

CENTRAL ADMINISTRATIVE TRIBUNAL  
ERNAKULAM BENCH

O.A.505/99 and O.A. 1028/99

Wednesday, this the 22nd day of December, 1999.

CORAM

HON'BLE MR A.M. SIVADAS, JUDICIAL MEMBER

HON'BLE MR G. RAMAKRISHNAN, ADMINISTRATIVE MEMBER

(1) O.A. 505/99

1. C.Damodaran,  
Aged 41 years, S/o.C.V.Chellan,  
Regular Mazdoor,  
Office of the General Manager Telecom,  
Palakkad.  
Residing at Enclave Chennapura House,  
Edathara P.O., Palghat.
2. K.Kannan,  
Aged 39 years, S/o.E.Krishnankutty.  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Co-Axial (Indoor), Telecom, Palakkad.  
Residing at Checkinipadam, Sastha Nagar,  
Akathethara, Palghat.
3. A.Leeladharan,  
Aged 41 years, S/o.K.T.Gopalan Nambiar,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telecommunications, Mannarakkad.  
Residing at Ambazhakode House, Pottasseri P.O.,  
Palghat.
4. I.Madhavan,  
aged 39 years, S/o.Ayyappan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer  
(Material Management),  
Telecom, Palakkad.  
Residing at Cheetavu House, Ayllore,  
Nemmara, Palghat.
5. G.Manikkan,  
aged 44 years, S/o.K.Gopalan.  
Regular Mzsdoor,  
Office of the General Manager Telecom,  
Palakkad.  
Residing at Gopalayam House, Kavilppadu,  
Palghat.

- 2
6. T.Mohandas,  
Aged 36 years, S/o.Theyan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Co-Axial (Out-door), Telecom, Palakkad  
Residing at Pookoth House, Pandiyode P.O.,  
Kannady, Palghat.
  7. K.V.Radhakrishnan  
Aged 35 years, S/o. Vasudeva Mannadiyar  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (Trunks).  
Telecom, Palakkad  
Residing at Kottil House, Old Bazar  
Kollamkode, Palghat
  8. P.Sadasivan.  
Aged 39 years, S/o. P.Nair  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II.,  
Telecom, Palakkad.  
Residing at Telecom Quarters,  
Kallepully, Palghat
  9. P.Unnikrishnan,  
Aged 50 years, S/o. P.S.Narayanan Nair  
Regular Mazdoor,  
Office of the Assistant Engineer (Trunks).  
Telecom, Palakkad  
Residing at Poolackal Parambu.  
Edathara, Palakkad
  10. V.Jyothi Prakash,  
Aged 38 years, S/o. Late Velayudhan  
Regular Mazdoor,  
Office of the Sub Divisional Engineer R.L.U.,  
Telecom, Melmuri, Palakkad  
Residing at Alankode House,  
Olavakkode, Palghat.
  11. N.Chandran,  
Aged 45 years, S/o. Narayanan,  
Regular Mazdoor,  
Telephone Exchange.,  
Puthukode.  
Residing at Perucancode House,  
Manappadam P.O, Palghat.

12. R.Krishnankutty,  
Aged 37 years; S/o. Ramankutty,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (Trunks),  
Telecom, Palakkad  
Residing at Chathan Veedu, Thaloor,  
Koodalloor P.O, Palakkad.
13. C.Narayanan II,  
Aged 38 years, S/o. Chamiyar,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer .  
Telecom, Koduvayur.  
Residing at Perumpallam House,  
Vadavannur P.O., Palakkad.
14. V.Narayanan,  
Aged 38 years, S/o.Sethumadhavan,  
Regular Mazdoor,  
Telephone Exchange,  
Katampazhipuram.  
Residing at Vettukulam House, Kathambazhipuram P.O.,  
Palakkad.
15. S.Padmakshan,  
Aged 38 years, S/o.Sethumadhavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palakkad.  
Residing at Changampotta Huse,  
Kollekadu P.O., Palakkad.
16. A.Parthan.  
Aged 47 years, S/o.Arumughan,  
Regular Mazdoor,  
Office of the Divisional Engineer Transmission Project  
Telecom, Trichur.  
Residing at Nampallam House,  
Kottakadu P.O., Palakkad.
17. V.A.Swaminathan,  
Aged 47 years, S/o.Pazhani,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer  
Telecom, Kongad, Palakkad  
Residing at Vennakkadu Parambil House,  
Cheraya P.O., Palakkad.
18. V.Velayudhan,  
Aged 45 years, S/o.Velan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,

