

CENTRAL ADMINISTRATIVE TRIBUNAL  
PRINCIPAL BENCH, NEW DELHI.

O.A.NO.758/96

New Delhi, this the 9th day of February, 2000.

HON'BLE MR. JUSTICE ASHOK AGARWAL, CHAIRMAN  
HON'BLE MR. M.P.SINGH, MEMBER (A)

1. **BASAN SINGH KASANA**  
S/O Shri Tikam Singh;  
Aged about: 49 Years;  
R/O: D-165, Lajpat Nagar;  
Sahibabad, Ghaziabad.

AND EMPLOYED AS:

JUNIOR ENGINEER in the  
D.M.L.F. Division,  
Central Electricity Authority,  
Government of India;  
Sewa Bhawan, New Delhi.

2. **S.M. SINGHAL**  
S/O Shri P.C. Gupta  
Aged about: 43 years;  
R/O: B-4/139, Safdarjung Enclave,  
New Delhi.

AND EMPLOYED AS:

JUNIOR ENGINEER in the  
D.M.L.F. Division,  
Central Electricity Authority,  
Sewa Bhawan, R.K. Puram  
NEW DELHI.

3. **A.P.S. SOOD**  
S/O: Shri (Late) G.P. Singh

*afm*

(2)

Aged about 48 years;  
R/O: 110-A; Pocket 'C'  
Mayur Vihar Phase II;  
Delhi - 110091.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. Division;  
Central Electricity Authority;  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

4. V.K. KAPOOR  
S/O Shri C.L. Kapoor;  
Aged about 47 Years;  
R/O: B-1, Overseas Apartments;  
Sector 9; ROHINI;  
NEW DELHI - 110085.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. DIVISION;  
Central Electricity Authority;  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

5. NARENDRA PAL  
S/O Late Shri R.P. Saxena;  
Aged about: 47 Years;  
R/O: AB-882, Sarojini Nagar;  
NEW DELHI - 110023.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. Division,  
Central Electricity Authority.

Sewa Bhawan, R.K. Puram

NEW DELHI.

(3)

6. H.S. ANAND  
S/O Shri S.S. Anand  
Aged about/ 46 Years  
R/O: BZ-91, Pratap Nagar;  
Jail Road, New Delhi-110064.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. Division,  
Central Electricity Authority;  
Sewa Bhawan, R.K. Puram  
NEW DELHI.

7. RASH PAL SINGH

S/O Late Shri Ram Singh,  
Aged about: 44 Years  
R/O: B-93, Shakti Apartments;  
Sector-9, ROHINI  
NEW DELHI - 110085.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
H.P.I. Section;  
Central Electricity Authority,  
Sewa Bhawan, R.K. Puram  
NEW DELHI.

8. SATISH KUMAR

S/O Late Shri Shankar Singh,  
Aged about: 46 Years,  
R/O: 53 Type III Multi Storey;  
Timarpur, New Delhi-110054.

AK

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Hyd; Maint.  
Central Electricity Authority;  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

9. Y.P. KOHLI  
S/O Shri P.L. Kohli;  
Aged about: 46 Years;  
R/O: C-6/B 117, Janakpuri;  
New Delhi - 110058.

AND EMPLOYED AS:

Assistant Director in the  
Technical Services;  
Central Electricity Authority;  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

10. K.K. GUPTA  
S/O Shri Barkat Ram;  
Aged about 53 Years  
R/O: C/O Shri S.P. Vaid;  
351 S.F.B. Flats;  
Maya Enclave; New Delhi;

AND EMPLOYED AS

JUNIOR ENGINEER in the  
H.E.D. Division;  
Central Electricity Authority;  
R.K. Puram; Sewa Bhawan;  
NEW DELHI.

11. S.L. DOGRA  
S/O Late Shri B.N. Dogra;  
Aged about: 47 Years

165, Antriksha Apartments;  
Vikas Puri, New Delhi - 110018.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
H.E-I Division:  
Central Electricity Authority;  
Sewa Bhawan, R.K. Puram  
NEW DELHI.

12. KESHAR SINGH  
S/O Shri Ram Singh  
Aged about: 50 Years  
R/O WZ-25 E/2 Street No.11  
Krishna Park, Tilak Nagar;  
NEW DELHI.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Hyd, Maint. Division:  
Central Electricity Authority;  
Sewa Bhawan, R.K. Puram;  
NEW DELHI.

13. A.K. SHARMA II  
S/O Shri Arjun Singh  
Aged about 46 Years  
R/O: B-599 Kabir Nagar;  
Shahdara, Delhi - 110094.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. Division  
Central Electricity Authority  
Sewa Bhawan/ R.K. Puram;  
NEW DELHI.

