

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

Dak Bhawan, Sansad Marg,
New Delhi - 110001

Dated: 23.04.2019

Office Memorandum

Subject :Implementation of approved recommendations of Kamlesh Chandra Committee on disciplinary aspects specified in Rule 9 (Minor and Major penalties) of GDS (Conduct and Engagement) Rules for all categories of Gramin Dak Sevaks (GDS).

The undersigned is directed to refer to letter No. 17-39/2/2012-GDS dated 14th January, 2015 regarding Minor and Major penalties specified in Rule 9 of GDS (Conduct and Engagement) Rules, 2011.

2. After taking into consideration the approved recommendation of Kamlesh Chandra Committee on disciplinary aspects (Minor and Major Penalties) of Gramin Dak Sevaks and in supersession of all previous orders regarding minor and major penalties of Gramin Dak Sevaks, the Competent Authority has approved the following substitution in the Minor and Major penalties in Rule -9 of GDS (Conduct and Engagement) Rules, 2011 for all categories of Gramin Dak Sevaks (GDS):-

“9. Nature of Penalties

“The following penalties may, for good and sufficient reasons and as hereinafter provided, to be imposed by the Recruiting Authority namely:-

Minor Penalties

- (i) Censure;
- (ii) Debarring of a Sevak from appearing in the recruitment examination for the post of Multi Tasking Staff and /or Postman and / or Mail

- Guard and/or from being considered for recruitment as Postal Assistant / Sorting Assistant for a period not exceeding three years;
- (iii) Debarring of a Sevak from being considered for recruitment to Multi Tasking Staff on the basis of selection-cum-seniority for a period not exceeding three years;
 - (iv) Recovery from Time Related Continuity Allowance (TRCA) of the whole or part of any pecuniary loss caused to the Government by negligence or breach of orders;
 - (v) Withholding of annual increase in Time Related Continuity Allowance (TRCA) without cumulative effect for a period not exceeding three years;

Major Penalties

- (vi) Reduction to a lower stage in the TRCA slab for a specified period exceeding three years (not in nature of permanent measure) with further directions as to whether or not the Sevak will earn annual increase during the period of reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increases of his / her Time Related Continuity Allowance (TRCA).
- (vii) Compulsory Discharge from engagement with monetary benefits (i.e. SDBS etc.) and GDS Gratuity proportionate to engagement period rendered by GDS, as per conditions laid down in DG Posts' O.M. No 17-31/2016-GDS dated 27th June, 2018.
- (viii) Removal from engagement which shall not be a disqualification for future engagement;
- (ix) Dismissal from engagement, which shall ordinarily be a disqualification for future engagement.

Note: The Penalty of recovery under Rule 9(iv) can be imposed fully without any restriction."



3. The above instructions will come into effect from the date of issue of this O.M.

4. Hindi version will follow.

(SB) 23/04/19
(SB Vyavahare)

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