

(26)

CENTRAL ADMINISTRATIVE TRIBUNAL PRINCIPAL BENCH  
NEW DELHI.

O.A. No. 2099/90

Dated: this the 22<sup>nd</sup> day of April, 1997.

HON'BLE MR. S. R. ADIGE MEMBER(A).

HON'BLE DR. A. VEDAVALI MEMBER(J).

Har Narain,

S/o Shri Chhajoo Ram,  
Asstt. Station Master,  
Northern Railway Station,  
Samla Distt. Bhiwani (Haryana).

..... Applicant.

(By Shri G. D. Bhandari,).

Versus

1. Union of India through  
the General Manager,  
Northern Railway,  
Baroda House,  
New Delhi.

ii), The Divisional Railway Manager,  
Northern Railway,  
Estate Entry Road,  
New Delhi

..... Respondents.

(By Advocate: Shri H. K. Gangwani).

JUDGMENT

BY HON'BLE MR. S. R. ADIGE MEMBER(A).

Applicant, who is ASM at Samla Railway Station seeks a direction to respondents to implement the job analysis conducted on allegedly similar footing at Kalanur Kalam and Lahli Railway Stations when S.Ms/ ASMs of those two stations were classified from "Essential Intermittent" to "Continuous", and thereafter pay arrears of OTA/ wages for 4 additional work hours put in daily w.e.f. 15.12.88.

2. Respondents in reply contend that work load differs from station to station, and it does not follow that the job analysis conducted at Kalanur Kalam and Lahli Railway Stations will be automatically applicable to Samla Railway Station.

They state that no job analysis could be conducted at

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Bamla as there were agitations and many trains had to be cancelled on that section. They further state that administration is considerate to employees' problems and redressing their grievances.

3. Applicant has filed a rejoinder in which he has asserted that the volume of work handled at Bamla as also at Kalanur Kalan and Lahli Railway Stations were the subject matter of job analysis by a Job Analysis Team who allegedly observed that the work load at Bamla is much more than at the other two stations. Applicant has also reiterated the other contentions taken in the OA in his rejoinder.

4. Respondents are entirely correct when they state that the workload varies from station to station and it cannot be said that the work load at Kalanur Kalan or Lahli will be the same at Bamla as to warrant a direction of the kind prayed for. We note that respondents have stated that they are sympathetic to the legitimate grievances of their employees and they have not been able to hold the job analysis at Bamla because of reasons beyond their control. If a job analysis has already been conducted at Bamla as contended by applicant in his rejoinder, we have no doubt that respondents <sup>if not already taken</sup> will take an appropriate decision, in the light of its findings. If no job analysis has been held in the recent past, respondents themselves, indicate that it will be held as soon as practicable. In either event this is not a matter which warrants judicial intervention.

5. The OA is disposed of accordingly. No costs.

A. Vedavalli  
( DR. A. VEDAVALLI )  
MEMBER(A)

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S. R. Adige  
( S. R. ADIGE )  
MEMBER(A)