officers appointed to the service shall be Governed by the rules, regulations and orders applicable to the Central Civil Services in general.
28. **Repeal and saving:** (1) on and from the date of commencement of these rules, the Indian Postal Service, Class-I (Junior and Senior Time Scales) Recruitment Rules, 1959 and the Indian Postal Services Class-I (Directors of Postal Services) Recruitment Rules, 1959 in so far as they relate to the posts to which these rules apply, are hereby repealed.
- (2) Notwithstanding such repeal, anything done or any action taken under the rules so repealed, shall be deemed to have been done or taken under the corresponding provisions of these rules.

Sd/-
(B.K. CHAWLA)
Assitt. Director General.

Department of Posts.

SCHEDULE-I
SCHEDULE-II
SCHEDULE-III

SCHEDULE-I
(SEE RULE 3(2))

Authorized permanent and temporary, strength of the service.

| <u>Grade</u> | <u>Authorized Strength</u> | | |
|---|----------------------------|------------------|--------------|
| | <u>Permanent</u> | <u>Temporary</u> | <u>Total</u> |
| Member of the Postal Services Board. | 3 | 1 | 4 |
| Senior Administrative Grade Level-I & Level-II | 33 | 23 | 56 |
| Junior Administrative Grade (including Selection Grade) | 59 | 30 | 89 |
| Senior Time Scale | 152 | 75 | 227 |
| Junior Time Scale | 97 | -- | 97 |
| Deputation Reserve (in the Junior Time scale) | 68 | -- | 68 |
| Leave reserve | 13 | -- | 13 |
| Training Reserve (in the Junior Time scale) | 40 | -- | 40 |

Sd/-
(B.K. Chawla)
ADG
Department of Posts

Schedule – II

See Rule 3(2)

Name, Number and scale of pay various grades of the service

| Sl. No | Name of the post | No. of post | Scale of pay |
|--------|--|-------------|----------------------------------|
| 1 | Member of the Postal Services Board & Ex-officio Addl. Secretary to the Government of India. | 3* | Rs.3000/- fixed. |
| 2 | Senior Administrative Grade Level-I | 28 | Rs.2500-125/2-2750. |
| 3 | Senior Administrative Grade Level-II | 28 | Rs.2250-125/2-2500 |
| 4 | Non-functional Selection Grade in Jr. Administrative Grade | 18 | Rs.2000-125/2-2250 |
| 5 | Junior Administrative Grade | 71 | Rs.1500-60-1800-100-2000 |
| 6 | Senior Time scale | 221 | Rs.1100-50-1600 |
| 7. | Junior Time Scale | 97 | Rs.700-40-900-EB-40-1100-50-1300 |

Note: The duty post included in a particular grade as mentioned in this schedule would be interchangeable with one another.

* In addition to this, there is one post of Member(Finance) which does not form part of Indian Postal Service and is required to be filled up in accordance with the scheme for staffing senior Administrative posts at the center.

Sd/-
(B.K. Chawla)
Asstt. Director General.

SCHEDULE – III

(SEE PART IV OF THE RULES)

Composition of Group 'A' Departmental promotion Committee for considering cases of promotion and confirmation in Group 'A' posts included in the Indian Postal Service Group 'A'.