Telecom, Palakkad  
Residing at Poothamppully House,  
Panayoor, Polppully, Palakkad.

19. K.Venu,  
Aged 36 years, S/o.R.Kasu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,  
Telecom, Palakkad  
Residing at Geetha Vihar, Vennakkara,  
Pudupariyaram P.O., Palakkad.
20. C.Vijayakumar,  
Aged 38 years, S/o.Chami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer SSA/Installation  
Telecom, Palakkad  
Residing at Mampully House,, Elappully P.O.,  
Palakkad.
21. K.M.Vijayakumaran,  
Aged 36 years, S/o.Muniyyappan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalmanam, Palakkad.  
Residing at Vadavadi House, Kalappetty P.O.,  
Goyalmanam, Palakkad.
22. K.G.Narayana Swamy,  
Aged 39 years, S/o.Gopalakrishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer RLU II,  
Telecom, Chandranagar, Palakkad.  
Residing at Vithanassery, Nemmara P.O., Palakkad.
23. M.Santhosh,  
Aged 35 years, S/o.Manikkan,  
Regular Mazdoor,  
Co-Axial Station, Telecom,  
Ottappalam.  
Residing at Chambravalappil House, Muthaliar  
Street, Shornur, Palakkad..
24. I.Alikutty,  
Aged 36 years, S/o.Ismail,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Olavakkode, Palakkad.  
Residing at Pallam House, Muthalamada,  
Palakkad.

25. M.Asok,  
Aged 35 years, S/o..A.Madhavan,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telecom, Kanjikode, Palakkad.  
Residing at Madhava Nivas, Alankode  
Olavakode, Palghat
26. K.Gangadharan,  
Aged 35 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Shoranur.  
Residing at Perumana House, Shornoor
27. Joseph Marcose,  
Aged 35 years, S/o.M.Muthu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Optional Fibre Cable,  
Telecom, Shoranur.  
Residing at R.C. Church Compound  
Sulthanpet, Palghat
28. V.B.Krishnakumar,  
Aged 38 years, S/o.V.Bhaskaran,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External III,  
Telecom, Palakkad.  
Residing at Vadakkumuri  
Kalmandapam, Palghat.
29. R,Muthukrishnan  
Aged 36 years, S/o.Ramaswamy,  
Regular Mazdoor,  
Office of the Co-Axial Station, Telecom,  
Shornur, Palakkad.  
Residing at Lakshmi Nivas  
Anakkathadi House,  
Muthaliyar Street, Shornoor
30. S.Radhakrishnan  
Aged 36 years, S/o.late Subramannian Muthaliar,  
Regular Mazdoor,  
Office of the Co-Axial Station, Telecom,  
Shornur, Palakkad.  
Residing at Nembanthodi House,  
Muthaliar Street, Shornur.
31. K.Ramakrishnan II  
Aged 38 years, S/o.Karunakaran,

Regular Mazdoor,  
Office of the Sub Divisional Engineer (MDF),  
Telecom, Palakkad.

