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CENTRAL ADMINISTRATIVE TRIBUNAL
PRINCIPAL BENCH, NEW DELHI

O.A.No.1308/88

New Delhi this the 1st Day of January, 1995.

HON'BLE MR JUSTICE S.K. DHAN, VICE CHAIRMAN (J)

HON'BLE MR B.K. SINGH, MEMBER (A)

1. Shri R.S. Varma,
Desk Attachee,
AVD.I Section,
Department of Personnel & Training,
Government of India,
North Block, New Delhi-110001.
2. Shri R.K. Maitra,
Project Officer,
AVD.IV Section,
Department of Personnel & Training,
North Block,
New Delhi-110001.
3. Shri K.C. Srivastava,
Confidential Assistant,
Vigilance Cell,
Ministry of Home Affairs,
North Block, New Delhi-110001.

..... APPLICANTS

(By Advocate : Shri G.D. Gupta)

UNION OF INDIA, THROUGH

1. The Secretary,
Ministry of Home Affairs,
Government of India,
North Block,
New Delhi-110001.
2. The Secretary,
Ministry of Personnel, Public
Grievances & Pensions,
Government of India,
(Department of Personnel & Training)
North Block,
New Delhi-110001.
3. Shri Sudarshan Kumar
4. Shri C.M. Nagara Jan S.
5. Smt. Harinder Kaur S.
6. Shri C.M. Sharma S.
7. Shri K.P. Harikumar S.
8. Shri Sathyan N. S.
9. Shri K.M. Lal S.
10. Shri Inder Mohan Sharma S.

11. Shri B.P. Thomas A.
12. Shri Pawan Kumar Aggarwal^{CS.}
13. Shri Vimlesh Kumar^{CS.}
14. Shri A.K. Mondal^{CS.}
15. Shri Narender Kumar Kesari^{CS.}
16. Shri K.K. Bajaj^{CS.}
17. Shri Shakti Kapoor^{CS.}
18. Shri Laxmi Narayan Anchal^{CS.}
19. Shri M.S.S. Nair, A.
20. Shri Y.P. Dhingra^{CS.}
21. Shri Gurdev Singh Basran^{CS.}
22. Shri Karam Chand Jakhu^{CS.}
23. Shri Khushal Chand^{CS.}
24. Smt. Ganga Vaidyanathan A.
25. Shri K.K. Padmanabhan^{CS.}
26. Smt. Vinla Bakshi^{CS.}
27. Smt. Lakshmi Karup^{CS.}
28. Shri Suresh Datt Kaushik^{S.}
29. Shri Kamlesh Kumar Kalra^{CS.}
30. Shri S. Sivakumar^{CS.}
31. Shri Satya Babu M. S.
32. Shri Virender Kumar Sharma^{CS.}
33. Smt. S.P. Madan^{S.}
34. Shri Dattar Vir Singh A.
35. Shri Vinay Kumar Sekhri^{CS.}
36. Shri R.K. Bandyopadhyay.
37. Shri Babu Ram^{S.}
38. Shri Ram Phal Singh^{resigned}
39. Shri Chander Prakash^{CS.}
40. Shri Virender Singh^{S.}
41. Shri Vijay Kumar Srivastava^{CS.}
42. Shri Rajan C.O.^{CS.}
43. Shri Rabindra Narain Misra^{CS.}
44. Shri Vinod Kumar Wadhawan^{S.}

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45. Shri Hans Raj Jakhar : S.S.
46. Shri Surjit Singh S
47. Shri Vilay Kumar S.
48. Shri S. Prakash Shokhanda S.
49. Shri Dharam Pal Khatree S.
50. Shri Pradip Kumar Mandal S.
51. Shri S. Nagara Jan S.
52. Shri Babu Lal S.
53. Shri Randhir Singh S.
54. Shri Khichan Lal S.
55. Shri Ishwar Singh S.
56. Shri Rohtash Singh S.
57. Shri V.D. Alam B.A.
58. Shri Khem Chand Yadav S.
59. Shri Pradeep Naroth Natiyala S.
60. Shri Jagan Lal S.
61. Shri Vijay Kumar Gupta S.
62. Shri Pushan Kumar Banerjee S.
63. Shri Vijay Kumar Chopra S.
64. Shrimati V. Jindal S.
65. Shri Sube Singh Ahlawat S.
66. Shri Kul Bhushan Rishi S.
67. Shri Sita Ram Prashar S.
68. Smt. Valsala Hariharan S.
69. Shri Thomas N.J. S.
70. Shri Rajesh Kumar Jain S.
71. Shri R. Vaidyanathan A
72. Shri Harish Chander S.
73. Shri Alok Mukhopadhyay S.
74. Shri Anirudha Narain Mishra S. resigned.
75. Shri Krishna Dutt S.
76. Shri D. Chandra Sekhara Rao S.
77. Shri Jagdish Chander Bain A
78. Shri P. Ulganathan A.
79. Shri Gurmeet Singh Matnaroo S.
80. Shri Raman Mehra S.

