

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
PRINCIPAL BENCH, NEW DELHI

.....

Date of decision: 30.11.90.

DA 695/89

HARVINDER KAUR

... APPLICANT

COUNSEL SHRI G.D. BHANDARI

DA 735/89

MS. KARUNA KUMAR

... APPLICANT

COUNSEL SHRI B.S. MAINEE

DA 737/89

MS. SUSHMA VERMA

... APPLICANT

COUNSEL SHRI B.S. MAINEE

DA 767/89

MRS. RAJNI TAKYAR

... APPLICANT

COUNSEL SHRI B.S. MAINEE

✓ DA 804/89

MRS. SUNITA DHINGRA

... APPLICANT

COUNSEL SHRI B.S. MAINEE

DA 816/89

MS. MANISHA NANDA

... APPLICANT

COUNSEL SHRI B.S. MAINEE

VERSUS

UNION OF INDIA & OTHERS

... RESPONDENTS

COUNSEL SHRI K.C. MITTAL

CORAM:

HON'BLE SHRI P.C. JAIN, ADMINISTRATIVE MEMBER.

HON'BLE SHRI J.P. SHARMA, JUDICIAL MEMBER.

JUDGEMENT

( DELIVERED BY HON'BLE SHRI J.P.SHARMA )

The applicants employed as Stenographers Grade 'D', on ad hoc basis, in the Ministry of Transport, Department of Surface Transport have filed these applications under Section 19 of the Administrative Tribunals Act, 1985.

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The applicants assailed the order of the cessation of their services as ad hoc Stenographers on the joining of regular duly selected stenographers Grade 'D'.

Some of the above named applicants were even asked to go to the Ministry of Environment to take assignment as Stenographer Grade 'D' on fresh appointment.

The applicants in the separately filed OA's prayed for quashing of the order terminating their services with a direction to the Respondents to regularise their services.

2. The applicant in OA 695/89 Smt. Harvinder Kaur

was issued an appointment letter (Annexure A 2) on 15th May, 1986 as Stenographer 'D' on purely ad hoc and temporary basis from 21-4-1986 (forenoon) to 31-5-1986

or till the qualified candidates become available whichever is earlier. This initial appointment was made by a short

letter from D.R.C to the ad hoc stenographers and no departmental examination to test the knowledge of typing and shorthand was held. The initial appointment was sponsored by the Regional Employment Exchange. The

applicant continued in the employment by getting the

renewal after every two or three months. She received a

memo dated 16th February, 1989 (Annexure A 1) informing

her, that Department of Personnel and Training have

nominated a number of qualified candidates in Grade 'D'

of Central Secretariat Stenographers Service (CSSS) with

the result that the services of ad hoc stenographers

would not be required as and when regular stenographers

join and so her services shall stand terminated as soon

as regular candidates nominated by the Department of

Personnel and Training report for duty. The applicant

assailed the order by filing the present OA on 3-4-1989.

On 5-4-1989, a Bench of this Tribunal ordered for maintaining

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status quo as on date and the same position is continuing  
till today. The claim of the applicant is for the relief  
that the memo dated 16-2-1989 (Annexure A 1) be quashed.

The case of the applicant is that she was sponsored by  
the Employment Exchange and after her passing the  
examination of shorthand and typing, she was given appointment  
on temporary and ad hoc basis by the Office Order dated  
15-5-1986. She has been working since then to the entire  
satisfaction of the authorities and there has been no  
break in the service. It is further stated that though  
the applicant was appointed on temporary ad hoc basis  
yet she holds a regular post and so her appointment for  
all purposes is a regular appointment. She has also been  
allowed regular yearly increments and she has also been  
beneficiary of C.G.H. Scheme. It has been further stated  
by the applicant that the OM of D.P. & A.R. dated  
30th December, 1976 has been violated as there is no  
mention in the appointment letter that the appointment will  
not bestow upon the applicant the right to claim the  
regular appointment and that the ad hoc service rendered  
by her would not count for the purposes of seniority etc.

