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भारतीय डाक विभाग  
DEPARTMENT OF POSTS, INDIA  
मुख्य पोस्टमास्टर जनरल का कार्यालय  
OFFICE OF THE CHIEF POSTMASTER GENERAL,  
पश्चिम बंगाल सर्किल / WEST BENGAL CIRCLE  
कोलकाता/ KOLKATA - 700012  
ESTABLISHMENT SECTION

U/E/e-mail

To

- 1-3) The Postmaster General, Kolkata Region, Kolkata-700012/ The Postmaster General, South Bengal Region, Kolkata-700012/ The Postmaster General, North Bengal Region, Siliguri-734001;
- 4) The General Manager (PA & F), Kolkata-700012;
- 5-6) The Postmaster General, Anadaman & Nicobar Islands, Port Blair-744101/ The Postmaster General, Sikkim State, Gangtok-737101;
- 7-9) The Director of Postal Services, Kolkata Region, Kolkata-700012/ The Director of Postal Services, South Bengal Region, Kolkata-700012/ The Director of Postal Services, North Bengal Region, Siliguri-734001;
- 10) The Director, Kolkata GPO, Kolkata-700001;
- 11) The Sr. Manager, MMS, Kolkata;
- 12-40) All the SSPOs'/SPOs' in West Bengal Circle;
- 41-47) All the SSRMs/SRMs in West Bengal Circle;
- 48) The Superintendent Foreign Post, Kolkata;
- 49) The Manager, RLO Kolkata;
- 50-51) The Supdt, PSD Kolkata/The Supdt., CSD, Kolkata/The Supdt., PSD Siliguri;
- 52) The Section Supervisor, SF(B) Section, O/o the Chief Postmaster General, Kolkata-12.

No: EST/B/Z-03/GDS RECOMMENDATION

Dated at Kolkata-12, the 04-07-2019.

**Subject: Implementation of recommendations of GDS Committee on Social Security Benefits for Gramin Dak Sevaks(GDS).**

In continuation of this office letter of even no. dated **27.06.2018**, kindly find enclosed herewith Dte's Office memorandum no. **17-31/2016-GDS** dated **01.07.2019** regarding implementation of recommendations of GDS Committee on Social Security Benefits for Gramin Dak Sevaks(GDS).

It is therefore requested to kindly look into the matter & take necessary actions accordingly.

Enclo: As above.

(S.K. Bera)

Asstt. Director of Postal Services (Staff, E & PN)  
O/o the Chief Postmaster General  
W.B. Circle, Kolkata-700012

Copy to:-

- 1-2) The DSP, Anadaman & Nicobar Islands, Port Blair-744101/The DSP, Sikkim State, Gangtok-737101;
- 11) Sr. Ps to Chief Postmaster General, W.B. Circle, Kolkata-700012.
- 12) PS to DPS(HQ), O/o the CPMG, W.B. Circle, Kolkata-700012.
- 5-7) The ADPS-I, Kolkata Region/The ADPS, SB Region/The ADPS, NB Region.
- 8) The ADPS(TO), C.O., Kolkata-700012 for uploading the order in the Circle Website : [westbengalpost.gov.in](http://westbengalpost.gov.in).
- 4-19) All Group Officers, C.O. Kolkata-700012;

(S.K. Bera)

Asstt. Director of Postal Services (Staff, E & PN)  
O/o the Chief Postmaster General  
W.B. Circle, Kolkata-700012

No. 17-31/2016-GDS  
Government of India  
Ministry of Communications  
Department of Posts  
(GDS Section)

Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Dated: 01.07.2019

Office Memorandum

Subject: Implementation of recommendations of GDS Committee on Social Security Benefits for Gramin Dak Sevaks (GDS).

The undersigned is directed to refer to this Directorate O.M of even number dated 27.06.2018, wherein approval of Competent Authority on the above noted subject was conveyed.

