

**CENTRAL ADMINISTRATIVE TRIBUNAL
HYDERABAD BENCH**

OA/021/00896/2020

HYDERABAD, this the 05th day of January, 2021.

**Hon'ble Mr.Ashish Kalia, Judl. Member
Hon'ble Mr. B.V. Sudhakar, Admn. Member**



1. V. J. Susheel Kumar, S/o Late V.R. Janardhan,
Aged 47 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Uppal Division, L.B. Stadium Road,
Basheerbagh, Hyderabad.
2. Puli Siva Krishna, S/o Venkata Subbaiah,
Aged 28 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Secunderbad GST Commissionerate,
L.B. Stadium Road, Basheerbagh, Hyderabad.
3. M. Hemanth Kumar, S/o Late M. Papaiah,
Aged 54 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Tarnaka GST Division, Room No.608,
L.B. Stadium Road, Basheerbagh, Hyderabad.
4. Pramod Kumar. K, S/o Mallappa. K,
Aged 29 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Secunderbad GST Commissionerate,
L.B. Stadium Road, Basheerbagh, Hyderabad.
5. Mahendra Singh, S/o Gajraj Singh,
Aged 28 years, Occ: Executive Assistant,
O/o Deputy Commissioner of Central Tax,
Shamshabad GST Division, Ranga Reddy
Commissionerate, Basheerbagh, Hyderabad.
6. K. Maheswar Reddy, S/o K. Sivaram Reddy,
Aged 32 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Mahabubnagar GST Division, H.No.10-6-40/10/2,
Srinivasa Colony, Mahabubnagar-509001.
7. M. Kullai, S/o M. Kullayappa,
Aged 52 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
GST Commissionerate, West Church Compound,
M.R.Palli, Tirupati-517502, Chittoor District.
8. Bonu Sravan Surya, S/o Late Satya Rao,



Aged 31 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Visakhapatnam CGST Commissionerate,
GST Bhavan, Port Area, Visakhapatnam-530035.

9. Maheswarapu Subhash Babu, S/o M. Vijay Rao,
Aged 35 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Nalgonda GST Division, 6-2-11, LPT Market,
Block-2, Sy.No.830/1 & 831/6-2-11,
Hyderabad Road, Nalgonda, Nalgonda District-508001.
10. K. Prabhakar Reddy, S/o K. Narasi Reddy,
Aged 33 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Ananthapur GST Division, 3rd Floor,
Thakai Towers, R.F. Road, Ananthapuramu-515001.
11. Harish Parasa, S/o P. Gangadhara Rao,
Aged 30 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Tirupati GST Commissionerate, Headquarters,
9/86-A, Amaravathi Nagar, Tirupati-517502.
12. Pasupuleti Sunanda Kumar, S/o Vijaya Kumar,
Aged 30 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
GST Commissionerate, West Church Compound,
M.R.Palli, Tirupathi-517502, Chittoor District.
13. Gaurav Sharma, S/o Anil Kumar Sharma,
Aged 31 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Ranga Reddy GST Commissionerate, Posnett Bhavan,
Ramkot, Hyderabad-500001.
14. Puneet Kumar, S/o Ajab Singh,
Aged 33 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Khammam GST Division, Ranga Reddy
Commissionerate, Khammam-501001.
15. Avinash Ranjan, S/o Vijay Singh,
Aged 28 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Hyderabad Audit-II Commissionerate,
Sanvi Yamuna Pride, Hit-Tech City,
Madhapur, Hyderabad-500081.
16. Abdul Kareem, S/o Late Abdul Ali,
Aged 52 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,

Air Cargo Custom Commissionerate,
Rajiv Gandhi International Air Port,
Shamshabad, Ranga Reddy District.