The Department of Personnel & Administrative Reforms  
ordered for holding the examination for regularisation of  
the services of the ad hoc employees to be conducted by  
the Staff Selection Commission for the year 1985. The  
applicant submitted an application in terms and policy  
of the directive thereof to the respondents to be forwarded to  
the SSC but the same was returned to her and not forwarded  
to the SSC enabling the applicant to take the test so as  
to be eligible for regularisation.

3. The applicant, therefore, took the ground that  
she has been continuing on ad hoc appointment eversince

21-4-1986, without any break, for almost three years, cannot be ceased, arbitrarily which shall be violative of OM dated 24-11-1979 issued by the Department of Personnel & Administrative Reforms (Annexure A-6). The above OM specifically lays down that the ad hoc appointment can be made only in unavoidable cases for a maximum period of 6 months. The OM further provided that this period of 6 months may be extended upto one year. Another ground taken is that the applicant has acquired prescriptive right on the post of Stenographer Grade 'D' and she cannot be now ceased from the service so the order dated 16-2-1989 (Annexure A, 1) is arbitrary and discriminatory.

4. The respondents contested this application and pointed out that there are definite Recruitment Rules for recruitment to the Grade 'D' of the CSSS which is made after an all India Competitive Examination is conducted by Staff Selection Commission in the manner notified in the Central Secretariate Stenographers Service (Competitive Examination) Regulations, 1969, as amended from time to time by the Government of India. The written examination consists of four papers, namely, (i) English (ii) Hindi, (iii) Shorthand and (iv) Typewriting. The applicant has not taken that examination.

5. It is further stated that the requirement of Department of Personnel and Administrative Reforms OM dated 30-12-1976 has been fully made applicable at the time of initial appointment of the applicant as the orders of appointment would clearly show that the appointment of the applicant was purely ad hoc and will not bestow upon a person a claim for regular appointment and that ad hoc service will not be counted for seniority etc. The applicant also never made any request for regularising her services.

It is further stated that regarding the competitive examination by the Staff Selection Commission (S.S.C.) the advertisement is made in various newspapers including Employment News throughout India and the applicant had ample opportunity to avail all those chances. The S.S.C. had conducted a special qualifying examination in 1987 for Stenographers Grade 'D' (Ad hoc) who had completed one year ad hoc service in that capacity during the period from 1-1-1985 to 30-9-1986. Since the applicant Harvinder Kaur had joined this Ministry on 21-4-1986, she was not eligible to appear in the above said examination.

The applicant, at her own, was at liberty to appear in the open competitive examination of Stenographers Grade 'D' which was advertised in the Newspapers throughout India.

The applicant cannot have any claim for regular appointment in comparison to the regular candidates selected and recommended by the Department of Personnel and Administrative Reforms. The respondents have already given offers of appointment to 13 candidates and if the applicant does not vacate her post, the regularly selected candidates will not be able to get the post duly offered to them.

6. In view of the above, the respondents have stated that the applicant has no case and the same be dismissed.

OA 735/89 Ms. Karuna Kumar Vs. Union Of India.

7. The applicant in this case challenged the action of the respondents in terminating the services of the applicant after having granted an extension to the applicant upto 31st March, 1989. The facts of this case are similar to the one given in OA 695/89, inasmuch as the applicant was also appointed by a short departmental examination as Stenographer Grade 'D' by the appointment letter dated 11-3-1988. The initial appointment was from 14-3-1988 to