| Sl. No. | Name of the post | Group 'A' DPC (for considering promotion) | Group 'A' DPC (for considering confirmation) |
|---------|---|--|---|
| 1. | 2. | 3. | 4. |
| 1. | Members of the Postal Services Board | 1. Chairman/Member, UPSC-Chairman 2. Secretary(Posts) – Member | Secretary(Posts) |
| 2. | Senior Administrative Grade Level-I | 1. Chairman/Member, UPSC-Chairman 2. Secretary(Posts) – Member | 1. Secretary(Posts) -Chairman 2. Member (Personnel)- Member |
| 3. | Senior Administrative Grade Level-II | 1. Chairman/Member, UPSC-Chairman 2. Secretary(Posts) – Member 3. Member(Personnel) - Member | 1. Secretary(Posts) -Chairman 2. Member (Personnel)- Member 3. Member(Operations) - Member |
| 4. | Junior Administrative Grade (Selection Grade) | 1. Secretary(Posts) – Chairman 2. Member(Personnel) - Member 3. Member(Operations) - Member | 1 Member (Personnel)- Chairman 2. Member(Operations) – Member 3. Member(Development) - Member |
| 5. | Junior Administrative Grade | 1. Chairman/Member, UPSC - Chairman 2. Member(Personnel) – Member 3. Member(Operations) - Member | 1 Member (Personnel)- Chairman 2. Member(Operations) – Member 3. Deputy Director General(Personnel) - Member |
| 6. | Senior Time Scale | Member (Personnel)- Chairman 2. Member(Operations) – Member 3. Deputy Director General(Personnel) - Member | 1. Member (Personnel)- Chairman 2. Member(Operations) – Member 3. Deputy Director General(Personnel) - Member |
| 7. | Junior Time scale | 1. Chairman/Member, UPSC - Chairman 2. Member(Personnel) – Member 3. Deputy Director General(Personnel) - | 1. Member (Personnel)- Chairman 2. Member(Operations) – Member 3. Deputy Director General (Personnel) - |

| | | | |
|--|--|--------|--------|
| | | Member | Member |
|--|--|--------|--------|

Note: 1. The absence of a Member, other than the Chairman or Member of the Commission, shall not invalidate the proceedings of the committee, if more than half members of the committee had attended the meetings.

Note: 2. The proceedings of the Departmental promotion committee relating to confirmation shall be sent to the commission for approval. If, however, these are not approved by the commission, a fresh meeting of the Departmental promotion committee to be presided over by the Chairman or Member of UPSC shall be held.

Sd/-
(B.K. Chawla)
ADG

(To be published in part-II, Section-III of the Gazette of India

Dated: 23-09-1994

NOTIFICATION

G.S.R. 496 In exercise of powers conferred by the proviso to article 309 of the constitution the President hereby makes the following rules to amend the Indian Postal Service (Group 'A') Rules, 1987, namely:-

1. Short title and commencement:

- (1) Those rules may be called the Indian Postal Service Group 'A' Amendment Rules, 1994.
- (2) They shall come into force on the date of their publication in the official Gazette.

2. In the Indian Postal Service (Group 'A') Rules 1987 (Hereinafter referred to as the said rules) for sub-rule(1) of rule 3, the following shall be substituted, namely:-

(1) There shall be the following seven grades in the service namely:-

| | | |
|-------|---|-------------------------------|
| (i) | Junior time scale | Rs.2200-75-2800-EB-100-4000/- |
| (ii) | Senior Time Scale | Rs.3000-100-3500-125-4500/- |
| (iii) | Junior Administrative Grade | Rs.3700-125-4700-150-5000/- |
| (iv) | Selection Grade of Junior Administrative Grade | Rs.4500-150-5700/- |
| (v) | Senior Administrative Grade | Rs.900-200-6700/- |
| (vi) | Senior Deputy Director General & Chief Postmaster General | Rs.7300-100-7600/- |
| (vii) | Member of the Postal Service Board | Rs.7300-200-7500-250-8000/- |

3. In rule 3, of the said rules in sub-rule(2) the word and figures ' Schedule-II' shall be omitted.

4. For clause (a) of sub-rules(1) of rule 5 of the said rules the following shall be substituted namely:-

“(a) 50% of the total duty posts in the Junior Time Scale of Service excluding probationary reserves shall be filled by promotion in accordance with part-IV and the remaining 50% shall be filled by direct recruitment in accordance with part-III”.

5. For rule 20 of the said rules, the following shall be substituted namely:-

“20- Appointment by promotion to various grades”.