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81. Shri J.S. Dahia^{CS}
- 82^x. Shri Swaran Kanth^{CS} *retired*
83. Smt. T. Kundhavi^{CS}
84. Shri S.K. Chakraborty^{CS}
85. Shri J.S. Gupta^{CS}
86. Shri Ranjit Bijani^{CS}
87. Smt. Lalit Prabha^{CS}
88. Shri K.L. Setia^{CS}
- 89^x. Shri Hardyal Singho *resigned*
90. Shri Virender Kumar^{CS}
91. Shri N.K. Jauhar^{CS}
92. Shri Rati Ram ^A
93. Shri Pratap Singh Ulka^{CS}
- 94^x. Shri Arjan Dev, Jhamb *retired*
95. Shri Stanislaus Minz^{CS}
96. Kum. Rita Bhardwaj^{CS}
97. Smt. Bhooma S. Kumar^{CS}
98. Shri Sitanshree Chakraborty^{CS}
99. Smt. Saroj Jaisia^{CS}
100. Shri K.K. Boy^{CS}
101. Shri P.S. Chauhan^{CS}
102. Shri R.S. Phungashin^{CS}
103. Shri Yangkholun Toulhand ^A
104. Shri N. Satyanarayan^{CS}
105. Shri G. Vijayaraghavan^{CS}
106. Shri P.B. Mani^{CS}
107. Smt. S. Ananth ^{CS}
108. Shri Subhash Bhattacharya^{CS}
109. Shri A.K. Mishra^{CS}
110. Shri D. Paul^{CS}
111. Shri Dalip Kapoor^{CS}
112. Yet To Join - S. No.347 of Seniority List Dt.2.1.86
113. Kum. Bandana Banerjee^{CS}
114. Shri R.K. Pandey ^{CS}
115. Shri G.S. Namboothiry ^{CS}

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- 116. Shri A.K. Srivastava,
- 117. Kum Neeraj Kataria
- 118. Shri A.K. Mukhopadhyay
- 119. Shri Jatender Babar
- 120. Shri B.L. Kural
- 121. Shri S.L. Barodia
- 122. Yet to Join - Sl No.367 of Seniority List dt 2.1.86 ...**Respondents**

Respondent No.3 to 122 through

The Secretary,
Ministry of Home Affairs,
Government of India
North Block,
New Delhi-110001.

(By Advocate : Shri B. Lall for Respondent No.1 & 2).
Shri K.K. Rai for Respondents No.3 to 122)

JUDGEMENT

Mr B.K. Singh, Member (A)

This application is directed against Order No.6/22/86-CS(I) dated 14.7.1987 passed by the Under Secretary, Department of Personnel & Training, to the effect that the applicants being promotee Assistants cannot claim their seniority over the directly recruited Assistants on the dates subsequent to the dates of appointment of the applicants in spite of the fact that quota rule had broken down completely as a result the rota rule could not be enforced.

2. The applicants belong to the Central Secretariat Service cadre of the Ministry of Home Affairs, Government of India,,

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They are governed by Central Secretariat Service Rules, 1962. These rules have been amended from time to time and regulations in regard to the fixation of Inter-Se Seniority of the promotees on the basis of the Limited Departmental Examination, and those of direct recruits, have also been issued. With the constitution of the service, the rules came into effect from 1st October, 1962.

3. The applicants were initially appointed as Lower Division Clerks in the Central Secretariat Clerical Service on the following dates :-

Applicant No.1 on 20.11.1953

Applicant No.2 on 27.8.1955

Applicant No.3 on 16.3.1956

They were promoted as Upper Division Clerks on the following dates :-

Applicant No.1 on 20.1.1966

Applicant No.2 on 30.9.1970

Applicant No.3 on 10.1.1973

After clearing the Departmental Examination they were selected and promoted as Assistants.