20-3-1989 and subsequently the term of the said letter

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30-5-1988. Subsequently, the applicant was again appointed from 31-5-1988 to 31-7-1988, 1-8-1988 to 31-10-1988, 1-11-1988 to 31-12-1988, 1-1-1989 to 28-2-1989 and 1-3-1989 to 31-3-1989. In April, 1989, the present application has been filed. The various letters, extending the period of service of the applicant from time to time are alongwith the counter filed by the respondents (Annexure-2 page 22 to 27 of the paper-book). Though the applicant has not assailed any particular order yet she has assailed the decision of the respondents conveyed to her in office order dated 3rd March, 1989 that the period is extended till 31st March, 1989 or till the qualified candidates become available, whichever is earlier, on the post of Stenographer Grade 'D' (Annexure 3). The grounds taken by the applicant in the original application are that the decision of the respondents to terminate the service is violative under CCS (Temporary Service) Rules, 1965. Further, no show-cause notice or opportunity was afforded to the applicant and that the applicant was working against regular post for the last more than one year. It is further contended that since the applicant had already qualified the test so she should have been regularised in her appointment as she has been continuously working against a regular post in a satisfactory manner.

8. The respondents have contested the application and almost took the same stand as has been taken in the counter filed in OX 695/89 referred to above. It is further stated that the applicant's ad hoc appointment does not attract the provisions of CCS (Temporary Service) Rules, 1965 and the applicant is no more in any ad hoc arrangement. contd...  
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came in service from 30-3-1989, as stated at page 4 of the counter. The applicant cannot be taken back on the post which has already been filled up by a regular incumbent duly selected by the Staff Selection Commission.

OA 737/89, Sushma Verma Vs. U.O.I.

The case of the applicant is also similar to that of the above applicant in OA 735/89 except that the applicant joined on 21st April, 1986 after passing a short departmental Stenographers' test. She having been sponsored by the Employment Exchange. Initially, the applicant was appointed till 31st May, 1986 but subsequently her appointment was extended from 1-6-1986, 1-9-1986, 1-12-1986, 1-3-1987, 1-4-1987, 1-5-1987, 1-6-1987, 1-7-1987, 1-9-1987, 1-11-1987, 1-2-1988, 1-5-1988, 1-7-1988 and 1-9-1988 to 31-10-1988 or till the qualified candidates become available, whichever is earlier. It is averred in the application in para 4-6 that the applicant was required to apply to the Staff Selection Commission and get her-self selected before she could be regularised on the regular post. The applicant appeared in the examination which took place in February, 1989 (the respondents have denied this fact). The appointment of the applicant has been extended also beyond October, 1988 by orders passed on different dates and ultimately by the order dated 3rd March, 1989 her appointment was extended up to 31st March, 1989 (Annexure A-3). This order clearly indicates that the services of the applicant shall continue as Grade 'D' Stenographer till the regular incumbents join on the post or till 31-3-1989 whichever is earlier. The applicant was also informed vide letter dated 29-3-1989 that she can report to the Ministry of Environment and Forests for fresh appointment as there were vacancies in that Ministry (Annexure A-4). The applicant

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 apprehending her termination of service like others has come to the Tribunal in April, 1989 and assailed the impugned order dated 3-4-1989 (Annexure A-1). The applicant was also informed that her services are placed at the disposal of Ministry of Environment and Forests from 3rd April, 1989. The applicant also stated that she has not been served with any notice as provided under CCS (Temporary Service) Rules, 1965. The impugned order is not a transfer order but a termination order.

The respondents have contested the application and took almost the same grounds as taken in the Reply filed in the other Applications. It is contended that the willingness of the applicant was sought whether she was desirous of having alternative employment in the Ministry of Environment and Forests. She has exercised her willingness on her sweet will. The respondents were making sincere efforts to keep the applicant to get an alternative job. It is further stated that CCS (Temporary Service) Rules, 1965 are not applicable to the ad hoc employment.

The applicant was initially offered the post with the clear understanding that her appointment will be on purely ad hoc basis and up to the time when qualified candidates become available. The respondents have also been informing the applicant that the services are purely on ad hoc basis and will not bestow upon her any claim for regular appointment and the services shall be liable to be terminated as soon as the qualified candidates become available. The respondents have filed various orders of extending the term of service of the Applicant mentioning this condition (Annexure 2, pages 25 to 44 of the paper book.)

OA 767/89 Mrs. Rajni Takyar Vs. U.O.I.