14. V.K. MAHNA  
S/O Shri H.L. Mahna;

Aged about 43 years

R/O: 3/42 Vandana Apartments;  
I.P. Extension;  
Patpar Ganj;  
Delhi - 110092

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Financial Appraisal Division:  
Central Electricity Authority  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

15. B.S. MENDIRATTA

S/O Shri N.R. Mendiratta;  
Aged about 43 Years

R/O II A 85 Nehru Nagar;  
Ghaziabad

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
H.T.D. Division:  
Central Electricity Authority  
Sewa Bhawan; R.K. Puram;  
NEW DELHI.

16. DALBIR SINGH

S/O Shri Sant Singh

Aged about 48 Years

R/O: 6/358; Geeta Colony;  
Delhi - 110031.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Technical Services Division:  
(Technical Store)  
Central Electricity Authority:  
Sewa Bhawan; R.K. Puram;

NEW DELHI.

17. V.P. SINGH  
S/O Shri Gyan Singh:  
Aged about 45 Years  
R/O: 331/30 G; Raj Garh Colony:  
Delhi - 110031.

AND EMPLOYED AS:

JUNIOR ~~EXXENNER~~ ENGINEER in the  
Hyd. Technology Division:  
Central Electricity Authority:  
Sewa Bhawan; H.K. Puram

NEW DELHI.

18. MANOHAR LAL  
S/O Shri F;C; Jain  
Aged about 45 Years  
R/O: C 2 A/77, Janakpuri  
Pocket 15, New Delhi-110058.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
GM Division,  
Central Electricity Authority:  
N.R.E.B. Building:  
Katwaria Sarai:  
NEW DELHI.

19. MANAK CHAND  
S/O Shri Chhotey Lal  
Aged about 42 Years  
R/O: C/O Shri Hukum Singh,  
Rang Puri; Mahipal Pur:  
DELHI - 110037.

AND EMPLOYED AS :

JUNIOR ENGINEER in the

GM Division:  
Central Electricity Authority:  
N.R.E.B. Building:  
Katwaria Sarai/ NEW DELHI.

(8)

20. HARBANS SINGH  
S/O Shri S.P. Singh  
Aged about: 47 Years  
R/O: 5 PC. Govt. Housing Complex  
Vasant Vihar/ NEW DELHI.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
N.R.E.B.  
Central Electricity Authority:  
18 A<sup>th</sup> Shaheed Jit Singh Marg:  
Katwaria Sarai / NEW DELHI.

21. S.N. GUPTA  
S/O Shri Bhupendra Nath  
Aged about 43 Years  
R/O 80 P; C.P.W.D. Colony;  
Vasant Vihar / NEW DELHI.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Training Cell:  
Central Electricity Authority  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

22. H.K. PANGASA  
S/O Shri Darashana Nand  
Aged about 46 Years  
R/O 41 Pocket B-10 Sector III  
ROHINI; NEW DELHI 110085.

AND EMPLOYED AS :

JUNIOR ENGINEER/ in the

*2/2*

Financial Appraisal Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. PURAM  
NEW DELHI.

23. V.K. UPADHYAY

S/O Late Shri K.L. Upadhyay  
Aged about: 44 Years

R/O B-5/206 Safdar Jung Enclaves  
New Delhi.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Computer Division:  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

24. PARVESH KUMAR

S/O Shri V.M. Rallan  
Aged about: 44 Years

R/O 230 E Pocket I  
Mayur Vihar Phase I  
Delhi - 110091

AND EMPLOYED AS :

JUNIOR ENGINEER/ in the  
S.A. Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram  
NEW DELHI.

25. S.P. SETHI

S/O Shri C.L. Sethi  
Aged about 46 Years

R/O 165 Turab Nagar  
Ghaziabad.

*[Signature]*

AND EMPLOYED AS :

JUNIOR ENGINEER/ in the  
R.P.S.O. Division  
Central Electricity Authority:  
B-6/7 Safdarjung Enclave:  
New Delhi;

(20)

26. VIJAY KAPOOR  
S/O Late Shri D.P. Kapoor:  
Aged about: 48 Years  
R/O A 2/25 Sector 4, ROHINI  
NEW DELHI - 110085.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
N.R.E.B.  
Central Electricity Authority:  
Rosalima: Naugrimbh Road:  
Laitum: Shillong.

