

Central Administrative Tribunal  
Principal Bench

O.A. No. 1950 of 1998

New Delhi, dated this the 1<sup>st</sup> JANUARY 2001

HON'BLE MR. S.R. ADIGE, VICE CHAIRMAN (A)  
HON'BLE DR. A. VEDAVALLI, MEMBER (J)

1. Industrial Training Centres  
Employees Union,  
83, Mukhram Park,  
Tilak Nagar, New Delhi.
2. Shri Charanjit Singh,  
General Secretary,  
Industrial Training Centres  
Employees Union,  
Presently as Supervisor Instructor,  
Basic Training Centre,  
Pusa, New Delhi. .. Applicants

(By Advocate: Shri D.S. Mahendru)

Versus

1. Govt. of NCT of Delhi  
through the  
Chief Secretary,  
Old Secretariat,  
5, Sham Nath Marg, Delhi-110054.
2. The Director,  
Directorate of Training and  
Technical Education,  
Vikas Bhawan, I.P. Estate,  
New Delhi-110002. .. Respondents

(By Advocate: Shri Rajinder Pandita)

ORDER

MR. S.R. ADIGE, VC (A)

Applicants seek a direction to respondents to implement the new staffing pattern for Industrial Training Institutes and Centres w.e.f. 1988 with consequential benefits.

2. Heard both sides.

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3. Applicants contend that prior to 1988, the staffing pattern of Group 'C' Technical Teaching staff working in all the ITIs and Centres in all the States and Union Territories consisted of

- i) Foreman Instructor           Rs.2000-3200
- ii) Supervisor Instructor       Rs.1640-2900
- iii) Craft Instructor            Rs.1400-2600
- iv) Skilled Workman            Rs.1400-2300

based upon Government of India's Training Manual.

There was one foreman instructor for every 12 units (one unit consisted of 12/6 students in each specified trade); one supervisor instructor over four units; and one craft instructor for each unit.

4. Applicants state that by Government of India letter dated 12.12.88 (Annexure A-3), the level of supervisor instructor was deleted, but this revised staffing pattern has not been uniformly implemented. It is contended that while it has been implemented in 6 ITIs, it has not been implemented in 9 ITIs situated within NCT of Delhi which has resulted in frustration and anomalies.

5. Respondents in their reply state that the State Government is fully competent to determine the staff structure in ITIs. It is contended that revision in staff structure would render a large

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number of supervisor Instructor (sanctioned strength 86) surplus; the three tier structure provides promotional opportunities; and neither the staff association, nor indeed the Government of India have been pressing for revision of the staff structure. Respondents, however, admit that the ITIs opened after 1990 did not have the post of Supervisor Instructor.

6. We have considered the matter carefully.

7. While uniformity in the staffing pattern in the various ITIs within NCT of Delhi is no doubt a laudable objective, while would obviate anomalies, the reasons which have prompted respondents to continue with the three tier staffing pattern some of the ITIs at least for the present cannot be brushed lightly aside. In this connection we find from Govt. of NCT of Delhi letter dated 22.11.97 (copy taken on record) as well as from respondents' reply that Government of India had suggested one staffing pattern for Engineering trade and another pattern for non-engineering trades, which Government of NCT of Delhi have stated was not feasible and would create further anomalies. Reply to letter dated 22.11.97 is stated to be still awaited.

8. We dispose of this O.A. by calling upon respondents in consultation with Government of India to implement a uniform staffing pattern for all the ITIs within NCT of Delhi if not all at once, then in stages keeping in view the best interests of the



trainees, as well as the legitimate aspirations of the employees, and having regard to the surrounding facts and circumstances, not least the financial implications of any decision which would be taken. These directions should be implemented as expeditiously as possible and preferably within six months from the date of receipt of a copy of this order. No costs.

(Dr. A. Vedavalli)  
Member (J)

(S.R. Adige)  
Vice Chairman (A)

'gk'