The applicant in this case, like the other applicants, has challenged the decision of the respondents as to by which the respondents had decided to terminate the services of the applicant. No notice of termination was served but the applicant apprehending the termination, has filed this application under Section 19 of the Administrative

Tribunals Act, 1985. The applicant was appointed as

Stenographer Grade 'D' after taking a short departmental examination of typing and shorthand and was given

the appointment from 21-4-1986 laying down the terms and

and the conditions of the appointment. The initial appointment

of the applicant was from 21-4-1986 to 31-5-1986 and the

same was extended from time to time as of Sushma Verma

in OA 737/89. The applicant has filed the order dated

on 3-3-1989 (Annexure A-2) whereby the services of the applicant

were extended from 1-3-1989 to 31-3-1989 or when regular

(qualified) incumbent joined on the post of Stenographer

Grade 'D'. The applicant almost took the same grounds

as taken by the applicant in OA 737/89.

The respondents contested the application by

filing counter and almost took the same objections to the

application which have been taken in OA 737/89 referred

to above. It is contended by the respondents that the

initial appointment of the Applicant is only till the time a

qualified selected candidate by S.S.C. joined the post.

Decision being made as in OA 737/89

DA 804/89 Smt. Sunita Dhingra Vs. U.O.I.

The applicant like the other applicants in

the above noted cases challenged the decision of the

respondents to terminate the services of the applicant.

The applicant was initially appointed on 27-12-1985 till

31-3-1986 on a purely ad hoc basis through the appointment letter at Annexure 1. It appears that her appointment continued from time to time by extending the same. By order dated 3rd April 1989, the services of the applicant along with those of four others were placed at the disposal of Ministry of Environment and Forest (Annexure A-2). By another letter dated 4th April, 1989 (Annexure A-3), their services were terminated and they were asked to report for duty in the Ministry of Environment and Forests. By another order dated 4th April, 1989 (Annexure A-4), Office order dated 74/89 (Annexure A-2), and the order of termination dated 4th April, 1989, (Annexure A-3) were cancelled. The applicant claimed the relief on the grounds taken in other aforementioned applications that a direction be issued to the respondents to absorb the applicant in on which she had been working the department against the vacancy and to regularise her services on the said post and to advise and direct her to the respondents have filed their counter taking almost the same plea as taken in the other aforementioned cases. The applicant was sponsored to the Ministry of Environment and Forests only when she opted to join that office on her sweet will. The orders dated 3/4th April, 1989 had to be cancelled as the Ministry of Environment and Forests showed reluctance to take the applicants. The applicant has no right to hold the post and is not governed by ECS (Temporary Service) Rules, 1965 as she had been only appointed as an ad hoc employee for a fixed term. The applicant has not made any attempt to appear in the competitive examination. The applicant was appointed only on ad hoc basis after taking a shorthand and typing test to know whether (A) has qualifications (B) in the Department itself. The respondents have filed Annexure-2 from page 26 to 42 showing the various extensions of the appointment of the applicant from time to time and subsequently informing the applicant that the services

of the applicant shall cease the moment the selected candidates by the S.S.C. join.

OA 816/89, Ms. Manisha Nanda Vs. U.O.I.

The applicant like the other applicants of the above-referred OAs filed the application against the order dated 12-4-1989 (Annexure 1) informing her that her services were no longer required with effect from 12-4-1989.

The case of the applicant is that she was sponsored by the Employment Exchange and took a departmental examination of shorthand and typing and was appointed as an ad hoc new employee by the respondents by the letter dated 12-8-1986 (Annexure A-2). The initial appointment was till 31-8-1986 after which it was extended from time to time. The

appointment was finally extended upto 31st March, 1989 by letter dated 3rd March, 1989 (Annexure A-3). However,

the services of the applicant were terminated on 12-4-1989 without giving one month's notice. It is said that the applicant should have been served with a notice as she was a temporary stenographer to be governed by CCS (Temporary Service) Rules, 1965. The applicant prayed for the relief of regularisation and absorption on the post on which she had been working for the last more than 3 years. It is prayed by the applicant that she should be regularised on the same post.