17. B. Jaya Sundar, S/o Late B. Subuddi,
Aged 58 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
L.B. Stadium Road, Basheerbagh, Hyderabad.
18. Shoban Babu Dharavath, S/o Bixaji Dhaarvathi,
Aged 52 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Abids Division, Hyderabad GST Commissionerate,
Akira Plaza, Nampally, Hyderabad.
19. S. Nithya, D/o P. Subbaiah,
Aged 31 years, Occ: Executive Assistant,
O/o Chief Commissioner of Central Tax,
20y, First Floor, GST Bhavan, Basheerbagh,
Hyderabad.
20. Vipin Kumar, S/o Jasbir Singh,
Aged 29 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commissionerate, GST Bhavan,
Basheerbagh, Hyderabad-500004.
21. M. Narasimha, S/o M. Bhagwan Das,
Aged 58 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad Customs Commissionerate,
Headquarters Office, Basheerbagh, Hyderabad.
22. Rekapalli Satyanarayana, S/o Late R. Tatayya,
Aged 59 years, Occ: Executive Assistant,
O/o Additional Commissioner of Customs,
Customs Preventive Commissionerate (CPC),
Vijayawada Commissionerate, Kakinada Custom
House, Port Road, Kakinada-533007.
23. M. Chandra Shekar, S/o Late M. Ankanna,
Aged 52 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Customs Commissionerate, Hyderabad.
24. Nuthalapathi Sarath Babu, S/o Manikya Rao,
Aged 55 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Guntur GST Commissionerate, GST Bhavan,
Kannavari Thota, Guntur-522004.
25. Perumallapalli Pothuraju, S/o Satyanarayana,





Aged 59 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
C.R. Building, Kannavari Thota, Guntur-522004.

26. Shanul Haque Hashmi, S/o Ehteshammad Haque Heshmi,
Aged 33 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commissionerate, Room No.500,
Headquarters Office, Basheerbagh, Hyderabad.

27. Banala Sankara Rao, S/o Venkayya (Late),
Aged 56 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Customs Division,
Savitha EDIFI, Visakhapatnam-530003.

28. B. Deenadayal, S/o Late B. Mangtha,
Aged 51 years, Occ: Executive Assistant,
O/o Deputy Commissioner of Customs,
Air Cargo Complex, Shamshabad, Hyderabad.

29. Atluri Harsha, S/o A. Prem Chand,
Aged 58 years, Occ: Executive Assistant,
O/o Additional Commissioner of Customs,
Customs Preventive Commissionerate (CPC),
Vijayawada Commissionerate, Kakinada Custom
House, Port Road, Kakinada-533007.

30. N. L. Sowjanya Torati, S/o T.V. Satyanarayana,
Aged 32 years, Occ: Executive Assistant,
O/o Deputy Commissioner of Central Tax,
Rajahmundry CGST Division, Opp: LIC Office,
Srinagar, Morampudi, Rajahmundry,
East Godavari District.

31. Ayub Khan, S/o Hakeem Khan,
Aged 58 years, Occ: Executive Assistant,
O/o Deputy Director of Directorate General of
GST Intelligence (DGGI), Vijayawada Regional Unit,
Door No.10-56, 1st and 2nd Floor, Abdul Salam Towers,
Bandar Road, Ashok Nagar, Vijayawada-520007.

32. V.V.N.K. Pradeep Kumar, S/o V. Pandu Ranga Vithal,
Aged 32 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Guntur GST Commissionerate, Headquarters,
C.R. Building, Kannavarithota, Guntur-522004.

33. Sayyad Imran Basha, S/o S. Chand Basha,
Aged 31 years, Occ: Executive Assistant,
O/o Principal Commissioner, Hyderabad
GST Commissionerate, GST Bhavan, L.B. Stadium,
Basheerbagh, Hyderabad.

34. Niraj Kumar, S/o Rajendra Prasad,
Aged 32 years, Occ: Executive Assistant,
O/o Chief Commissioner Office, Central GST
Visakhapatnam, GST Bhavan, Port Area,
Visakhapatnam-530035.