27. D.B. BIST  
S/O Late Shri K.R. Bist  
Aged about 45 Years  
R/O B/150 N.R.E.B. Staff Quarters:  
New D.N. Nagar: Andhri: West Bombay.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
W.R.E.B. Central Electricity Authority:  
Plot No; F; 3<sup>rd</sup> MIDC Area:  
Marol: Andheri East: Bombay;

28. J.S. VERMA  
S/O Late Shri Jai Singh  
Aged about: 48 Years  
R/O RZ 7L/13/1; Gali No.5  
Sagar Pur Main:  
NEW DELHI - 110046.

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(21)

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
D.M.L.F. Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

29. YOGENDRA SINGH  
S/O Shri Umed Singh  
Aged about 47 Years  
R/O A2/129 L.I.G. Flats:  
Paschim Vihar: NEW DELHI - 63

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Training Cell  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

30. RAGHBAR SINGH  
S/O Late Shri Munshi Ram  
Aged about 45 Years  
R/O 80 Khidrabad:  
NEW DELHI.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Distribution Planning Division:  
Central Electricity Authority/  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

31. MEHFOOZ UR/REHMAN  
S/O Shri M.Z. Rehman  
Aged about: 47 Years

*(Signature)*

22

R/O 161 Rehman Cottage:  
Abul Fazal Enclave:  
Zamia Nagar: Okhla:  
NEW DELHI - 110025.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Legal Cell:  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

32. P.C. TRIPATHI

S/O Late Shri K.C. Tripathi  
Aged about: 51 Years

R/O 22 D Government Housing Complex:  
Vasant Vihar: NEW DELHI.

AND EMPLOYED AS

ASSISTANT DIRECTOR II in the  
Hyd. Construction Maintenance Division:  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

33. M.S. MATHUR

S/O Shri R.M. Mathur  
Aged about: 48 Years  
R/O Pocket A: Flat No. 77A  
Mayur Vihar Phase II  
DELHI -110091.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the  
Legal Cell:  
Central Electricity Authority  
Sewa Bhawan: R.K. PURAM/  
NEW DELHI.

SM

34. M.S. SODHI  
S/O Shri Mohan Singh  
Aged about: 45 Years  
R/O 5 Temour Nagar:  
New Delhi - 110065.

AND EMPLOYED AS :  
ASSISTANT DIRECTOR II in the  
Vid्युत Bharti:  
Central Electricity Authority:  
B 6-7/19 Safdarjung Enclave:  
New Delhi.

35. KAMAL KISHOR  
S/O Shri K. Kishor  
Aged about: 46 Years  
R/O J. Ganj: Aligarh

AND EMPLOYED AS :  
ASSISTANT DIRECTOR II in the  
Coordination Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

36. ASHOK PAL  
S/O Shri K.P. Pal  
Aged about 47 years  
R/O G-1402 Chittaranjan Park:  
NEW DELHI - 110019.

AND EMPLOYED AS :  
ASSISTANT DIRECTOR in the  
Th; Appraisal Division:  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

24

37. JEEVAN SINGH  
S/O Shri Tika Singh  
Aged about 45 Years

R/O RZF 756/5 Raj Nagar  
Palam Colony:  
NEW DELHI - 110045.

AND EMPLOYED AS :

Assistant Director II in the  
D.M.L.F. Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

38. S.K. MANDAL  
S/O Late Shri K.B. Mandal:  
Aged about: 46 Years  
R/O L 31 D Sheikh Sarai (Triveni)  
Phase II: New Delhi - 110017.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the  
H.E. Division:  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram:  
NEW DELHI.

39. MOHD. NASEEM  
S/O Late Shri Bahauddin  
Aged about 48 Years  
R/O 7684 M.A. Rahim Lane:  
Quresh Nagar: Sadar Bazar  
DELHI - 110006.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the  
D.M.L.F. Division  
Central Electricity Authority:  
Sewa Bhawan: R.K. Puram: New Delhi;

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40.

BHARTENDU GUPTA

S/O Shri R.K. Gupta

Aged about 48 Years

R/O 165 Pocket 6 Sector II

ROHINI: NEW DELHI-110085.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the

RPSO Division

Central Electricity Authority:

B-6/7 Safdarjung Enclave:

NEW DELHI.

41.

D.B.S. TOMAR

S/O Shri Hansa Ram

Aged about: 44 Years

R/O Village Latifpur:

Tibra:

P.O. Modi Nagar:

District: Ghaziabad:

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the

Central Electricity Authority:

N.R.E.B. Building:

Katwaria Sarai: NEW DELHI.

42.