The respondents contested the application almost

on the same grounds as taken in the other OA's. It is said

that the applicant has not come through an All India test

which is conducted by the S.S.C. has four papers,

(1) General Knowledge Test, (2) Test of General Awareness

(3) Shorthand, and (4) Typing test. As the appointment of

the applicant was purely on ad hoc basis, a test only in

Shorthand and Typing was taken by the Department itself

and not through any All India test.

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and in the offer of appointment also it was made clear to the applicant that the appointment is of a purely ad hoc nature. She accepted the terms and conditions contained in the offer of appointment. As an ad hoc employee, the applicant is not governed by the CCS (Temporary Service) Rules, 1965. The respondents have also filed Annexure-1 running from pages 24 to 50 showing the various extensions allowed to the applicant from time to time regarding her ad hoc employment to end on the joining of a regular incumbent after selection by the S.S.C.

We have heard the learned counsel for the parties at length and have gone through the records of the cases.

The applicants in all the OAs were appointed as Stenographer Grade 'D' on purely ad hoc temporary basis for a period of two months and subsequently this period was extended sometime by a month and sometime by 2-3 months. The ad hoc respondents failing to obtain any coverage in these cases till the nature of appointment continued in these cases till 31st March, 1989. At that stage, regular incumbents for the posts of Stenographer Grade 'D', who were duly selected after examination by S.S.C. reported for joining OAs and signing interim contracts with the respondents, and in view of the terms and

conditions of appointment of the applicants, the applicants were asked by the respondents to make away for the joining of the new duly selected incumbents on the posts on

which the applicants were working. The applicants, therefore, have come to the Tribunal and in some of the cases orders have been passed as a measure of interim relief that the status quo on the date be maintained by the respondents and in some cases, the services ceased

the moment the duly selected incumbents joined at the posts. However, those who have since been working by the respondents and have already claimed in the virtue of the orders issued by this Tribunal would not be affected in any manner whatsoever.

Relevant facts and material on record besides ad-

get any advantage as their continuation in service was under the orders of the Tribunal. It is not denied by the respondents' counsel that the posts of Stenographer Grade 'D' of the CSSS are to be filled through All India

Examination conducted by the Staff Selection Commission according to the Central Secretariat Stenographers Service (Competitive Examination) Regulations, 1969 as amended

from time to time and the examination consists of four papers. (1) General Knowledge test, (2) Test of general awareness, (3) Shorthand and (4) Typing test. Advertisement is published in the newspapers and Employment News.

After the examination, the successfully candidates are appointed. However, this selection procedure takes some time and Ministry of Surface and Transport being in dire necessity of Stenographers asked the Regional Employment Exchange to send some names for ad hoc appointment

having received the names of these applicants along-

with others, a shorthand and typing test was held

departmentally and on the basis of the same, the appointment letters were issued. The appointment letter issued to

one of the applicants Ms. Sunita Dhingra in OA 804/69.

Annexure 1A-1 shows that: "This appointment is purely provisional and temporary upto 31.3.86 or till the qualified candidates become available whichever is earlier. This appointment will not confer any right on the appointee for claiming regular absorption in the Government service."

A similar appointment letter exists in OA 735/69 of

Ms. Karuna Kumar also. However, in the cases of other

applicants, these appointment letters have not been filed

behind the various extensions in service which have been

granted to the applicants from time to time and filed as

Annexure-2 to the counter by the respondents, go to show

that these applicants were fully informed that the

extensions were for definite periods and the service may

even cease earlier from the such extended date in case

the selected candidates join on the post. It, therefore,

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cannot be disputed that the appointments of the applicants were purely for a definite period as/stop-gap arrangement.

The term 'ad hoc' in its true sense means 'Stop-gap'.