32. K.V.Raman,  
Aged 46 years, S/o.Kutty Vella,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayoor, Palakkad.  
Residing at Karuppaui House, Elavanchery P.O.,  
Kollangode, Palakkad.
33. M.Velayudhan,  
Aged 38 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Shoranur, Palakkad.  
Residing at Mannamtheriyil House,  
Paruthipra, Shornur.
34. C.C.Viswanathan,  
Aged 35 years, S/o.Chellan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Kongad.  
Residing at Cheethapura House,  
Edathara P.O., Palakkad.
35. M.P.Vimalkumar,  
Aged 42 years, S/o.Achuthan Nair,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Ottapalam.  
Residing at Mangathiliyil House,  
Mayannur P.O., Trichur.
36. N.Asharaf,  
Aged 32 years, S/o.Noor Mohammed,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palakkad.  
Residing at 36/97, Olavakkode, Palakkad.
37. A.Ayyappan.,  
Aged 35 years, S/o.Appuswamy,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Olavakkode, Palakkad.  
Residing at Vakkilparambil House,  
Pudupariyaram P.O., Palakkad.

38. A.Chandran,  
Aged 34 years; S/o.N.Appu,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palajakd.  
residing at Meleppuram, Olavakkode,  
Palakkad
39. C.M.Kumaran,  
Aged 37 years, S/o.Mani,  
Regular Mazdoor,  
Office of the Divisional Engineer D-Tax,  
Telecom, Palakkad.  
Residing at Cherukuttykalam, Kinvallur,  
Parali, Palakkad.
40. C.Rajan,  
Aged 35 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residing at Edavapuram House,  
Elevanchery P.O., Kollangode, Palakkad.
41. K.P.Sathyanarayanan,  
Aged 35 years, S/o.K.Parameswaran,  
Regular Mazdoor,  
Office of the Co-Axial Station, Telecom,  
Shornur, Palakkad.  
Residing at Kunnathu House, Lakkidy.
42. A.Surendran,  
Aged 36 years, S/o.C.Appukuttan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (OFC),  
Telecom, Palakkad.  
Residing at Payal House, Pudupariyaram P.O.,  
Palakkad.
43. V.Swaminathan,  
Aged 40 years, S/o.K.Velayudhan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palakkad.  
Residing at Koozhikunnam, Priyari, Palakkad.
44. P.Venugopalan,  
Aged 39 years, S/o.Madhavan Nair,  
Regular Mazdoor,  
Office of the Telephone Exchange,  
Telecom, Pullassery.  
Residing at Latha Nivas, Pulassery.

45. R.Narayan Swamy,  
Aged 35 years, S/o.Rangaswamy,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (PCM),  
Telecom, Palakkad.  
Residing at Ootra, Kollengode, Palakkad.
46. I.James,  
Aged 34 years, S/o.Irudhaya Swamy,  
Regular Mazdoor,  
Office of the Divisional Engineer D-Tax,  
Telecom, Palakkad.  
Residing at Amba, Olassery P.O., Palakkad.
47. M.Assanar,  
Aged 36 years, S/o.Moideen,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalmanam, Palakkad.  
Residing at Cherangad House, Erimayur P.O., Palakkad.
48. P.N.Madhusoodhanan,  
Aged 35 years, S/o.Narayanan,  
Regular Mazdoor,  
Office of the Junior Telecom Officer,  
Telegraphs, Palakkad.  
Residing at Padinjakkara House, Pilappully,  
Paruthippully, Palakkad.
49. C.Mohanan,  
Aged 37 years, S/o.Chinnappa Mannadiar,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara P.O., Palakkad.  
Residing at Perinchira House, Muthalamada P.O.,  
Palakkad.
50. V.Ponnumani,  
Aged 36 years, S/o.Vasu,  
Regula Mazdoor,  
Telephone Exchange, Kollangode.  
Residing at Anthazhy, Cheramangalam,  
Palakkad.
51. K.Kaladharan,  
Aged 51 years, S/o.Kamban.  
Regular Mazdoor,  
Office of the General Manager,  
Telecom Palakkad.  
Residing at Chozhan House,

Panayoor, Polpully, Palakkad.