K.S. MUNDI

S/O Shri Malka Singh

Aged about: 48 Years

R/O GI 767 Sarojini Nagar:

NEW DELHI - 110023.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the

Central Electricity Authority

N.R.E.B. 18A, Shaheed Jit Singh Marg:

Katwaria Sarai: NEW DELHI.

43.

S.C. JAIN

S/O: Late Shri S.L. Jain,

Aged about; 49 Years,

R/O: House No. 774-A/6, Mehrauli,

NEW DELHI - 110030.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the

N.R.E.B.

Central Electricity Authority,

18-A, Shaheed Jit Singh Marg,

Katwaria Sarai, New Delhi.

44.

AMRESH GHOSH

S/O: Shri M.K. Ghosh,

Aged about: 46 Years,

R/O: 112, Vinod Nagar,

Kalchapara,

District: 24, Peragana (North)

West Bengal.

AND EMPLOYED AS :

JUNIOR ENGINEER in the

P.G C.I.L.

Central Electricity Authority,

Roselima, Naugrimbh Road,

Laitun, Shillong - 793 303.

45.

D.N. NAGPAL

S/O: Late Shri Narain Dass,

Aged about: Years,

R/O: N-61, Greater Kailash,

Part-I, New Delhi.

AND EMPLOYED AS :

JUNIOR ENGINEER in ;

*26*

Quality Insurance Division,  
B.T.P.S./N.T.F.C. Badarpur,  
NEW DELHI - 110044.

46. K.K. PURI

S/O: Shri R.B.L. Puri,  
R/O: 67/1, Sector-I,  
Pushpa Vihar, New Delhi.

AND EMPLOYED AS :

JUNIOR ENGINEER in the  
Material Management Division,  
(Store Division)  
BTPS/NTPC Badarpur: New Delhi.

47. PREM CHAND

S/O: Late Shri Shankar Singh,  
Aged about: 47 Years,  
R/O: EF-641, Sarojini Nagar,  
New Delhi - 110023.

AND EMPLOYED AS :

ASSISTANT DIRECTOR II in the  
Distribution Planning Division,  
Central Electricity Authority,  
Sewa Bhawan, R.K. Puram,

NEW DELHI.

(By Advocate: None)

... A P P L I C A N T

VERSUS

1.

UNION OF INDIA  
Through the Secretary,  
Ministry of Power,  
Government of India.

*m/s*

**Shram Shakti Bhawan:**  
**Rafi Marg/ NEW DELHI - 110001.**

**2. The Secretary:**  
**Ministry of Finance:**  
**Government of India:**  
**North Block: NEW DELHI - 110001.**

**3. The Chairman:**  
**Central Electricity Authority**  
**Government of India:**  
**Sewa Bhawan: R.K. Puram:**  
**NEW DELHI - 110066.**

**... R E S P O N D E N T S**

(by Advocate: None)

**O R D E R (ORAL)**

Mr. M.P. Singh, Member (A):-

The applicants forty seven in number, are working as Junior Engineers/ Assistant Directors in the Ministry of Water Resources, Ministry of Energy and attached and Subordinate Offices. By filing this OA, they have sought the parity of pay scale with the Junior Engineers working in Central Public Works Department (CPWD), Post & Telegraph Civil Wing (P&T), Development Authority (DDA) and Municipal Corporation of Delhi (MCD) etc.

2. In the OA, they have mentioned that the Engineering Organisation and Departments originally formed part of the CPWD. It was only in April 1945 that the said organisation and Departments have been separated from CPWD for the administrative convenience. According

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to them, 1st Pay Commission, 2nd Pay Commission recommended the identical pay scales for the Jr. Engineers working in these departments. The 3rd Pay Commission recommended two separate scales of Rs.425-700 and Rs.550-900 from 1.1.1973. These recommendations of the Pay Commission were implemented by the Govt. However, the recommendations with regard to creation of scale of Rs. 550-900 was not implemented in respect of the applicants. The 4th Pay Commission recommended that the pay scale of Rs. 425-700 be revised to Rs.1400-2300 and Rs.550-900 to Rs. 1640-2900. These recommendations of the 4th Pay Commission were implemented w.e.f. 1.1.86. Thereafter Ministry of Urban Development vide order dated 22.3.91 decided that all Jr. Engineers on completion of five years of service will be placed in the scale of Rs. 1640-2900. This will not be considered as promotional grade but will be non-functional. The Jr. Engineers who could not be promoted as Asstt. Engineer in the scale of Rs.2000-3500 due to non-availability of vacancies, will be allowed the scale of pay of Asstt. Engineer of Rs. 2000-3500 on a personal basis after completion of 15 years.