The ad hoc employees means an employee appointed as a stop-gap arrangement for a particular purpose and as soon as the purpose is over the person holding the appointment/post can be reverted or his services can be terminated.

In the present case, the applicants were duly informed at the time of offering ad hoc appointment that their

services are purely temporary and till such time regularly selected candidates are available. During all this period there have also been examinations conducted by the

S.S.C. and the applicants were within their right to qualify

and Miss Sushma Verma has mentioned in her OA that she took the examination and the result is still awaited but

it is not made out whether any of the applicants took the

main examination and passed with merits the same. The main question, therefore, that arises is whether such ad hoc

appointments have to be regularised which are dehors the

rules? There are no rules which govern the ad hoc appointments,

but as initially with the knowledge of such appointees they are

given stop-gap postings till such time the regularly

admitted qualified selected candidates join their places.

Regarding these appointment letters, the learned

counsel for the applicant in OA 695/89, Mr. Bhandari pointed

out that according to terms in the appointment letter, the

appointment letter itself is illegal and against the

principles of natural justice and the same cannot be

enforced under Section 23 of the Indian Contract Act. The

learned counsel has referred to Delhi Transport Corporation

case of *VS. D.T.C. Mazdoor Corporation*, reported in 1990 Current

OA 695 and well as 1990 Supreme Court SC page 185. It is held that exercise of

uncalculated and unauthorised power of appointment

the uncalculated discretionary power impinges on the

rights of the person. In fact, the authority relied upon by the learned counsel for the applicants has totally different facts. In the present cases, the applicants were clearly told at the time of initial appointment that they were being appointed on purely ad hoc and temporary basis till the regular qualified candidates become available.

Thus, the appointment letters issued to the applicants are

very clear and unambiguous. The appointment letters are the very basis which brought the applicants in service of the respondents and now they are estopped to go back and interpret the same in their own way.

The learned counsel for the applicants argued that since the applicants have worked for more than 240 days

in a year and some of them might have become over age,

so the applicants should be regularised in their appointments.

The learned counsel for the applicants have placed reliance

on the unreported judgement of the Punjab & Haryana High

Court in C.W.P. 42 of 1988, Pyare Singh, Government Senior

Secondary School Sirsa Vs. State of Haryana. The Hon'ble High

Court of Punjab & Haryana allowed the writ petition. In the

aforesaid case, Shri Pyare Singh, a teacher in Government

Senior Secondary School, Sirsa, filed a writ petition against

the State of Haryana before the Hon'ble High Court of Punjab &

Haryana, Chandigarh. The petitioner in the writ petition

prayed for regularisation after framing a rational policy

in view of the law laid down by the Hon'ble Supreme Court.

A series of decisions have been relied upon by the learned

counsel for applicants Shri Mainee. The first such case

referred to is of Ratan Lal Vs. State of Haryana, 1985(3)

1010 SCR 548. This was a case of teachers of the State of Haryana,

who were working on ad hoc basis. Direction in this case

was issued by the Hon'ble Supreme Court to allow the ad hoc

teachers to continue to work and a further direction was

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given to the Government to frame a policy in regard to their regularisation. The authority cited by the learned counsel was about the regularisation of teachers working in the State of Punjab. In the present case, there are definite recruitment rules for recruitment of the Stenographers Grade 'D' and the examination is conducted yearly by the S.S.C. on the basis of those rules. The applicants herein could avail every chance available to them to appear in the said examination but it is not evident from the record whether any of the abovenamed applicants took that examination and passed the same. Moreover, in the appointment letters initially issued to the applicants, it was clearly specified that their services are purely on ad hoc and temporary and that the services shall cease the moment the duly selected candidates join those posts. The applicants have not undergone the regular process of selection except that their names were sponsored by the Employment Exchange and only Shorthand and typing test was taken departmentally.

Alongwith the applicants all those persons who were eligible to take the examination on all India basis were not considered. The authority, therefore, cannot be relied upon in the context of the present case. The other authority relied upon by the learned counsel for the applicants are

Mr. Inder Pal Yadav Vs. Union of India, 1985(2) SLR 248,

Dakshin Railway Employees Union Trivandrum Division Vs.