52. P.B.Kannankutty,  
Aged 38 years, S/o.Balakrishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalammanam, Palakkad.  
Residing at Padinjakkara, Pilappully,  
Paruthippully P.O., Palakkad.
53. V.Krishnadas,  
Aged 35 years, S/o.Theethan,  
Regular Mazdoor,  
Office of the Divisional Engineer,  
Telecom, Kongad.  
Residing at Vappparakkal House,  
Peringode P.O., Parassery, Palakkad.
54. K.Krishnan III,  
Aged 44 years, S/o.Kunchu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur, Palakkad.  
Kottangad, Vilayody,  
Chittur, Palakkad.
55. C.Mohanan II,  
Aged 35 years, S/o.Chandran,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry, Palakkad.  
Residing at Parakkunnam House, Alathur P.O.,  
Palakkad.
56. E.Muraleekrishnan,  
Aged 39 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Erattu House, D.G., M.S. Road,  
Kollengode, Palakkad.
57. A.Narayanan,  
Aged 38 years, S/o.Aru,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Alathur, Palakkad.  
Residing at Kottayankadu,  
Elavanchery P.O., Palakkad.
58. C.Radhakrishnan,  
Aged 41 years, S/o.Chami,

Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur, Palakkad  
Residing at Panayam, Athicoe P.O.,  
Palakkad..

59. A.Noormohammed,  
Aged 36 years, S/.Haneefa,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara.  
Residing at Eripadam House, Muthalamada P.O.,  
Palakkad.
60. C.Rajan III,  
Aged 43 years, S/o.Chami,  
Regular Mazdoor,  
Office of the General Manager,  
Teleco, Palakkad.  
Residing at Kunnampurath House, Kodunthirappulli,  
Palakkad.
61. K.Ramachandran,  
Aged 37 years, S/o.Kelikutty,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Mozhappara House, Elavanchery P.O.,  
Palakkad.
62. P.R.Subraamanian,  
Aged 36 years, S/o.Rama Iyer,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry, Palakkad.  
Residing at 1/168, Alampallam,  
Old Kollengode P.O., Palakkad.
63. K.Sudevan,  
Aged 38 years, S/o.Ramaswamy Chettiar,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara.  
Residing at Chathiyode House, A.K.M.Padam,  
Pothundy P.O., Palakkad.
64. M.Shanmughan,  
Aged 36 years, S/o.Ramaswamy Chettiar,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Kongad.

Residing at Pulapotta, Katampazhipuram  
Palakkad.

65. P.Velayudhan,  
Aged 41 years,  
Regular Mazdoor,  
Office of the Transmission Project Divisional Engineer,  
Telecom, Trichur.  
Residing at Kavilpadu, Palakkad.
66. K.Aru,  
Aged 40 years, S/o.Koru,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External III  
Telecom, Palakkad.  
Residing at Kunhithara House, Kinassery,  
Palakkad.
67. C.Jeevanand,  
Aged 38 years, S/o.M.Chandran,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Kanjikode.  
Residing at Pooranchandralayam,  
Muthanpalayam, Olavakkode, Palakkad.
68. A.Kandan,  
Aged 39 years, S/o.Andi,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residing at Padinjaremuri House,  
Kumaramputhur, Pallavur P.O., Palakkad.
69. N.C.Krishnankutty,  
Aged 37 years, S/o.Raman,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telecom, Shornur, Palakkad.  
Residing at Njattil House, Chudvalathur P.O.,  
Shornur.
70. C.Padmanabhan,  
Aged 38 years, S/o.Chami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Alathur, Palakkad.  
Residing at Perinparode House,  
Vadakkumuri, Ashipotta P.O., Palakkad.
71. A.Radhakrishnan,  
Aged 36 years, S/o.Appu,

Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residing at Moolithara House,  
Vavulliapuram P.O., Palakkad.