35. Nadimpalli Ravi Krishna, S/o Krishna Kumar,
Aged 40 years, Occ: Executive Assistant,
O/o Chief Commissioner Office (VZ), Estt Section,
Room No.101, GST Bhavan, Port Area,
Visakhapatnam-530035.

36. Karthik Naik.M., S/o M. Anjaneyulu Naik,
Aged 33 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Sangareddy GST Division, Plot No.328, SSR Arcade,
Matrusrinagar, Miyapur, Hyderabad-500049.

37. Yellapu Ramesh Babu, S/o Y. Kumar Rao,
Aged 41 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Guntur CGST Audit Commissionerate, GST Bhavan,
Port Area, Visakhapatnam-530035.

38. Kaya Giri, S/o K. Dandasi,
Aged 39 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Visakhapatnam CGST Commissionerate,
GST Bhavan, Port Area, Visakhapatnam-53007.

39. Konda Rama Raju, S/o Late Gaddeiah,
Aged 39 years, Occ: Executive Assistant,
O/o Deputy Commissioner of Central Tax,
Vizianagara CGST Division, Near Dandumaaramma
Temple, Cantonment Area, Vizianagaram-535003.

40. M. Kamalesh, S/o M. Jashua,
Aged 30 years, Occ: Executive Assistant,
O/o Director General GST Intelligence,
Opp: HDFC Bank, Begumpet, Hyderabad.

41. Md. Fahmida Rehman, S/o Mujeebay Rehman (Late),
Aged 30 years, Occ: Executive Assistant,
O/o Deputy Commissioner, Kukatpally GST Division,
Medchal GST Commissionerate, Plot No.80 & 81,
A.S. Raju Nagar, Kukatpally-500027.

42. S. Gnaneswari, S/o Gangajalam (Late),
Aged 26 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax, Audit-II
Commissenate, 1-98/B/20, 21, Sanvi Yamuna Pride,
Krithika Layout, Madhapur-500081.



43. Annaparthi Surendra Kumar, S/o Prem Kumar,
Aged 28 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commssionerate, GST Bhavan,
Basheerbagh, Hyderabad-500004.

44. V. Raghuveer Reddy, S/o Goverdhan Reddy,
Aged 31 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commissionerate, GST Bhavan,
Basheerbagh, Hyderabad-500004.

45. Manoj Kumar, S/o Late Shishpal Singh,
Aged 32 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax, GST Commissionerate,
GST Bhavan, Basheerbagh, Hyderabad-500004.

46. Allanki Sudheer, S/o Venkateswarlu,
Aged 31 years, Occ: Executive Assistant,
O/o Additional Commissioner of Customs,
Customs Preventive Commissionerate (CPC),
Krishnapatnam Custom House, KAPS Building,
Port Area, Gopalapuram, Muthukur-524344.

47. G. Narayana Reddy, S/o Narasimha Reddy,
Aged 28 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commissionerate, GST Bhavan,
Basheerbagh, Hyderabad-500004.

48. Tummalacharla Prasad, S/o Sree Ramulu,
Aged 29 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax, Medchal GST
Bhavan, 11-4-649/B, Lakdi-ka-pool, Hyderabad.

49. Bhanu Chander Yathirajula, S/o Venkata Rao,
Aged 28 years, Occ: Executive Assistant,
O/o Chief Commissioner of Customs & CGST,
Vizag Zone, 1st Floor, GST Bhavan, Port Area,
Visakhapatnam-530035.

50. V. Krishna Sumanth Sharabu, S/o Subbarao,
Aged 5 years, Occ: Executive Assistant,
O/o Additional Commissioner of Central Tax,
Nellore GST Sub-Commissionerate, Nellore.

51. Loranu Akhtar Siddique, S/o Alemul Hoque,
Aged 28 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax, Audit-II
Commissionerate, Sanvi Yamuna Pride,
Krithika Layout, Madhapur-500081.