The applicant No.1 was promoted on an adhoc

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basis w.e.f. 30.11.1973, through a DPC, regularly, on 1.12.1973. The Applicant No.2 was promoted on a regular basis/ ^{after} clearing a Limited Departmental Examination on 13.01.75. Applicant No.3 was promoted on an adhoc basis w.e.f. 4.1.1980 and on a long term basis through DPC on 17.12.1981. After their promotion they were nominated to the Ministry of Home Affairs. The Respondents Nos 3 to 122 are directly recruited Assistants on the basis of the Assistants Grade Examination conducted in different years. The date on which these respondents joined the post of Assistant as direct recruits year-wise has been enclosed as Annexure 'C' to the O.A. A perusal of the statement of the dates on which these respondents joined will show that they were appointed between 1974 and 1982. It would be seen that all of them were appointed after Applicant No.1. Some of them were appointed after Applicant No.2 and some of them were appointed after Applicant No.3.

7. A Seniority list was issued vide Office Memorandum dated 2.1.1986 in which the respondents Nos 3 to 122 were placed

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above the three applicants. This is Annexure 'D' enclosed with the O.A. The applicants claim that the said respondents have been wrongly shown senior to the applicants in the said Seniority List dated 2.01.1986 because the said respondents had joined later than applicants and the seniority of the said respondents vis-a-vis the applicants and other promotees Assistants should be determined on the basis of continuous length of service and not on the basis of quota-rota rule, since quota-rota rules had collapsed. In this connection, the applicants have filed a statement showing the number of vacancies which arise every year in various Ministries/Depts of the Central Secretariat in the direct recruitment quota and the year of examinations held and the number of vacancies which were actually filled up by the method of direct recruitment, and the number of vacancies which remained unfilled and were consequently filled up by promotees. This is Annexure 'E' enclosed with the O.A. The applicants claim that they are entitled to seniority from the date on which they were promoted on adhoc basis. Since the said promotions on adhoc basis were followed by promotion on long term/regular basis

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and the applicants were never reverted and eventually were regularised in their posts as Assistants; through a regularly constituted DPC. ^{Thus} the entire length of service on an adhoc basis should be computed for their seniority.

8. The applicants in the O.A. have averred that when they came to know of the Seniority List published on 2.01.86, they made representation and they have also alleged that this list was not circulated to the individual officers.

9. The reliefs prayed for by the applicants are these :-

(a) to allow the application of the applicants with costs.

b) Quashing the seniority list as issued vide Memorandum dated 2.1.1986.

ii) declaring the applicants entitled to the seniority not on the basis of rule 18, Regulation 3(3) of the Fourth Schedule of the Rules of 1962, but on the basis of a length of service/date of joining with all consequential benefits like

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promotions to the higher posts from the date from which the juniors of the applicants were promoted.

iii) directing the respondents to determine the seniority of the applicants on the basis of length of service/date of joining with all consequential benefits including promotions to the higher posts from the date from which their juniors were promoted.

10. On notice the respondents filed their reply contesting the grant of reliefs prayed for in the O.A. Heard the Learned Counsel Shri G.D. Gupta, for the applicants and Shri B. Lall for the official respondents 1&2 and Shri K.K. Rai, for Private Respondents 3 to 122 and perused the record of the case.

11. The main arguments advanced by the learned counsel for the applicants was that though the posts of Assistants were required to be filled up by the method of direct recruitment and also through


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promotion as per quota fixed for the two sources of recruitment but the quota could not be maintained and that there was collapse of the quota rule. In view of this collapse, he relied on the judgements delivered in the case of Shri J.S. Lamba & Others vs Union of India and the judgement of this Hon'ble Tribunal principal Bench in the case of Shri K.N. Mishra Vs Union of India. His contention was that once quota collapsed, the rule of seniority required to be determined on the basis of quota to be worked out on the roster will also collapse and in such a situation the seniority will be determined on the basis of date of joining/length of service. He further contended that on a perusal of the various statements/charts enclosed with the O.A. it is evident that the direct recruitment did not take place simultaneously when DPC met for promoting UDCs to the rank of Assistants and the direct recruits joined subsequently in their quota. He argued that once the quota collapsed