- (1) **Junior Time Scale:-** (a) Appointment to the Junior Time Scale in the service shall be made by selection on merit from amongst officers regularly appointed to the Postal Service Group ‘B’ with five years of regular services in that grade on the recommendations of a duly constituted Departmental promotion Committee in consultation with the commission.
- (b) The officers appointed to the service by promotion shall be given two years weightage in seniority vise-a-vise the officers appointed in the same year through competitive examination.
- (c) Among the officers appointed through the competitive examination in a particular year and the promotee officers assigned to that year after allowing weight ages in terms of rule(b) above, the latter shall be placed on ploc below junior most direct recruit of the year.
- (2) **Senior Time Scale:-** Appointment to the Senior Time Scale in the Service shall be made by promotion of officers in the Junior Time Scale with four years regular service in that grade in the order of seniority subject to the rejection of the unfit on the recommendations of a duly constituted Departmental Promotion Committee.
- (3) **Junior Administrative Grade:-** Appointments to the Junior Administrative Grade in the service shall be made by selection on merit from amongst officers of the Senior Time Scale of the service with five years regular services in the grade on recommendations of a duly constituted Departmental Promotion Committee.
- (4) **Selection Grade of the Junior Administrative Grade:-** Appointments to the Selection Grade of the Junior Administrative Grade of the service shall be made by promotion from amongst

officers in the Junior Administrative Grade of the service who have entered the 14th year of the service on the 1st July of the year calculated from the year following the year of selection on the basis of which the officers were recruited. Selection shall be made on merit by a duly constituted Departmental Promotion Committee in the order of seniority taking into account the overall performance, experience and other Central Government from time to time.

- (5) **Senior Administrative Grade:-** Appointments in the Senior Administrative Grade of the service shall be made on the recommendations of a duly constituted Departmental Promotion Committee by selection on merit from amongst officers of the Junior Administrative Grade of the service with eight years regular service in the grade (including service, if any, in non-functional selection grade) or seventeen years regular services in Group 'A' posts out of which at least four years regular service should be in the Junior Administrative Grade.
 - (6) **Senior Deputy Director General/Chief Postmaster General:** appointment to the Senior Deputy Director General/Chief Postmaster General shall be made on the basis of selection on merit from amongst officers of Senior Administrative Grade of the service with three years regular service in the grade.
 - (7) **Members of the Postal Service Board:** Appointment to all the posts of Members, Postal Services Board, except the post of Member (Finance) should be made by selection on merit from amongst officers holding posts on regular basis in the grade of Senior Deputy Director General/Chief Postmaster General (Rs.7300-7600).
 - (8) If an officer appointed to any grade in the services is considered for promotion to any higher grade, all persons senior to him in the grade shall also be considered not with standing that they may not have rendered the required number of years of service.
 - (9) The constitution of Departmental Promotion Committee for considering promotion and confirmation in different grades shall be as specified in Schedule-II to these rules.
6. For rule 23 of the said rules, the following shall be substituted, namely:-
- “23. Probation:- (1) Every officer appointed to the service, either by direct recruitment or by promotion to Junior Time Scale shall be on probation for a period of two years:

Provided that the controlling officer may extend the period of probation in accordance with the instructions issued by the Government from time to time.

Provided further that any decision for extension of the probation period shall be taken ordinarily within 8 weeks after the expiry of the previous probationary period and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

- (2) On completion of the probation or any extension thereof, officer shall, if, considered fit, be confirmed against the post, if not already confirmed in the entry grade.
 - (3) If during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment, Government may discharge or revert the officer to the post held by him prior to his appointment in the service, as the case may be.
 - (4) During the period of probation or any extension thereof, candidates may be recruited by the government to undergo such courses of training and instructions and to pass examination and tests (including examination in Hindi) as the Government may deem fit, as a condition to satisfactory completion of the probation.
 - (5) As regards other matters relating to probation, the members of the service will be governed by the instructions issued by the Government in this regard from time to time.
 - (6) While fixing the interse seniority of direct recruit in the Junior Time Scale, the marks obtained by direct recruits in the civil Services Examination and the marks obtained by them in the Probationary Training shall be taken into account.
7. For schedule I, II and III annexed to the said rules the following shall be substituted.