52. Mahender Choudhary, S/o Mangilal Choudhary,





Aged 31 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax, Guntur GST
Audit Commissionerate, GST Bhavan, Port Area,
Visakhapatnam-530035.

53. Neelapu Hemant Reddy, S/o Rambabu,
Aged 29 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Visakhapatnam Commissionerate, 3rd Floor,
D.No.28-14-10, Opp: V-Max Theatre, Suryabagh,
Visakhapatnam-530020.
54. V. Venu Kumar, S/o V.S.S. Prasad,
Aged 29 years, Occ: Executive Assistant,
O/o Principal Commissioner of Customs,
GST Bhavan, L.B. Stadium Road,
Basheerbagh, Hyderabad-500003.
55. Kolli Anitha Devi, S/o Venkata Rao,
Aged 30 years, Occ: Executive Assistant,
O/o Assistant Commissioner of Central Tax,
Vijayawada CGT Division, D.No.55-17-3,
3rd Floor, Near CGO Complex, Industrial Estate,
Auto Nagar, Vijayawada-520007.
56. Ch. Sripathi, S/o Ch. Yesu Ratnam Dora,
Aged 34 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Visakhapatnam CGST Commissionerate,
GST Bhavan, Port Area, Visakhapatnam-530035.
57. Vellagapalli Lakshmi Parvathi, D/o Radhakrishna Rao,
Aged 50 years, Occ: Executive Assistant,
O/o Deputy Commissioner of Central Tax, Central GST,
Amaravathi Division, Vijayawada.
58. Ganji Hema Prasad, S/o Henry Immanuel (Late),
Aged 37 years, Occ: Executive Assistant,
O/o Deputy / Assistant Commissioner of Central Tax,
CGS Division, H.No.23A-13-2, Ashok Nagar,
Eluru-534002.
59. R. Ganpath Rao Naik, S/o Dulsingh Naik,
Aged 53 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax,
Nagole Division, R.R. Commssionerate, Hyderabad.
60. Nanu Jadhav, S/o Late J. Sakharam,
Aged 51 years, Occ: Executive Assistant,
O/o Commissioner of Customs, Air Cargo
Complex, Shamshabad, Hyderabad.

61. Sandolla Dasharath, S/o Nagabhushanam,
Aged 28 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Hyderabad GST Commissionerate, GST Bhavan,
L.B. Stadium Road, Basheerbagh, Hyderabad.

62. Ashish Dixit, S/o Arun Kumar Dixit,
Aged 29 years, Occ: Executive Assistant,
O/o Chief Commissioner of Central Tax,
207, First Floor, GST Bhavan, L.B. Stadium Road,
Basheerbagh, Hyderabad.

63. Amit Kumar Jaiswal, S/o Shree Moti Lal Jaiswal,
Aged 28 years, Occ: Executive Assistant,
O/o Commissioner of Central Tax & Customs,
Hyderabad Audit-I Commissionerate, Elegant Maharaja
Ramanthapur, Hyderabad.

64. Md. Rahmatulla Ansari, S/o Heedayat Hussain,
Aged 30 years, Occ: Executive Assistant,
O/o Principal Commissioner of Central Tax,
Visakhapatnam CGST Commissionerate, GST Bhavan,
Port Area, Visakhapatnam-530035.

...Applicants

(By Advocate: Mr. J. Sudheer)

v.

1. Union of India, Rep. by its Secretary,
Ministry of Finance, New Delhi.
2. That Chairman, Central board of Indirect Taxes,
Department of Revenue, Ministry of Finance,
North Block, New Delhi-110001.
3. The Chief Commissioner,
Customs and Central Tax, Hyderabad Zone,
GST Bhavan, Basheerbagh, Hyderabad-500004.
4. The Principal Commissioner,
Customs and Central Tax,
Hyderabad GST Commissionerate,
GST Bhavan, Basheerbagh, Hyderabad-500004.
5. The Additional Commissioner (CCA),
Customs and Central Tax,
Hyderabad GST Commissionerate,
GST Bhavan, Basheerbagh, Hyderabad-500004.