2. The Competent Authority has now approved the following modification in payment of Severance Amount and GDS Gratuity with effect from 01.01.2016 instead of 01.07.2018 as mentioned below:-

Sl No.	Scheme	Existing Benefits	Revised Benefits
1.	GDS Gratuity  (erstwhile Ex-gratia Gratuity)	The nomenclature of Ex-gratia Gratuity is changed as 'GDS Gratuity'  Continuance of the existing formula for grant of Ex-gratia Gratuity subject to a maximum of Rupees One lakh fifty thousand (₹1,50,000/-).	No change in nomenclature and other conditions mentioned in Department of Posts OM of even number dated 27.06.2018.  Revised rate of GDS Gratuity (i.e. Maximum ceiling ₹.150000/-)* shall be paid <u>w.e.f 01.01.2016</u> instead of 01.07.2018.
2.	Severance Amount	The Severance Amount shall be paid at the rate of ₹4,000/- for every completed year from 01.01.2016.  Maximum ceiling on Severance Amount shall be Rupees One lakh fifty thousand (₹1,50,000/-).	No change in nomenclature and other conditions mentioned in Department of Posts OM of even number dated 27.06.2018.  The Severance Amount shall be paid at the rate of ₹. 4000/- for every completed year of <u>engagement</u> <u>w.e.f 01.01.2016.**</u>



	Severance Amount would be applicable only in case of those GDS who have opted to remain with Severance Amount and have not shifted to Service Discharge Benefit Scheme (SDBS), and has completed 10 years of continuous service.	Revised rate of Severance Amount (i.e. Maximum Ceiling of ₹ 150000/-) shall be paid <u>w.e.f 01.01.2016</u> instead of 01.07.2018.
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\* Difference Amount of GDS Gratuity (i.e ₹.150000/- - ₹.60000/-)= @ ₹ 90,000/- shall be paid to those GDS who were discharged between 01.01.2016 to 30.06.2018, as they have been paid old rate of GDS Ex-Gratia Gratuity i.e @ ₹ 60,000/-.

\*\* Difference Amount of Severance Amount (i.e ₹ 4000 - ₹1500/-)= @ ₹ 2500/- for every completed year of engagement w.e.f. 01.01.2016 shall be paid to those GDS who were discharged between 01.01.2016 to 30.06.2018, as they have been paid old rate of Severance Amount i.e @ ₹. 1500/- for every completed year of engagement w.e.f. 01.01.2016 subject to a maximum Ceiling of ₹ 1,50,000/-

3. All other existing eligibility conditions for the aforesaid schemes have undergone no change and will be applicable to all GDSs.

4. This issues in consultation with Ministry of Finance, Department of Expenditure vide their ID Note No. 3(1)/E-V/2018 dated 05.04.2018 and AS &FA Diary No 37/2019-FA-CS Dated 01.07.2019.

5. Hindi version will follow.

(SB Vyavahare)  
Assistant Director General (GDS/PCC)  
Tele No. 011-23096629  
Email-[adggds@indiapost.gov.in](mailto:adggds@indiapost.gov.in)

Copy forwarded to: -

1. Sr.PPS to Secretary (Posts)/Sr.PPS to Director General Postal Services
2. PPS/PS to Addl. DG (Co-ordination)/Member (Banking) / Member (O)/Member (P)/Member (Planning & HRD)/Member (PLI) / Member (Tech)
3. Additional Secretary & Financial Adviser
4. All Chief Postmasters General / Postmasters General
5. Chief General Manager, BD Directorate/Parcel Directorate/PLI Directorate
6. Director, RAKNPA/GM, CEPT/Directors of All PTCs
7. Addl. Director General, Army Postal Service, R. K. Puram, New Delhi
8. Sr. Deputy Director General (Vigilance) & CVO/Sr. Deputy Director General (PAF)
9. Director General P&T (Audit), Civil Lines, New Delhi
10. Director General, NICF, Ghitorni, New Delhi
11. All Deputy Directors General
12. All General Managers (Finance) / Directors Postal Accounts / DDAP
13. All recognized Federations / Unions / Associations
14. GM, CEPT for uploading the orders on the India Post web site
15. Hindi Section, Dak Bhawan New Delhi:- for translation of OM.
16. Guard File
17. Spare copies.

(SB Vyavahare)

Assistant Director General (GDS/PCC)

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