3. The benefits of higher pay scales given to Jr. Engineers working in CPWD were subsequently extended by the Ministry of Communication to Jr. Engineers working under that Ministry. However, the benefits of higher pay scale has not been given to the applicants. They had made a numbers of representations to the Ministry of Power/ Central Electricity Authority requesting them to grant the benefit of a higher pay scales extended to the

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✓ Jr. Engineers working in CPWD, P & T Department. The Ministry of Power/ C.E.A. took up the matter with Ministry of Finance, who in turn, did not agree to the higher scale of pay to them. The applicants have, therefore, sought the reliefs and prayed that the directions may be issued to revise their pay scales and fix their pay in the revised scale of pay of Rs. 1640-2900 and the pay scale of Rs. 2000-3500 from the same date as given to their counter parts working in CPWD, P & T, Civil Wing, DDA and MCD.

✓ 4. The respondents in their reply have denied the contention of the applicants. They have stated that the 3rd Pay Commission recommended Rs.425-700 (ordinary grade) and Rs.550-900 (selection grade) for the Jr. Engineers of C.P.W.D. The Commission recommended the pay scale of Rs.425-700 to the applicants. Thereafter the 4th Pay Commission having regard to the existing promotion prospects and duties and responsibilities of the Jr. Engineers in the CPWD and P & T Department suggested that the extent selection grade should be abolished and made a promotional grade for Jr. Engineers in the CPWD. As per the recommendations of the Commission, 50% posts of the Jr. Engineers in CPWD were placed in the scale of Rs. 1400-2300 and the remaining 50% in the pay scale of Rs. 1640-2900. In the case of the Jr. Engineers working in the Central Electricity Authority, the 4th Pay Commission recommended only one scale of pay i.e. Rs. 1400-2300.

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5. Later on, at the instance of the Cabinet Secretary, it was decided to study the position in regard to stagnation prevalent in the Cadre of Jr. Engineers and promotion prospects available to them in different Organisations. On the basis of the study, suggestions were made for a long term solution to the stagnation prevalent in the grade of Jr. Engineers of the CPWD. But no such suggestion was made in the case of Jr. Engineers working in Central Electricity Authority. In pursuance of these recommendations, the Ministry of Urban Development had revised the pay scale of the Jr. Engineers working in CPWD on 22.3.91. The same benefits were extended to the Jr. Engineers working in P & T Department.

6. The revision of pay scale of a particular class of the Government employees and maintaining its parity with the pay scales of their counterparts working in other Departments comes within the domain of the Executive as it is one of the conditions of service. The Govt. has set up pay commissions from time to time to study the matter and make their recommendations in this regard. The 4th Pay Commission had made the following observations in their report in para 11.9 of Chapter 11 which are as under:

"At a certain point of time, a post in an establishment may have equation to a post in another establishment, but due to changes brought about by modernisation, change in the pattern of work, etc., it may have been necessary to re-grade the post and the question of maintaining parity may not really arise. We, therefore, do not agree that the parities wherever they are said to be should always be maintained."

7. It has also been stated by the respondents that the duties and responsibilities of Jr. Engineers in the Central Electricity Authority cannot be said to be the same as that of the Jr. Engineers in CPWD. The question of maintaining the parity between the grade of Jr. Engineers in Central Electricity Authority and the Jr. Engineers in C.P.W.D., does not arise. According to the recruitment rules, the essential qualifications for recruitment of the Jr. Engineers in the Central Electricity Authority is Diploma in Mechanical or Electrical Engineering whereas the essential qualifications for the post of Jr. Engineers in the Deptt. of Telephones is Degree in Engineering Mechanical, Electrical, Telecommunication, Electronics or Radio Engineering.

8. Apart from it, the cadre structure of the post of Jr. Engineer in Central Electricity Authority is entirely different from that of Jr. Engineers in other Departments. The method of recruitment to the erstwhile post of Supervisors in different organisations was different from one another. The minimum eligibility period for consideration of the Jr. Engineers, for the next higher grade of Asstt. Director Grade-II is seven years.

9. In the light of what has been stated above and also the fact that the service conditions of the employees are to be decided by the employer, it would not be appropriate for us to issue directions to the

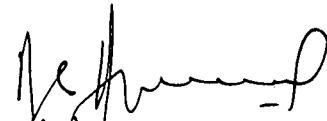
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respondents to grant higher pay scales to the applicants.

In the circumstances, the OA is dismissed. No order as to costs.

  
(Ashok Agarwal)  
Chairman

  
(M.P. Singh)  
Member (A)

/sunil/