

No. 17-31/2016-GDS
Government of India
Ministry of Communications
Department of Posts
Establishment Division

Dak Bhawan, Sansad Marg,
New Delhi – 110001.

Dated: the 27th June, 2018

Office Memorandum

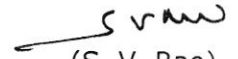
Subject: Implementation of recommendations of one-man Committee on Social Security Benefits for Gramin Dak Sevaks (GDS).

The undersigned is directed to convey the approval of the Competent Authority on recommendations of one-man Committee on Social Security Benefits for Gramin Dak Sevaks (GDSs).

2. The nomenclature of Ex-gratia gratuity is revised as "**GDS Gratuity**". The Ex-gratia Gratuity, Severance Amount and SDBS contribution shall be revised as following: -

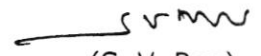
Sl No.	Scheme	Existing Benefits	Revised Benefits
1.	GDS Gratuity (erstwhile Ex-gratia Gratuity)	Granted at the rate of half month's basic TRCA drawn immediately before discharge of service, for each completed year of service subject to a maximum of ₹60,000/- or 16.5 times basic TRCA last drawn, whichever is less. Minimum service prescribed for eligibility of Ex-gratia gratuity is 10 years.	The nomenclature of Ex-gratia Gratuity is changed as ' GDS Gratuity ' Continuation of the existing formula for grant of GDS Gratuity (earlier Ex-gratia Gratuity) subject to a maximum of Rupees one lakh fifty thousand (₹1,50,000)/-
2.	Severance Amount	Severance Amount shall be paid at the rate of ₹1,500 for every completed year of service subject to a maximum of ₹60,000, provided, a GDS has completed 10 years of continuous service.	The Severance Amount shall be paid at the rate of ₹4,000/- for every completed year of service from 01.01.2016. Maximum ceiling on Severance Amount shall be Rupees one lakh fifty thousand (₹1,50,000/-) . Severance Amount would be applicable only in case of those GDSs who have opted to remain with Severance Amount and have not shifted to Service Discharge Benefit Scheme (SDBS), and have completed 10 years of continuous service.
3.	Service Discharge Benefit Scheme (SDBS)	The rate of monthly contribution to SDBS is ₹200/- for both sides i.e. Department's contribution and the GDS	The monthly contribution to SDBS shall be ₹300/- for both sides i.e. Department's contribution and the GDS

3. All other existing eligibility conditions for the aforesaid schemes have undergone **no change** and will be applicable to all GDSs.
4. This OM will take effect from **01.07.2018**.
5. 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


(S. V. Rao)
Director (Estt.)

Copy to: -

1. PS to Hon'ble MoSC (I/C)
2. Sr. PPS to Secretary (P)/ Sr. PPS to DG Postal Service
3. PPS to All Members, Postal Services Board
4. JS&FA/Secretary (PSB)
5. All Chief Postmasters General
6. All Postmasters General
7. CGM, PLI/CGM, BD&M Directorate
8. Director, RAKNPA, Ghaziabad.
9. All DDsG/Directors/ADsG in Postal Directorate
10. Additional Director General, APS C/o 56, APO, R. K. Puram, New Delhi
11. DG P&T Accounts, Civil Lines, New Delhi - 54
12. All Directors of Accounts (Postal)
13. Director, CEPT, Mysore, with a request to upload the OM on the India Post Website.
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(S. V. Rao)
Director (Estt.)