Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No: FNPO/8th CPC/Recruitment Rules/Revision **dated 20.11.2026**

To
Smt. Justice Ranjana Prakash Desai
Chairperson, 8th Central Pay Commission
O/o the 8th Central Pay Commission
3rd & 7th Floor, Chanderlok Building
Janpath Road, New Delhi – 110001.

Respected Madam,

Sub: Comprehensive review and rationalisation of minimum qualifying service prescribed for promotions under DoPT OM No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022 – Removal of disparities and protection of promotional avenues of Central Government employees, particularly in the Department of Posts – Reg.

Ref: DoPT Office Memorandum No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022 and Annexure-I thereof.

On behalf of the Federation of National Postal Organisations (FNPO), a recognised federation representing a large section of employees of the Department of Posts, I wish to bring to the kind attention of the Hon'ble Commission an important issue concerning the minimum qualifying service prescribed for promotion between various Pay Levels under the recommendations of the 7th Central Pay Commission.

1. Disparities in Minimum Qualifying Service

A careful examination of Annexure-I to the DoPT OM dated 20.09.2022 reveals considerable disparities in the minimum qualifying service prescribed for different promotional transitions. In particular, the following entries prescribe comparatively lengthy qualifying service:

Sl. No.	Promotional transition	Qualifying service
3	Level 2 to Level 4	8 years
6	Level 4 to Level 6	10 years
7	Level 5, 6 to Level 6, 8	6 years
8	Level 3, 4, 6, 7 to Level 4, 5, 6, 7	5 years
10	Level 6 to Level 9	8 years
11	Level 6 to Level 10	10 years
12	Level 6, 9 to Level 11	12 years
16	Level 7 to Level 11	9 years
21	Level 9 to Level 11	7 years
24	Level 11 to Level 13	10 years

Contd--2

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On the other hand, several other promotional transitions under the same Annexure prescribe only one, two or three years of qualifying service. Such substantial variations warrant reconsideration to ensure fairness, consistency and reasonable career progression across Central Government cadres.

2. Adverse Impact on the Department of Posts and Public Service Delivery

The lengthy qualifying service conditions have particularly affected the promotional structure of the Department of Posts. The Department, being one of the largest public service delivery organisations, requires adequate experienced supervisory and managerial personnel for the efficient delivery of postal, banking, insurance and other citizen-centric services.

The existing conditions restrict the availability of eligible officials in feeder cadres, resulting in prolonged vacancies in important promotional and supervisory positions, including:

- Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I).
- HSG-I Non-Functional Grade, wherever applicable.
- Supervisory and managerial positions in Postal and RMS establishments.
- Senior Superintendent of Post Offices and other Group-B administrative positions.
- Director-level and other higher administrative positions.

The situation is particularly difficult in promotions through Limited Departmental Competitive Examinations (LDCE) and seniority-cum-fitness channels, where the qualifying service requirement restricts the pool of eligible officials.

Consequently, existing officers are burdened with additional responsibilities, administrative supervision suffers, decision-making is delayed and the implementation of departmental initiatives and technology-based operations is adversely affected. Thus, the issue directly concerns not only employees' promotional rights but also the efficiency and quality of public service delivery.

3. Career Stagnation and Financial Loss

Employees who have rendered several years of dedicated service and acquired substantial departmental experience are compelled to wait for prolonged periods to become eligible for promotion. This results in career stagnation, loss of promotional opportunities during productive years of service, delayed financial benefits, reduced morale and inequalities in career progression between different Central Government cadres.

Minimum qualifying service should therefore be determined with due regard to the actual cadre structure, nature of duties, responsibilities, feeder-grade availability and reasonable promotional hierarchy rather than merely by the difference in Pay Levels.

4. Recommendations Sought from the 8th CPC

Contd-3

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