

### **Welfare measures available to Departmental Employees and GDS**

➤ **Field Service (Postal) Benevolent Fund: -**

- Group C employees who are deputation at APS, are eligible.
- Onetime benefit

S/No.	Description of Welfare	Amount
1.	Financial Assistant in case of normal death	Rs.3500/-
2.	Financial Assistant in case of death due to enemy action in insurgency operations	Rs.25000/-
3.	One time scholarship of all school and college going children of deceased.	Rs.500/-

➤ **Financial assistance in case of immediate death of Departmental employee/GDS =**

- Dept Employee - Rs.10,000/-
- GDS - Rs.11,000/-



➤ **Financial assistance in case of death of Dept. Employee/GDS due to terrorist activity/dacoits etc. while in duty:**

- Departmental employee – Rs.75,000/-
- GDS – Rs.1,65,000/-

➤ **Financial assistance in case of death of departmental employee/GDS by terrorists/robbers etc. while not on duty**

- Departmental employee – Rs.15,000/-
- GDS – Rs.13,200/-



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➤ **Financial assistance in case of death of Dept. Employee/GDS while in duty due to accident:**

- Departmental employee - Rs.15,000/-
- GDS – Rs.27,500/-

➤ **Financial assistance in cases of natural calamities, fire and floods**

- Departmental employee – Rs.4,500/-
- GDS – Rs.5,500/-

➤ **Financial assistance in case of prolonged and serious illness/major surgeries for Departmental employee/GDS**

- Departmental employee – Rs.10,000/-
- GDS – Rs.22,000/-

➤ **Funeral Expenses on death of GDS (payable in cases in which last rites of deceased GDS are performed by brothers or sisters or near relatives in the absence of another next of kin) –**  
Rs.5500/-

➤ **Financial Assistance in case of accident of GDS while being on duty requiring hospitalization for more than three days** – Rs.5500/-

➤ **Financial assistance for Dept employee/GDS and also for their family suffering from TB.**

**For Department Employee -**

- Indoor Patient – Rs.400/- per month for 6 months
- Outdoor Patient – Rs.200/- per month for 6 months

**For GDS (GDS has put in at least six years of service & treatment is taken in government hospital)-**

- Indoor Patient – Rs.440/- per month for 6 months
- Outdoor Patient – Rs.220/- per month for 6 months



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- **Financial Assistance in cases of GDS Employee suffering from COVID-19**
  - Rs.50,000/- w.e.f 15.09.2021
  
- **Scholarship to disabled children of Departmental employees/GDS: -**
  - Maximum = for 8 years
  - Not more than twice for same class
  - Disability should be at least 40% and above. However; in case totally Blind, Deaf & Dumb Children. no such limit will be applicable

#### **For Department Employee**

- Scholarship = Rs.500/- per month
- Drawing of Basic pay up **to Rs.77,900/-** is eligible

#### **For GDS**

- Scholarship = Rs.220/- per month

- **Grant of Scholarship under educational schemes to the children of Departmental Employee & GDS (renewal year to year basis)**



S/No.	Education Type/Institute	For GDS	For Dept. Employees (Basic Pay up to Rs.65,200/-)
1.	IIT/IIM/AIIMS (50% Marks in should be secured in each semester/year)	Rs.1100/- per month	Rs.1000/- per month



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2.	Technical Education – Degree (85% Marks in qualifying examination)	Rs.308/- per month	Rs.800/- per month
3.	Technical Education – Diploma (85% Marks in qualifying examination)	Rs.209/- per month	Rs.300/- per month
4.	Non - Technical Education – BA/BSc/BCom (80% Marks in qualifying examination)	Rs.165/- per month	Rs.250/- per month
5.	ITI Certificate Course (65% Marks in qualifying examination)	Rs.1034/- per annum	Rs.1400/- per annum

- **Incentive for excellence in academic achievement for 10<sup>th</sup> and 12<sup>th</sup> class for Dept employees and GDS**

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The award under this scheme should be finalized and announced before 30<sup>th</sup> September each year.