seniority cannot be determined as per rule 18 read with Regulation 3(3) of the Fourth Schedule of the Rules of 1962 as amended from time to time. The seniority in such a situation will be determined on the basis of the length of service. This unfortunately has not been done. In this connection, he argued that by not taking into consideration the length of service of the promotee assistants a very unjust situation has been created and he cited the example of Mr S. Minz at Serial No.288 , Annexure 'D' who was actually appointed as Assistant through direct recruitment on 20.5.1982 has been shown senior to the applicants who were promoted as Assistants as far back as in 1973, 1975, 1981, respectively. Similarly, Shri Alok Mukhopadhyay who was appointed as Assistant through direct recruitment on 22.1.1980 has been given seniority over Shri B.D. Mathur, who was promoted as Assistant on 24.5.1973. The learned counsel for the applicant argued that Shri Alok Mukhopadhyay whose Date of Birth is 8th April, 1954 must have been studying in a school or college when Shri Mathur was promoted as Assistant on 24.5.1973 and had rendered a regular service for

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for more than six years, in the post of Assistant and put in longer years of service as LDC/UDC in the Department. He distinguished the facts of the present case with that of Karampal Vs Union of India. The facts and circumstances according to him are different and that is the reason why the Hon'ble Supreme Court on the facts and circumstances of that case came to the conclusion that the quota had not collapsed there. But in the present case, it was argued that there was total collapse of the quota and, therefore, the seniority rule laid down in the Rules of 1962 cannot apply and the seniority has to be determined on the basis of the dates of joining/length of service. This is more so since their promotions were on long term/regular basis through a DPC and they were never reverted and continued to hold the post till they were regularised. He also argued that the quota operates in regard to substantive vacancies and not posts and he also quoted



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observations of the Hon'ble Supreme Court to show that substantive vacancy is a vacancy, which is not adventitious or fortuitous i.e. for a few weeks or months. In the instant case it was argued that the promotions were made against substantive vacancies on a long term basis through a regularly constituted DPC. Applicants continued to hold these posts and they were never reverted and eventually were regularised in their posts.

12. The provisions of Central Secretariat Service Rules, 1962 are based on quota-rota system. The rules are clear on the subject. The intention of legislature or its delegate has to be interpreted from the language of the statutory provisions. In the instant case, the Central Secretariat Service Rules are clear and unambiguous and the court is precluded from speculating. The courts are bound by the mandatory provisions of the legislature or its delegate. The Central Secretariat Rules, 1962 have been made under proviso to Article 309 of the Constitution on behalf of President of India. When

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words are plain and unambiguous, the Courts have to convey and interpret ^{the same} correctly. We do not find any vagueness in the Central Secretariat Service Rules, 1962 and the seniority has to be determined with reference to quota system prescribed for promotees and direct recruits. It is true that as a result of various factors, for two years only, the quota could not be filled according to prescribed rules but this can be treated as exception to the quota rule and cannot be ~~deemed~~ as its total collapse.

13. It is true that in certain years there was delay since direct recruitment is a time-consuming process involving advertisements, receipt of applications, their processing, issue of admit cards, holding of examination, declaration of results etc, followed by interviews. ^{this} All must be admitted to be a very cumbersome process and the delay involved in this is natural. This is not so in the case of Limited Departmental Examinations where only the departments are asked to sponsor eligible candidates and the examination is held by the U.P.S.C. Similar is the

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case of promotion through DPC which does not involve cumbersome processes as compared to the direct recruitment.

14. It is true that the promotees have the grievance of working continuously and getting regularised at a later date and and subsequently getting confirmed against substantive posts ^{whereas} the direct recruits who join later but because of their quota, have the advantage of being placed above them on the basis of vacancies in their quota. Since the seniority has to be determined with reference to the year of allotment and the inter se seniority was determined as per rules incorporated in the Central Secretariat Service Rules, 1962, we do not find any incongruity in it.