General Manager, Southern Railway, AIR 1987 SC 1153. Both

these authorities relied upon related to casual labourers

in the employment of the Railways, where there are specific

rules for regularisation of the services of casual labourers.

Thus, these two authorities also are not relevant in the

context of the present case. The learned counsel has

further placed reliance on Surinder Singh Vs. The Engineer-

in-Chief, C.P.W.D., AIR 1986 SC 584 and Daily Rated Casual

Labour Employed under P & T Department through Bhartiya

Dak Tar Mazdoor Manch Vs. Union of India, AIR 1987 SC 2342.

In both these authorities, the matter relates to temporary and daily wage workers designated as casual labour who have been continuously working. There were no rules for engaging these casual employees in these Departments.

Since they continued to work from a longer period, and as there was work available for them in the department concerned, so instead of engaging fresh labour from the market it was directed that as and when the vacancies occur in the cadre these daily-rated casual labourers be regularised.

Similarly, the other authorities cited by the learned counsel, Income Tax Department Contingent Paid Staff

Welfare Association Vs. Union of India AIR 1988 SC 317,

Delhi Municipal Karamchari Ekta Union (Regd.) Vs. P.L. Singh, AIR 1986 SC 519, Gaiarda Ram Vs. M.C.D. 1988(1) S.L.R. 327

and The General Secretary Bihar State Road Transport

Corporation, Patna Vs. The Presiding Officer, Industrial

Tribunal Patna, 1988(1) S.R. 349, also do not have application to the facts of the present case. In all these

cases the matter relates to those departments where no rules

or administrative instructions existed according to which

the labourers were to be employed and they were taken as and

when necessity arose in order to cope with the work. In

none of the above cases there was any pre-appointment test

on All India basis before getting a regular appointment.

In most of these reported cases, the salaries and other allowances

of the employed persons were to be paid from the contingent

funds and there were no regular vacancies of substantive

nature. Even, in these cases it has been directed by the

Hon'ble Supreme Court that on the basis of length of service

and seniority the persons should be absorbed as and when

there are regular vacancies in the cadre because those who

had been engaged came under the understanding that they

would get a permanent employment in due course of time.

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However, in the present case, at the initial appointment of the applicants, it was clearly indicated that their appointment was only till the specified time or even earlier to that, when the regular duly selected candidates join in their places.

**In Narender Bahadur Srivastava Vs. Public Service**

**Commission, U.P. 1971 SLR page 414**, the nature of the ad hoc appointment has been defined:

"An appointment can be said to be on ad hoc basis only when it is known at the time of the appointment that it is for a specified period, on a temporary basis being created for a specified period, or made in a leave vacancy or in a vacancy caused by an officer going on deputation."

In the present case, the appointment was clearly made only for a duration till the duly selected candidates could join and replace the applicants.

In the case of Dr. A.K. Jain Vs. Union of India, 1987 Supplement SCC page 497, relied by the learned counsel for the applicants, the Hon'ble Supreme Court had held that the U.P.S.C. selected candidates are to be accommodated in any case and the ad hoc appointees should be regularised as far as practicable by consulting the U.P.S.C. if they are fit for the post and if there are vacancies and they applied for direct selection.

Thus, on the authority of Jain's case also there is no ambiguity and the S.S.C. selected candidates must be accommodated and provide them the same opportunities as those of regular and will have a first priority. However, in the Jain's case nothing is said to the effect that the ad hoc appointees were allowed to continue in the extra vacancies available till the time they were selected by the U.P.S.C. In the present case, the applicants had chances available to them to appear in the Stenographers

Grade Examination yearly conducted by the S.S.C. on all India basis but it appears the applicants did not like to avail of the chances.