72. C.Ramankutty,  
Aged 43 years, S/o.Chathi,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palakkad.  
Residing at Navakkode House,  
Kodunthirappully, Palakkad.
73. S.Santhakumaran,  
Aged 35 years, S/o.Sankunni,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telegraphs, Kanjikode.  
Residing at Thanampathy House, Ozhalapathy P.O.,  
Palakkad.
74. M.Sivadasan,  
Aged 35 years, S/o.Chamukutty Nair,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External,  
Telecom, Mannarkkad.  
Residing at Maniyattil House, Pottassor P.O.,  
Palakkad.
75. C.Subramanian,  
Aged 37 years, S/o.Chami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer Co-Axial Station,  
Telecom, Palakkad.  
Residing at Kavilpad, Palakkad.
76. M.Subramanian,  
Aged 35 years, S/o.Mariyappan.,  
Regular Mazdoor,  
Office of the Deputy General Manager,  
Telecom, Palakkad.  
Residing at Vettakaran Puthur, Pollachi.
77. P.V.Subramanian,  
Aged 38 years, S/o.Velayudhan,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palakkad.  
Residing at Edathara, Parali, Palakkad.
78. K.K.Surendran,

Aged 35 years, S/o.Kely,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara.  
Residing at Koothumadam House, Vallengy,  
Nemmara, Palakkad.

79. M.Swaminathan,  
Aged 37 years, S/o.Madhavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Vadapathy House, Pokkunni,  
Vadavannur P.O., Palakkad.
80. U.Velayudhan,  
Aged 38 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palakkad.  
Residing at Vadakkumuri, Kannadi, Palakkad.
81. P.V.Subramanian,  
Aged 40 years, S/o.Velan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalmanam.  
Residing at Pazhakode House,  
Kalapotta P.O., Palakkad.
82. C.Chandrasekharan,  
Aged 38 years, S/o.Chellan,  
Office of the Telephone Exchange,  
Telecom, Thathamangalam, Chittur.  
Residing at Vazhuvakode House, Pattenchery,  
Palakkad.
83. M.Gopalakrishnan,  
Aged 36 years, S/o.Murugan Ezhuthachan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalmanam.  
Residing at Thekkinkara House, Thollannur P.O.,  
Palakkad,
84. K.Kripakumaran,  
Aged 35 years, S/o.V.Krishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Koduvayur.  
Residing at Pathikkathuchalla,  
Nanniyode P.O., Palakkad.

85. K.Krishnan II,  
Aged 43 years, S/o.Kannan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palakkad.  
Residing at Mannamparambu,  
Kavilpadu, Palakkad.
86. K.Mani II,  
Aged 40 years, S/o.N.Koru,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (MDF),  
Telecom, Palakkad  
Residing at 23/65, Near Mercy Home,  
Pallipuram P.O., Palakkad.
87. P.Manikkan,  
Aged 37 years, S/o.Pazhani,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Kumbattu Parambu,  
Vadavannur P.O., Palakkad.
88. P.Ramachandran I,  
Aged 37 years, S/o.Ramankutty Nair,  
Regular Mazdoor,  
Office of the Telephone Exchange,  
Telecom, Ottapalam.  
Residing at Puthenveedu House,  
Mayannur, Shornur.
89. N.Sivaraman,  
Aged 37 years, S/o.Narayan Kurukkal,  
Regular Mazdoor,  
Office of the Telephone Exchange (External II),  
Telecom, Palakkad.  
Residing at Puthencheedathoda House,  
P.O.Nemmara, Palakkad,
90. K.Rajan,  
Aged 33 years, S/o.Kesavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Chenniyampallam House,  
Vadavannur P.O., Palakkad.
91. A.Ramankutty,  
Aged 34 years, S/o.Kalayi,  
Regular Mazdoor,

Office of the General Manager,  
Telecom Accounts Officer (Cash), Palakkad.  
Residing at Vennakkara, Palakkad,  
Pudupariyaram.

