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CENTRAL ADMINISTRATIVE TRIBUNAL  
PRINCIPAL BENCH NEW DELHI.

...

REGN. NO. O.A. 756/86.

Date of Decision: 5.5.1987.

Shri Krishan Kanhiya,

...

Applicant

Vs.

The General Manager,  
Northern Railway.

...

Respondent.

CERAM:

Hon'ble Mr. Justice Zaheer Hasan, Vice-Chairman.

Hon'ble Mr. Birbal Nath, Administrative Member.

For the applicant: S/Shri O.P. Gupta and Hot Chand, Advocates.

For the respondent: Shri Jagjit Singh, Advocate.

(Judgment of the Bench delivered by  
Mr. Birbal Nath).

JUDGMENT.

The applicant, Shri Krishan Kanhiya, was appointed as a  
Sub-Khalasi in the grade of Rs. 196-232 with effect from 7.5.1984 (F.N.)  
by the Dy. C.S.T.E., Ghaziabad vide Notice No. 5-F/4 dated 5.5.1984.

The appointment was made on purely temporary basis subject to  
verification of the character and antecedents by the civil authorities.

It was also made clear by Notice issued vide Dy. No. CSTE/Rectt./IV/Confdl.  
dated 12.9.1983 (Annexure R-1A) that the engagement of temporary  
substitutes against vacancies for unscreened casual labour would be  
subject to the verification of their past services. After this temporary  
appointment of the applicant, his service card was sent for  
verification to the Vigilance Inspector of the Railways at Delhi.

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During the course of such verification, it was found that the applicant had secured his appointment by producing bogus casual labour service card. Accordingly, the applicant was discharged from service vide order No. SSE/U/670 dated 4.7.1986 (Annexure A). The impugned order reads as under:-

"You had secured your appointment of substitute Khalasi on 7.5.1984 on producing of Ex-casual Labour Card which was subjected to verification.

Subsequent verification has revealed that you had produced bogus Casual Labour Service Card and got appointment on wrong declarations.

In view of the above, you are discharged from service with immediate effect."

2. It was contended by the learned counsel for the applicant that the discharge order cast a stigma upon the applicant and he was not given any opportunity to show cause against the impugned order of discharge. He also contended that the applicant was entitled to a full enquiry under the Railway Servants (Discipline & Appeal) Rules, 1968 and this penalty was imposed in violation of Section 5 of the Industrial Disputes Act. It was further contended that the juniors of the applicant have been retained in service while he has been discharged and he has thus been discriminated against.

The learned counsel for the respondents contended that the applicant had perpetrated a fraud by producing bogus card of casual labour service and he was not entitled to any relief. It was also contended that the Railway Servants (Discipline & Appeal) Rules were not applicable to casual labourer which the applicant was at the most.

3. We have given careful thought to the arguments advanced at the bar and the documents placed before us. It is true that the appointment of the applicant was temporary and was subject to the verification of his past labour service. The respondent was within his rightful

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sphere to initiate action against the applicant once it had been found that he secured the employment by producing a bogus record of service. However, the principles of natural justice required that the applicant should have been given an opportunity to show cause against the action proposed. It is clear that the impugned order of discharge is not an order of termination simpliciter. The order casts a stigma upon the applicant, as such he had a right to be heard before the respondent issued any order. We, therefore, accept the contention that the impugned order of discharge is in violation of the principles of natural justice. Accordingly, the order of discharge is quashed and the respondent will pass an order according to law after giving an opportunity of hearing to the applicant. There will be no order as to costs.

(BIRBAL NATH)

ADMINISTRATIVE MEMBER

5-5-1987

(ZAHEER HASAN)

ADMINISTRATIVE MEMBER

5-5-1987