[SCHEDULE-1](#)
[SCHEDULE-2](#)

No. 4-41/66-SPG

Dated: 23-09-1994.

SCHEDULE - I

(See Rule 3(2))

Authorized permanent and temporary, strength of the service.
(1994)

| <u>Grade</u> | <u>Authorized strength</u> | | | <u>Scale of pay</u> |
|---|----------------------------|------------------|--------------|-------------------------------|
| | <u>Permanent</u> | <u>Temporary</u> | <u>Total</u> | |
| Member of the Postal Services Board. | 3 | -- | 3 | Rs.7300-200-7500-250-8000/- |
| Senior Deputy Director General/Chief Postmaster General | -- | 8 | 8 | Rs.7300-100-7600/- |
| Senior Administrative Grade | 36 | 39 | 75 | Rs.5900-200-6700/- |
| Junior Administrative Grade (including those in the Non-Functional Selection Grade) | 50 | 39 | 89 | Rs.4500-150-5700/- |
| Senior Time Scale | -- | -- | 232 | Rs.3000-100-3500-125-4500/- |
| Junior Time Scale | -- | -- | 92 | Rs.2200-75-2000-EB-100-4000/- |
| Deputation Reserve | -- | -- | 58 | |
| Leave reserve | -- | -- | 8 | |
| Training Reserve | -- | -- | 30 | |

SCHEDULE – II

(See Rule 20(a))

| Sl. No. | Name of the post | Group 'A' Departmental Promotion committee (for considering promotion) | Group 'A' Departmental promotion Committee (for considering confirmation) |
|---------|---|---|---|
| 1 | 2 | 3 | 4 |
| 1 | Member of the Postal services Board | 1. Chairman/ Member, UPSC-Chairman 2. Secretary – Member | N.A. |
| 2 | Sr. DDG/Chief PMG | 1. Chairman/Member, UPSC-Chairman 2. Secretary – Member | N.A. |
| 3 | Senior Administrative Grade | 1. Chairman/Member, UPSC-Chairman 2. Secretary – Member | N.A. |
| 4 | Junior Administrative Grade (Selection Grade) | 1. Secretary – Chairman 2. Member PSB - Member 3. Member PSB- Member | N.A. |
| 5 | Junior Administrative Grade | 1. Chairman/Member, UPSC - Chairman 2. Member PSB – Member 3. Member PSB - Member | N.A. |
| 6 | Senior Time scale | 1. Member PSB- Chairman 2. Member PSB – Member 3. Deputy Director General(P) - Member | N.A. |
| 7 | Junior Time Scale | 1. Chairman/Member, UPSC - Chairman | 1. Member Postal Service Board- Chairman |

| | | | |
|--|--|--|---|
| | | 2. Member PSB – Member 3. Deputy Director General(P) – Member | 2. Member Postal Services Board- Member |
|--|--|--|---|

Note: 1. The absence of a member, other than the Chairman or, a Member of the Commission shall not invalidate the proceedings of the committee, if more than half the members of the committee or where there are only two members, both had attended its meetings.

Note: 2. The proceedings of the Departmental promotion committee relating to confirmation shall be sent to the commission for approval, if, however, there are no approved by the commission a fresh meeting of the Departmental promotion committee to be presided over by the chairman of a Member of the union public service commission shall be held.

Sd/-
(Tapati Neogi)
Director(staff)

Foot Note: The principal rules were published vide notification No. GSR 437 in the Gazette of India dated 06-06-1987, Part-II, Section 3, sub-section (1).