15. The anomaly in the rules was also causing anxiety to the authorities and in order to ensure justice to its own employees, both direct recruits and promotees, amendment to the rules were made on 19.01.1970 but these were made effective from 1.08.1969. A perusal of all these rules themselves will show that this was just to remove the mischief and defect in the Central Secretariat Service Rules, 1962 where even a direct recruit coming much later than the promotees, was

placed above them, and just to remedy that situation the rules were amended in 1970 with retrospective effect i.e. w.e.f. 1.8.1969. We have to interpret the original statutory provisions along with the amendments brought in the provisions contained, in a harmonious manner. The 1970 rules only try to remedy anomalous situation in fixation of seniority. And in order to ensure justice to the promotees vis-a-vis the direct recruits, the amendments were made by the delegate and this amendment of rules is within the competence of the delegate to whom these powers to make rules and to amend them has been conferred under proviso to Article 309. The policy and object of this amendment is clearly to remedy a situation which was causing hardship to a group of employees vis-a-vis others who were classified as two sub-groups within the same group. The amended rules of 1970 brought into force retrospectively with effect from 1.8.1969 are honest, fair and equitable rules and these/ remedy the situation which was causing hardship to the promotee officers. This case is fully covered by the Judgement of the Hon'ble Supreme Court

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in the case of Karam Pal, etc. Petitioner v. Union of India and others, Respondents And Ram Sarup Kanwar, Petitioner Vs. Union of India, Respondent. The same issue was discussed at great length. /and decided by a Bench of the Hon'ble Supreme Court, comprising Hon'ble Mr. Justice P.N. Bhagwati, Amarendra Nath Sen and Ranganath Misra, JJ it wherein /was held that as long as Recruitment Rules 13 and 18 of the Central Secretariat Rules, 1962 hold the field regarding the seniority of assistants and there is substantial compliance with the quota rule, Courts cannot interfere. In the present case also the seniority was fixed on the basis of the Central Secretariat Rules, 1962. A perusal of the pleadings on record clearly shows that there was substantial compliance in implementing the schemes as envisaged in these rules. Therefore, the contention regarding collapse of the quota is not tenable. Only in two specific years, there was delay in filling up vacancies of the direct recruits and some of these vacancies were transferred to the promotees of Select List. It was also held by the Hon'ble Supreme Court that in the absence of challenge to the Rules and the Regulations the resultant

situations flowing from compliance of the same are not open to attack. It is correct to say that quota and rota have got to go hand in hand and if the quota is not properly adhered to the rota system must fail. In fact scheme is such that it can operate in an appropriate manner when recruitment is effected through both the processes as envisaged.

The field which these Central Secretariat Rules cover is a very wide one, and it covers Assistants in all the Ministries and Offices specified in the First Schedule. It is only with a view to maintain the efficiency of the service and at the same time to meet the functional requirements and exigencies of the service that separate cadres have been formed in respect of the Assistants and Section Officers in the different Ministries. It was further pointed out in the judgement that notwithstanding the fact that these cadres are different, the scheme makes provisions for promotional avenue taking all of them into consideration. If there has been substantial compliance in implementing the scheme under the Rules, judicial interference is not called for.

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The bureaucratic set up in democracy is alive to situations of hardship and does try to remedy that situation. And it was in the light of ^{this fact} that the Hon'ble Supreme Court had discussed the previous decision in the case of PS Mahal (AIR 1984 SC 1291) and a number of decisions of the Hon'ble Supreme Court were also cited particularly those of N.K. Chauhan Vs. State of Gujarat (1977) 1 SCR 1037 : Marvyn Continho v. Collector of Customs, Bombay, (1966) 3 SCR 600: and P.S. Mahal, A Janardhana (1983) 2 SCR 936. In case of P.S. Mahal and A. Janardhan, the Hon'ble Supreme Court proceeded on the footing that there had been a break down in the enforcement of the quota rule. Once the quota rule fails, the rota can no longer be enforced without causing prejudice to Officers with longer periods of service in the cadre. Thus the ratio of the aforesaid cases could not be applied to the cases of Karampal etc as Petitioners Vs Union of India and Others as Respondents, Ram Sarup Kanwar as Petitioner Vs Union of India as Respondents since except minor exceptions there is no material

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to support the contention that the vacancies have not been filled up by following the prescribed quota as per the Central Secretariat Rules, 1962.

16. In the instant case, the learned counsel for the applicants pointed out that a batch of direct recruits have been placed above a group of promotees by operation of the quota rule and that the fixation of seniority was arbitrary. As stated above that except in two years, there was no break down and the question of collapse of the quota rule cannot be accepted. The working chart placed before us reflected the actual position. While referring to the chart, we are fully satisfied that the quota rule has been substantially implemented in accordance with the Regulations 5 (2)(e) (I & (II)).