...Respondents

(By Advocate: Sri Surya Kiran Reddy, learned Addl. Solicitor General
leading Smt. K. Rajitha, Sr. CGSC)

ORAL ORDER
(As per Hon'ble Mr. B.V.Sudhakar, Administrative Member)

Through Video Conferencing:



2. The OA is filed challenging the withdrawal of adhoc promotions granted to the applications in the cadre of Executive Assistants.
3. Brief facts of the case are that the applicants have been appointed/promoted to the cadre of Tax Assistants (TA) in the years 2015 to 2017. Respondents undertook restructuring of the cadre by merging the post of STA (Senior Tax Assistant) with Dy. Office Supdt. (DOS) creating the post of Executive Assistant (EA) on 18.12.2013. However, the Recruitment Rules for EA were framed on 28.9.2015 prescribing the residency period in TA cadre as 10 years for promotion as EA and the issue that has cropped up is as to which rules have to be followed to effect promotions in the interregnum period of 2013 to 2015. While this aspect was being mulled by the respondents, Sri G. Venkat Reddy joined the Hyderabad Zone from Pune on Inter Zone transfer with bottom seniority. Local authorities considering the fact that he was appointed to the post of Tax Assistant on 16.9.2015 and possessing the requisite minimum service of 3 years as per old Recruitment Rules of 2003 as on 1.1.2020, promoted him as Executive Assistant on 18.12.2020, along with the applicants, who were senior to him though some did not have the minimum service. However, respondents, after receipt of clarifications from their Headquarters, withdrew the promotions on 23.12.2020. Aggrieved, OA is filed.



4. The contentions of the applicants are that no notice was given before the promotions were withdrawn. The promotions, albeit adhoc, were granted after the regular DPC was conducted. The 4th respondent, having become *functus officio*, has no authority to review the promotions granted and any withdrawal of the same, require approval of the Board. The 5th respondent has issued the Impugned order and it is not known as to whether it was approved by the 3rd/ 4th respondent. The Impugned order is neither speaking nor reasoned. It is settled law that an order has to sustain itself and not by subsequent reasoning. It is not in public interest to keep the EA posts vacant.

5. Respondents, *per contra*, state that the Board clarified on 13.11.2020 that the promotions after cadre restructuring in the intervening period 18.12.2013 to 27.9.2015, shall be to the post of EA based on para 3.1.3 of DOPT OM dated 31.12. 2010. Further, the letter dated 1.10.2020 received from the Headquarters makes it clear that those in the cadre of Tax Assistants as on 18.12.2013 should be considered for promotion to the post of EA. Local authorities without reckoning this fact have promoted Sri G.Venkat Reddy, who was not in the TA cadre as on 18.12.2013 and therefore, realizing the mistake, conducted the review DPC as provided under the rules and withdrew the promotions on 23.12.2020. Respondents cited the Judgment of the Hon'ble High Court of M.P. in *Munnalal Yadav v. Dr Hari Singh Gour and Anr.* on 30.1.2006 to negate the aspect of

Principles of Natural Justice pressed by the applicants to fortify their contentions.