92. K.Raveendran,  
Aged 36 years, S/o.K.Raghavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Shornur  
Residing at Kalathody House,  
Manjankadu, Shornur.
93. K.Sivadasan,  
Aged 36 years, S/o.Krishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara.  
Residing at Chathyode House,  
Pothundy, Nemmara, Palakkad.
94. K.Ramadasan,  
Aged 42 years, S/o.K.Vasu,  
Regular Mazdoor,  
Office of the Co-Axial Station.  
Telecom, Ottapalam.  
Residing at Chovingal House,  
Munnurkode, Ottapalam.
95. R.Sivanunni,  
Aged 35 years, S/o.Ramakrishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Officer  
Telecom, Kanjikode.  
Residing at Thazhepokenkthode,  
Eduppukunum. P.O., Palakkad.
96. T.V.Amalkumara,  
Aged 33 years, S/o.K.Velayudhan,  
Regular Mazdoor,  
Office of the Telephone Exchange,  
Telecom, Olavakkode, Palakkad.  
Residing at Theruparambil House,  
Pudupariyaram P.O., Vennakkara,  
Palakkad.
97. K.A.Abdul Rahiman,  
Aged 39 years, S/o.K.V.Alimohammed,  
Regular Mazdoor,  
Office of the Tax Force,  
Telecom, Kunnathurmedu, Palakkad.  
Residing at Kaikottu Peedikakayil House,

Kinavallur, Palakkad.

98. K.K.Abdul Saleem.  
Aged 31 years, S/o.K.K.Kassim,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External III,  
Telecom, Palakkad.  
Residing at Thekkettu Peedikakkal Kamba,  
Kinavallur, Parali, Palakkad,
99. P.T.Chandran,  
Aged 44 years, S/o.Chellan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Olavakkode.  
Residing at Pangal House,  
Pudupariyaram P.O., Palakkad.
100. K.Kanakarajan,  
Aged 36 years, S.o.Krishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Vakkode House, Payalore P.O.,  
Kollangode, Palakkad.
101. V.Krishnakumar,  
aged 35 years, S/o.Viswanathan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,  
Telecom, Palakkad.  
Residing at Vennakkara House,  
Pudupariyaram P.O., Palakkad.
102. K.Muraleedharan,  
Aged 35 years, S/o.Kasu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residing at Karuvapadam House, Murali Nivas,  
Anchumoorthy Mangalam,  
Vadakkancherry, Palakkad.
103. S.Narayanadas,  
Aged 35 years, S/o.Syaman,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer RLU II,  
Telecom, Melamuri.  
Residing at Kalmadam House, Akathethara P.O.,  
Palakkad.
104. G.Narayanan,

- Aged 35 years, S/o.Govindan,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telecom, Kanjikode.  
Residing at Perimparachalla,  
Kozhinjampara, Palakkad.
105. K.Prabhakaran II,  
Aged 38 years, S/o.Krishnan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalamannam.  
Residing at Pandarakalath House,  
Alathur P.O., Palakkad.
106. V.Prabhakaran,  
Aged 36 years, S/o.Velayudhan,  
Regular Mazdoor,  
Telephone Exchange, Koduvayur.  
Residing at Thachanady,  
Puthucode P.O., Palakkad.
107. K.Prabhanandan,  
Aged 35 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palakkad.  
Residing at Kalmadam House,  
Akathethara, Palakkad.
108. C.Pazhanimala,  
Aged 38 years, S/o.Chathan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residing at Thachanady,  
Puthucode P.O., Palakkad.
109. P.Rajan I,  
Aged 33 years, S/o.Pazhanimala,  
Regular Mazdoor,  
Telephone Exchange, Thathamangalam.  
Residing at Ambattukulambu,  
Vandithavalam, Palakkad.
110. K.V.Sathyabhama,  
Aged 46 years, W/o.Kumaran,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Kongad.  
Residing at Kottassery House,  
Cheraya P.O., Kongad, Palakkad.