17. As stated above the Hon'ble Supreme Court has also endorsed the view, that we are taking in this that there is a considerable delay involved in the process of direct recruitment because it involves advertisements, receipt of applications, their processing, issue of admit cards,

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holding of examination, declaration of results, followed by an interview. All these processes consume a lot of time and there is considerable delay and it is also true that more than a year is lost before a direct recruit joins a post in his quota.

18. The Hon'ble Supreme Court held in Karampal etc vs Union of India & Others "that the Government have taken a rational view taking into consideration the delay involved in direct recruitment while computing length of service and for computation of length of service there is a particular provision in the Central Secretariat Service Rules. This was not open to challenge as an arbitrary provision". The Hon'ble Supreme Court also felt that "a very intricate process is involved in giving effect to the scheme and in harmonising the claims of the officers belonging to the different cadres. Mathematical precision cannot be expected in a matter like this and adoption of a test of such accuracy with a view to ascertaining whether Articles 14 and/or 16 of the Constitution are violated would not be appropriate."

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19. The Court also referred to the challenge to Rule 18 of the Scheme in the matter of fixation of seniority in the case of P.C. Sethi v. Union of India, (1975) 3 SCR 201: and it was negatived by the Hon'ble Supreme Court. The Hon'ble Supreme Court, in the aforesaid decision also discussed Regulation 3(3) of the Fourth Schedule which provides that inter se seniority of direct recruits and promotees shall be according to the quota of substantive vacancies in the grade reserved for direct recruits and promotees respectively. The Rules make a detailed provision for giving effect to the quota rule and since officers are drawn from different sources provision has also been made for fixing their inter se seniority. The Hon'ble Supreme Court ^{to} in the case of Karampal referred the scheme contained in the Central Secretariat Rules particularly Regulations 3 (3) of the Fourth Schedule which provides for fixation of inter se seniority. ^{are not arbitrary and} It further held that the rules the Rules and the Regulations intended to give effect to the scheme are not ultra vires of either Article 14 or Article 16 of the Constitution. The applicants

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in the present case have not questioned the quota rule itself since it will mean an attack on Central Secretariat Rules 1962, because the quota scheme is an integral part of the Central Secretariat Rules, 1962.

20. Amendment to Rules in January, 1970 having a retrospective effect, with effect from 01.08.1989 does remedy the situation to a great extent. The scheme has now been fully streamlined in the light of the various decisions and observations of Hon'ble Supreme Court and consequently fixation of seniority has also been streamlined. With amended rules coming into force from 1.01.1969, there should be no heart-burning in the Officers. Heart-burning, may be there but it will be reduced to the minimum as a result of 1970 amendments. The Hon'ble Supreme Court in case of Keshava Chandra Joshi & Others Vs Union of India & Another discussed the implications of the Hon'ble Supreme Court's^{decisions} in case of Narender Chadha. Finally the Hon'ble Supreme Court held that if the concerned rules provide the procedure to fix inter se Seniority between direct recruits and promotees, the seniority has

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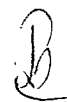
to be determined in that manner. Even the Full Bench of the Principal Bench in TA No.43/87 decided on 5.2.93 held that promotions by way of adhoc or stop-gap arrangement made due to exigencies of service and not in accordance with the rules cannot count for seniority. The same view was held by Hon'ble Supreme Court in case of Ashok Gulati Vs B.S. Jain. According to accepted canons of service jurisprudence seniority of a person appointed must be reckoned on the basis of rules or instructions and an adhoc appointment to meet functional ^{requirements} / cannot be taken into account for the purpose of seniority even if the appointee was qualified to hold that post. The same proposition of law was reiterated in the case of (1) The Direct Recruits Class II Engineering Officers Association Vs State of Maharashtra JT 1990 (2) SC 264.

21. In view of the norms laid down by Hon'ble Supreme Court and also in view of the fact that there was substantial compliance with the quota rule and also in view of the fact that rules of 1962 held the field till their amendment in January

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1970 applied retrospectively with effect from 1.08.1969 no judicial interference is called for in unsettling settled matters of inter-se seniority determined on the basis of statutory provisions and regulations contained in Central Secretariat Rules 1962 and accordingly this O.A. fails and is dismissed leaving the parties to bear their own costs.


(B.K. SINGH)
MEMBER (A)


(S.K. DHAON)
VICE CHAIRMAN (J)

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