6. Heard both the counsel and perused the pleadings on record.



7. I. It is not in dispute that the applicants belong to the cadre of Tax Assistants, which they joined on promotion/ by appointment in the years 2015 to 2017. Sri G.Venkat Reddy from Pune, appointed as Tax Assistant on 16.9.2015 joined the Hyderabad Zone under inter-zone transfer, with bottom seniority on 19.11.2019. Respondents merged the post of STA and Dy. OS as a part of cadre restructuring, creating the post of EA on 18.12.2013 and framed the EA Recruitment Rules effective from 28.9.2015. As per the EA Recruitment Rules of 2015, the minimum residency period in TA cadre is 10 years. The feeder cadre to the erstwhile STA post was TA and as per the RR of 2003 an employee with 3 years regular service as TA would be eligible for promotion to the post of STA. Board vide letters dated 13.11.2020 & 1.10.2020 indicated that during the period 18.12.2013 to 27.9.2015 promotions are to be effected to the post of EA in terms of para 3.1.3 of DOPT letter dated 31.12.2010 and that those who are in the cadre of TA as on 18.12.2013 would be eligible to be promoted to the post of EA. Local authorities considering the fact that Sri G.Venkat Reddy was recruited as TA in 2015 and joined the Hyderabad Zone in 2019 on bottom seniority as a inter zone transferee, was promoted on adhoc basis as EA since he rendered the minimum 3 years of service in TA cadre as per old recruitment rules of 2003 taking the cut off date as 1.1.2020. Consequently, the applicants, though some did not have the

minimum 3 years of service, but being senior to Sri Venkat Reddy were promoted. Later, based on the clarification received from their HQ, respondents on the ground that Sri G.Venkat Reddy was not in the TA cadre as on 18.12.2013 conducted the review DPC and issued the withdrawal letter on 23.12.2020. As Sri Venkat Reddy was found ineligible, applicants promotions which were pivoted to his case, had to be withdrawn.



II. The argument of the respondents is that Sri G.Venkat Reddy was not in the cadre of TA as on 18.12.2013 to be considered for promotion to the post of STA, which has been merged with Dy. OS to form the EA post. Ld. Counsel for the applicants submitted that the DOPT OM dated 31.12.2010 makes it evident that the eligibility for promotion to EA shall continue to be same for persons holding the feeder post on regular basis as on the date of the notification of revised rules, which came into vogue on 28.9.2015. Responding to the averment made, the Ld. Respondents Counsel stated even if this date is taken, Sri G.Venkat Reddy, who joined as TA on 16.9.2015, would not be eligible since he would not be having the minimum 3 years of service and therefore, the applicants as well.

III. However, the respondents, while withdrawing the promotions, did not give any notice to the applicants, which is the fundamental requirement of the Principles of Natural Justice. True, rules provide that review DPC can be held and promotions granted due to a mistake can be reviewed. It was a mistake as per the perspective of the respondents, but

was it from the perception of the applicants is something, which ought to have been considered before venturing onto the decision of withdrawing the promotions. Nevertheless, law prevails over the rules. Here is a case where the applicants were not even heard before taking an adverse decision against them. The Hon'ble High Court judgment cited by the respondents would apply to circumstances where the issue of notice would manifestly not yield any change in the decision. In the instant case, the applicants believe that there is scope for interpretation of the instructions in their favour. The respondents would not have been undone if they had given the notice and thereafter, decided the issue. The decision appears to be a knee-jerk reaction in haste. Haste counter-acts perfection.

IV. Therefore, we direct the respondents to issue an appropriate show cause notice to the applicants on the issue within a period of 15 days from the date of receipt of this order and the applicants to respond to the same within 20 days of receipt of the show cause notice. Thereafter, on receiving the replies, respondents shall examine the same carefully and issue a speaking and reasoned order by responding appropriately to the averments made by the applicants as per rules/law, within a period of 4 weeks. Respondents to note that, to err is human, but at the cost of the expectations of the employees in regard to promotions is a disturbing feature calling for matured decisions to be taken by reflective thinking and deep deliberation of the issues having some grey areas. Employees build the organization and their future has to be built by proper and sensitive handling of their careers. Patience is the key to Joy but haste invites sorrow



from the organizational viewpoint and one should not forget haste makes waste.

VI. With the above direction, the OA is disposed with no order as

to costs.



(B.V.SUDHAKAR)
ADMINISTRATIVE MEMBER

(ASHISH KALIA)
JUDICIAL MEMBER

evr