(TO BE PUBLISHED IN PART-II, SECTION – 3 OF THE GAZETTE OF INDIA)

Dated: 26-12-1995

NOTIFICATION

G.S.R. 29 dated 20-01-1996. In exercise of the powers conferred by the proviso to article 309 of the constitution, the President hereby makes the following rules further to amend the Indian Postal Service (Group 'A') Rules, 1987, namely:-

1. (1) These rules may be called the Indian Postal Service (Group 'A') Amendment Rules, 1995.
(2) They shall come into force on the dates of their publication in the official Gazette.
2. In the Indian Postal Service (Group 'A') Rules, 1987, in rule 20, for sub-rule (1), the following sub-rule shall be substituted, namely:-

“(1) Junior Time Scale: - Appointment to the Junior Time Scale in the Service shall be made by selection on merit from amongst officers regularly appointed to the Postal Service Group 'B' with three years' regular service in that grade on the recommendations of a duly constituted Departmental Promotion Committee and in consultation with the commission.

Sd/-
(Raghav Lal)
Director(Staff)
No. 4-41/86-SPG

Note: The principal rules were published in the Gazette of India vide Notification number GSR 437 dated the 6th June, 1987 and subsequently amended by notification number GSR 496, dated the 1st October, 1994.

TO BE PUBLISHED IN PART-II, SECTION – III SUB SECTION – I TO THE
GAZETTE OF INDIA.

DATED: 18-03-1997.

NOTIFICATION

GSR 185 In exercise of powers conferred by the proviso to article 309 of the constitution the president hereby makes the following rules further to amend the Indian Postal Service (Group 'A') Rules, 1987, namely:-

Short title and commencement:-

1. These rules may be called the Indian Postal Service (Group 'A') Amendment Rules, 1997.
2. They shall come into force on the date of their publication in the official Gazette.
3. In the Indian Postal Service (Group 'A') Rules, 1987 (hereinafter referred, to as the said rules) in rule 5, in sub-rule(1), for clause (a) sub-rule (1) of rule 5, the following shall be substituted, namely:-

“(a) Initial recruitment to the Service shall be made in the Junior Time Scale in the following manner.

- (i) By direct recruitment on the basis of results of the Civil Services Examination conducted by the commission;
- (ii) By promotion in accordance with part-IV,
- (iii) The number of persons recruited in a year under clause (i) above shall not exceed 25% of the total regular posts in Junior Time Scale, the remaining posts being filled by promotion from Group 'B';
- (iv) Posts in the Senior Time Scale which cannot be filled on account of officers with requisite years of service in Junior Time Scale not being available can also be added temporarily to the Junior Time Scale and filled up by promotion in accordance with part IV, provided that the total number of promotee officers in various grades of the Service shall not, at any time, exceed 33-1/3% of the total cadre strength (excluding training reserve).

4. In Rule 20 of the said rules for sub-rule(8), the following shall be substituted, namely:-

“(8) Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.”

Sd/-
(S. Samant)
Director(Staff)

File No. 4-13/92-SPG

Foot Note: The principal rules were published vide Notification No. GSR 437 in the Gazette of India dated 06-06-1987 part-II Section 3 sub section-I. The amendment rules were published vide notification Nos. GSR 496 dated 01-10-1994 and GSR No. 29 dated 20-01-1996 in the Gazette of India Part-II Section III sub Section-1.

THE GAZETTE OF INDIA

EXTRAORDINARY

PART-II – SECTION 3 – SUB-SECTION(1)

PUBLISHED BY AUTHORITY

NOTIFICATION

G.S.R. 428 (E) ____ In exercise of powers conferred by the proviso to article 309 of the Constitution of President hereby makes the following rules further to amend the Indian Postal Service (Group 'A') Rules, 1987, Namely:-

1. (i) These rules may be called the Indian Postal Service (Group 'A') Amendment Rules, 1999.
(ii) They shall come into force on the dates of the publication in the official Gazette.
2. In the Indian Postal Service (Group 'A') Rules 1987, In Schedule-II, against the serial number 4, in column 3, after the figure and words "3 Member, Postal Services Board,- Member", the following figure, words and brackets shall be inserted namely:-

"4 Joint Secretary/Additional Secretary (S and V), Department of Personnel and Training Representative of Department of personnel and Training- Member.