S/No.	Group	Minimum % for Dept. Employee	Minimum % for GDS
1.	10 <sup>th</sup>	90%	85%
2.	12 <sup>th</sup> (Science)	90%	85%
3.	12 <sup>th</sup> (Commerce)	90%	80%
4.	12 <sup>th</sup> (Art)	90%	80%



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S/No.	Position in Circle	Incentive to Dept. Employee	Incentive to GDS
1.	1 <sup>st</sup>	Rs.6000/-	Rs.1100/-
2.	2 <sup>nd</sup>	Rs.4800/-	Rs.880/-
3.	3 <sup>rd</sup>	Rs.4200/-	Rs.770/-
4.	4 <sup>th</sup>	Rs.3600/-	Rs.660/-
5.	5 <sup>th</sup>	Rs.3000/-	Rs.550/-

- Repayable Loan at 5% rate of interest - (Maximum – Rs.50,000/-) – Only for GDS

S/No.	Purpose	Maximum Sanctioned Amount	Engagement Period and Instalment
1.	For construction of room with flush toilet facilities for housing of Branch office	Rs.50,000/-	Service - Minimum 8 years' Service & not more than 57 years age, Instalment - 56 instalments @ Rs.1000 for principal and interest)
2.	For purchase of personal computer/ laptop	Rs.20,000/-	Service - Minimum 5 years' Service & not more than 60 years age, Instalment - 21 instalments @ Rs.1000 for principal and interest)
3.	For purchase of moped/ scooter/ Motor cycle	Rs.20,000/-	Service - Minimum 5 years' Service & not more than 60 years age, Instalment - 21 instalments @ Rs.1000 for principal and interest)



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4.	Purchase of Mobile/ Tablet	Rs.10,000/-	Service - Minimum 5 years' Service & not more than 60 years age, Instalment - 21 instalments @ Rs.500 for principal and interest)
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**Note -**

(1) The GDS will be eligible the loan on maximum two occasions in his entire career with a maximum ceiling of Rs 50,000/- subject to the condition that previous loan amount has been fully repaid and there is no outstanding loan against the GDS.

(2) Copy of bill/receipt for purchase should be produced by GDS within a month of purchase or within 2 months from the date of drawl of the loan, failing which penal interest @ 12 % per annum from the date of drawl of the loan to the date of production of bill/receipt will be levied.

➤ **Financial assistance for Dept employee on Extra Ordinary Leave (EOL) and Half Pay Leave (HPL) due to prolonged illness.**

- EOL – Rs.1500/- per month
- HPL – Rs.750/- per month

Note: - Disease should be more than 2 months old and the assistance will be given a maximum period of 36 months renewal at intervals of every 6 months.

➤ **Financial Assistance for purchase of Mechanical/Motorized tricycle for orthopedically handicapped departmental employee**

- Rs.15,000/- or 50% of the cost of tricycle whichever is less from the circle welfare fund.
- 75% cost of artificial limb/wheelchair/orthopaedic tricycle subject to maximum Rs.2000/- can be sanctioned.



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- 2<sup>nd</sup> class railway fare from the place of duty to the artificial limb centre and back is also reimbursable from CWF for PH employee.

➤ **Scholarship for UPSC examination for child of Departmental employee: -**

- The amount of financial assistant is Rs.2000/-
- There will be no pay limit for grant this assistant
- This assistant will be provided once to each child after clearing the preliminary examination or achieve minimum qualification marks (**60%**).