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In view of the above, the learned counsel for the applicants has not been able to show that merely working on a post for a number of years will vest the applicants with the right to get regularised on a post which is meant to be filled by a regular recruitment under the statutory rules. A similar matter came before the Principal Bench in the case of Devender Kumar Vs. Union of India and Ors.

(1990) 12 ATC p.625 wherein a Lecturer of Political Science was appointed on ad hoc temporary basis in 1982 and he continued to serve for four years. In the meantime, the respondents, Union of India advertised the post and the applicant came to the Tribunal apprehending that he will be removed from the job because he has no scope even to apply against the advertised post on account of the fact that he does not possess the M. Phil degree. The Principal Bench dismissed the application as devoid of merits and discarded the plea taken by the applicant in that case, that the applicant stood regularised because he continued for a long time in the service.

In the latest judgement of Direct Recruits Class II Engineering Officers Association Vs. State of Maharashtra and others reported in JT 1990 page 264, the Hon'ble Supreme Court summarised the finding regarding seniority between Direct Recruit and promotee Engineers giving the benefit to promotee engineers only of the ad hoc service from the date of their continuous officiation if their continuous officiation and their appointment has been in accordance with the relevant rules.

In para 44 (A) it has been observed: "The corollary of the above rule is that where the initial appointment is only ad hoc and not according to rules and made as a stop-gap arrangement, it will not be considered for considering the seniority."

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It had been further observed in Clause B of para 44 that:

"If the initial appointment is not made by following the procedure laid down by the rules but the appointee continues in the post uninterrupted till the regularisation of his service in accordance with the rules, the period of officiating service will be counted."

It is further evident that in order to be regularised

against a clear vacancy an ad hoc appointee has to pass the test prescribed for the same according to the rules for

being a member of the service. In the present case, none

of the applicants have cleared the examination which is

conducted by the S.S.C. on an annual basis in accordance

with the Central Secretariat Stenographers Service

(Competitive Examination) Regulations, 1969. All these

applicants knew very well that their appointment was till such time the regular duly selected incumbents from S.S.C.

join in their places.

In DA 1103 of 1986 Sushil Kumar Chandel & Ors.,

Vs. Union of India decided on 24-9-1990 by the Principal

Bench, a similar question of regularisation of L.D.Cs.

on daily wages in Central Hindi Directorate was under

consideration. The applicants in that case were working

since 1981 and their services were dispensed with vide

order dated 4-9-1986. The applicants came before the Principal

Bench for a direction to the respondents for treating

the applicants as permanent staff of the respondents

entitled to wages etc. as permanent staff w.e.f. the

respective dates of their appointments. The Division

Bench rejected the prayer for treating the applicants as

permanent staff but only directed that the applicants

should be called for fresh engagement against such posts

if sanctioned and they will be considered by the respondents

in preference to those who have put in lesser days of

contd...

service. In the above referred case there were relevant recruitment rules for the post of L.D.C. who were to be selected through Staff Selection Commission. The applicants of the referred cases did not plead that they ever appeared in any of the examination held by the S.S.C. for selection to the post of L.D.C. In view of this the Bench held that the applicants therein never acquired the right for regular appointment to the post of L.D.C. and in the absence of any such appointment they could not claim that the service conditions applicable to permanent or regularly appointed L.D.Cs. should be extended to them. The present case is almost analogous to the above referred case decided by the Principal Bench.

Having given a careful consideration to the contentions raised by the applicants and in view of the above discussion, we are of the opinion that the present bail applications are devoid of any merit and are dismissed with no order as to costs. The stay orders granted in some of these cases are vacated. A copy of this order shall be placed in each of the files.

Shri J.P. SHARMA (J) 8-1-98 (P.C. JAIN) MEMBER (A)

Shri J.P. SHARMA (J) 8-1-98 (P.C. JAIN) MEMBER (A)

This order shall remain in force until further order.

Given under my hand and dated this 8th day of January,

1998, at the office of the Principal Bench, New Delhi.

Given under my hand and dated this 8th day of January, 1998,

at the office of the Principal Bench, New Delhi.

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