[F. No. 2-21/98-SPG]

G. Chandra Shekhar,
ADG(SGP)

Note: The principal rules were published in the Gazette of India vide notification, number GSR 437, dated 6th June, 1987 and subsequently amended in the notification number, GSR 496 dated 1st October, 1994 and number GSR 29, dated 20th January 1996 and last amended in the notification number GSR 185 dated 18th March 1997 published in the Gazette of India in Part-II, sub-section-I of section 3.

THE GAZETTE OF INDIA
EXTRAORDINARY
PART-II – SECTION 3 SUB-SECTION(I)

NOTIFICATION

DATED: 08-11-1999

G.S.R. 761(E) ____ In exercise of powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Indian Postal Service(Group A) Rules, 1987, namely:-

1. (1) These rules may be called the Indian Postal Service (Group A) Amendment Rules, 1999.
(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Indian Postal Services (Group-A) Rules, 1987:

(a) in rule 3, for sub-rule(I), the following shall be substituted, namely:-

(1) There shall be the following eight grades in the service, namely:

| | | |
|--------|---|--------------------|
| (i) | Junior Time Scale | Rs.8000-275-13500 |
| (ii) | Senior Time Scale | Rs.10000-325-15200 |
| (iii) | Junior Administrative Grade | Rs.12000-375-16500 |
| (iv) | Selection Grade of the Junior Administrative Grade | Rs.14300-400-18300 |
| (v) | Senior Administrative Grade | Rs.18400-500-22400 |
| (v) | Senior Deputy Director General and Chief Postmaster General | Rs.22400-525-24500 |
| (vii) | Principal Chief Postmaster General | Rs.22400-600-26000 |
| (viii) | Member Postal Services Board | Rs.24050-650-26000 |

(b) in rule-20:

(i) after sub-rule(6), the following shall be inserted, namely:-

“(6A) **Principal Chief Postmaster General** : Appointment to the post of Principal Chief Postmaster General shall be made on the basis of selection on merit from amongst Senior Deputy General/Chief Postmaster General holding posts on regular basis in the grade.”

(ii) for sub-rule(7), the following shall be substituted, namely:

“(7) **Member, Postal Services Board:** Appointment to the post of Member, Postal Services Board shall be made by selection by merit from amongst officers holding posts on regular basis in the grades of Principal Chief Postmaster General, Senior Deputy Director General and Chief Post Master General.”

AUTHORISED STRENGTH OF THE SERVICE

[File No. 4-41/99-SPG]
K.B.H. Nayar,
DDG(P)

Note:-The principal rules were published in the Gazette of India vide notification, number GSR 437 dated 6th June, 1987 and subsequently amended vide number GSR 496 dated 1st October, 1994, GSR 29 dated 20th January, 1996, GSR 185 dated 18th Mach, 1997 and GSR 428(E) dated 11th June, 1999.

SCHEDULE-I
[SEE RULE 3(2)]
AUTHORISED STRENGTH OF THE SERVICE

| Grade | Authorized Strength | Scale of Pay |
|---|---------------------|--------------------|
| Member, Postal Services Board | 03 | Rs.24050-650-26000 |
| Principal Chief Postmaster General | 03 | Rs.22400-600-26000 |
| Senior Deputy Director General and Chief Postmaster General | 20 | Rs.22400-525-24500 |
| Senior Administrative Grade | 58 | Rs.18400-500-22400 |
| Junior Administrative Grade including Selection Grade | 91 | Rs.12000-375-16500 |
| Senior Time Scale | 226 | Rs.10000-325-15200 |
| Junior Time Scale | 67 | Rs.8000-275-13500 |
| Deputation Reserve | 70 | |
| Training Reserve | 30 | |
| Leave Reserve | 5 | |

(d) in Schedule-II, after serial No. 1 and the entries relating there to the following shall be inserted, namely:-

| 1 | 12 | 3 | 4 |
|------|----------------|--|----------------|
| 1(A) | Principal CPMG | 1. Chairman/Member, UPSC-Chairman 2. Secretary (Posts) – Member | Not Applicable |