➤ **Scholarship (one time) of SC/ST employees for departmental examination**

S.No.	Name of Examination	Amount
1	Examination for promotion to the cadre of IP/AAO	Rs.1800/-
2.	Examination for promotion to the cadre of JA, UDC or similar in Postal Account office (PAO)	Rs.1200/-
3.	Examination for promotion to post of PA/SA and other clerical cadre	Rs.900/-

➤ **Scholarship (one time) of SC/ST employees for Higher Education.**

- ST/SC employee secure 40% of the marks in

10<sup>th</sup> and 12<sup>th</sup> = Rs.1200/- **one time**

Degree/Diploma/PG=Rs.3000/- per annum (**restrict to fee paid**)

➤ **Scholarship for development of individual personality: -**

- 75% of fee paid by employee subject to maximum Rs.2000/- per annum
- The scholarship is admissible for maximum period of 2 years and only once during entire service.
- Employee below the age of 35 years and drawing basic pay up to **Rs.44900/-** is eligible



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- Personnel and Labour Management, Public Relations, Sociology, Social Work, Sports (NIS), Welfare Accounting, Computer Programming, Industrial Relations and Banking.
- **Transport charge & Hostel/Mess Subsidy to disabled children of Departmental employees: -**
  - **Transport Charge** :- For A Class City – Rs.300/- per month & Other City– Rs.250/- per month (for class 1<sup>st</sup> to 12<sup>th</sup> )
  - **Hostel/Mess Subsidy**:- For A Class City – Rs.300/- per month & Other City– Rs.250/- per month (for class 1<sup>st</sup> to 12<sup>th</sup> )
  - Drawing of Basic pay up to **Rs.77,900/-** is eligible
- **Financial Assistant to Central Postal Ladies Organisation and its subordinate organisation in the Circle.**
  - Central Organisation (**DOP HQ, Delhi**) = Rs.35000/- per annum
  - Circle Organisation (**Concern Circle HQ**) = Rs.25000/- per annum
- **Financial Assistance to Recreation Club: -**
  - Grant-in-aid = Rs.25/- per head per annum.
  - In addition to grant-in-aid additional grant-in-aid up to Rs.25/- per head per annum to match the subscription collected by the club during the financial year.
  - Rs.25000/- maximum grant.
- **Financial Assistance to Residents Welfare Association: -**
  - Rs.30/- per residential quarter per annum
- **Financial assistance to Crèches: -**
  - Age of Child for admission in Creche – 6 months to 10 Years
  - Maximum 2 child of an employee can be allowed.
  - Minimum & Maximum = 1 & 25



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S.No.	Number of Children enrolled	Number of Creche Worker	Number of Creche helper
1	Up to 10		1
2	More than 10 (Up to 25)	1	2

- o Creach timing – 26 days in month and per day 8 hours.
- o Non –recurring grant Rs. 60,000/-for starting a crèche
- o Non –recurring exp of Rs. 20,000/-at the end of every 3 years.
- o Recurring grant Rs. 1,500/-per month per child to the maximum of Rs. 38000/-

➤ **Financial Assistance for Excursion Trips (4-5 days/700km): -**

- o 60% cost of railway fare or any surface transport
- o Drawing of Basic pay up to Rs.65,200/- is eligible
- o Approval of HoC required.
- o Maximum 2 officially sponsored trips can be arranged in a FY.

➤ **Financial assistance to Tailoring Classes: -**

- o One-time non-recurring grant – Rs.5000/-
- o For tailoring teacher – Rs.750/- per month

➤ **'Holiday Homes: -**

<u>Scheme</u>	<u>Provision</u>	<u>Rate per day</u>
Rent of holiday homes	For beneficiaries having pay less than level-6 of 7 <sup>th</sup> CPC i.e 35,400/-	Rs.40/-
	For beneficiaries having pay higher than level-6 of 7 <sup>th</sup> CPC	Rs.100/-



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### **Circle Welfare Fund for Gramin Dak Sevak (CWFGDS)**

- The scheme came into force w.e.f. 01.07.2024 and known as Circle Welfare Fund for Gramin Dak Sevak (CWFGDS).
- CWFGDS is to be controlled by the Chief Postmaster General.
- In order to decentralize the implantation of the Scheme and to ensure fast decision making it has been decided to delegate the powers at Regional level in respect of Gramin Dak Sevaks Fund to Regional PMG's. Thus. while the Regional Funds will be operated at Regional Level. There will be only one single Circle Fund and the proportionate amount pertaining to Region will be operated by Regional PMG under the overall control of the Head of Circle.
- Every Regional PMG should as on 1<sup>st</sup> April every year intimate the amount of fund available for operation for Regional implementation after an audit of the disbursal payment received payment made from the fund has been done by an Accounts Officer of the Circle nominated by the CPMG.
- **Scope of the Scheme –**
  - The Scheme is mandatory and is applicable to all regularly engaged Gramin Dak Sevaks working in the Postal Circles. The Scheme will not cover the substitute working in place of GDSs. on leave arrangement and provisionally engaged GDS.
- **Subscription –**
  - Rs.40/- per month for every GDS. The annual subscription of Rs.480/- will be recovered in lump sum in the month of April (TRCA of March) every year. In case of newly engaged GDS, the annual subscription will be recovered from his first month's TRCA on proportionate basis i.e. at the rate of Rs.40 per month for all the months up to the

financial year end irrespective of the date on which GDS joins in a month. (April 2024 – June 2024 = Rs.20/- per month & From July 2024 – March 2025 = Rs.40/- per month)

➤ **Recovery of Subscription from Members:** -

- The Annual subscription will be recovered from all the eligible Gramin Dak Sevaks by the Accounts Branch of the Head Post Office. The Head Post Office will remit the collections to the Treasurer of the Managing Committee along with the list of members, category wise under intimation to their SSPOs/SPOs/SSRM/SRM etc.

➤ **Grant Aid from Central Welfare Fund**

- An amount of Rs.200 per GDS per year (on the basis of actual working GDSs) will be granted from the Central Welfare Fund to each Circle as one-time Annual contribution on recurring basis. In the Financial year 2024-25, contribution from Central Welfare Fund would be made @ Rs. 175/- per GDS [Rs 25 per GDS for period of April 2024 to June 2024 and Rs. 150 per GDS for period of July 2024 to March 2025]. From April 2025 onwards contribution would be made @ Rs. 200 per GDS per year.

➤ **Managing Committee – Circle Level**

S/No.	Post	Officer
1.	President	CPMG
2.	Vice-President	DPS (HQ)
3.	Secretary	AD (welfare and sports) in circle office
4.	Treasurer	AO in circle office
5.	Member-I	GDS Staff Union Member from the Circle
6.	Member-II	GDS Staff Union Member from the Circle

➤ Managing Committee – Region Level

S/No.	Post	Officer
1.	President	PMG
2.	Vice-President	DPS (Region)
3.	Secretary	AD (welfare and sports) in circle office
4.	Treasurer	AO in Region office
5.	Member-I	GDS Staff Union Member from the Region
6.	Member-II	GDS Staff Union Member from the Region

➤ Auditing of Accounts

- Within 2 months of the end of each financial year, the auditing work will be done by the IFA O/o the Chief Postmaster General or by any agency/officer appointee by the Managing Committee. The auditor so appointed will certify the correctness of accounts along with comments if any.

➤ Honorarium: -

- Treasurer - Rs.5000/- per annum
- Auditor - Rs.1000/- per annum

➤ Amendments to the Scheme

- All powers regarding amendment in any part of the Scheme, in the larger interest of the members rests with the Director General Posts.
- A GDS who has not claimed any kind of assistance or grant from Circle Welfare Contributory Fund in his entire service will be paid a lump sum amount at the time of retirement. The slabs for payment will be as under: -**

S/No.	Condition of Service	Lump sum amount
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1.	Less than 5 Years	NIL
2.	5 Years from the date of start of contribution	Rs.1000
3.	10 years from the date of start of contribution	Rs.2000
4.	15 years from the date of start of contribution	Rs.3000
5.	20 years from the date of start of contribution	Rs.4500
6.	25 years from the date of start of contribution	Rs.5500
7.	30 years from the date of start of contribution	Rs.6500
8.	35 years from the date of start of contribution	Rs.8000
9.	40 years from the date of start of contribution	Rs.9000
10.	More than 45 years from the date of start of contribution	Rs.11000

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