111. A.Sasidharan,  
Aged 32 years, S/o.Appu,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telecom, Alathur.  
Residing at Kalathil House,  
Cheramangalam P.O., Palakkad.
112. R.Swamiprakash,  
Aged 34 years, S/o.Raman,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer Vigilance,  
Telecom, Palakkad.  
Residing at Valayamparambu,  
Edathara, Parali, Palakkad.
113. K.S.Thankam,  
Aged 28 years, W/o.Swamiprakash,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (Trunks),  
Telecom, Palakkad.  
Residing at Valayamparambu, Edathara,  
Parali, Palakkad.
114. K.Bharathan,  
Aged 40 years, S/.Kannan,  
Regular Mazdoor,  
Telephone Exchange,  
Telecom, Palakkayam.  
Residing at Palakkode House,  
Nenmoni, Kollengode.
115. A.Guruvayoorappan,  
Aged 35 years, S/o.Appunni,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (Material Management),  
Telecom, Palakkad.  
Residing at Pappani House,  
Nemmara P.O., Palakkad.
116. M.Kuttappan,  
Aged 35 years, S/o.Myamuthu,  
Regular Mazdoor,  
Office of the Accounts Officer (TRA),  
Telecom, Palakkad.  
Residing at Pallam, Muthalamada.
117. A.G.Mohanakrishnan,  
Aged 33 years, S/o.Gopalan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,

Telecom, Palakkad.  
Residing at Vennakkara House,  
Pudupariyaram, Palakkad.

118. G.G.Mohandas,  
Aged 39 years, S/o.Gopalan Moothan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (SSA Installation),  
Telecom, Palakkad.  
Residing at Thodappa House,  
Kavilpad, Palakkad.
119. M.Muraleedharan,  
Aged 35 years, S/o.Madhavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer Co-Axial Station,  
Telecom, Palakkad  
Residing at Payal House,  
Pudupariyaram, Palakkad..
120. K.Narayanankutty,  
Aged 38 years, S/o.Kandan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External III,  
Telecom, Palakkad.  
Residing at Pookode, Vadavannur.
121. S.Padmanabhan,  
Aged 33 years, S/o.P.Swaminathan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer Installation,  
Telecom, Palakkad.  
Residing at Ponnath House  
Kuthannur P.O., Palakkad.
122. Peter Jacob,  
Aged 40 years, S/o.K.P.Jacob,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Vadakkancherry.  
Residin at Kunnathu Tharayil House,Panthalampadam,  
Panniyankara P.O., Palakkad.
123. K.Rajan,  
Aged 34 years, S/o.Kanda Muthan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External III,  
Telecom, Palakkad.  
Residing at Vennakkara House,  
Pudupariyaram P.O., Palakkad.

124. P.Rajan II,  
Aged 33 years, S/o.Pazhanam,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Coyalmanam.  
Residing at Vaniyanparambil,  
Thenkurussi P.O., Palakkad.
125. K.P.Radhakrishnan I,  
Aged 36 years, S/o.Arumughan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Pallam, Athicode.
126. A.Ramadas,  
Aged 34 years, S/o.Arumughan,  
Regular Mazdoor,  
Telephone Exchange, Mundur.  
Residing at Alancode House,  
Olavakkode, Palakkad.
127. P.Sudevan,  
Aged 34 years, S/o.Pazhanan,  
Regular Mazdoor,  
Telephone Exchange, Kuthanur.  
Residing at Pangal House, Alathur.
128. R.Sudhakaran,  
Aged 35 years, S/o.Raman,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Panayur, Athicode P.O.
129. A.Vasu,  
Aged 41 years,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (MDF),  
Telecom, Palakkad.  
Residing at Vadakkumuri, Kannadi.
130. C.Vijayakumaran,  
Aged 36 years, S/o.Chami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer D-Tax,  
Telecom, Palakkad.  
Residing at Pokkath House,  
Pandiode, Kannadi, Palakkad.
131. M.Haneeefa,  
Aged 44 years, S/o.Moideen Rawther,

Regular Mazdoor,  
Office of the Central Telegraphs,  
Telecom, Palakkad.  
Residing at B-21, Telecom Quarter,  
Kallappully, Palakkad.

132. P.Janardhanan,  
Aged 38 years, S/o.Sankunni,  
Regular Mazdoor,  
Office of the Co-Axial Station,  
Telecom, Mannarkkad  
Residing at Palakkode, Chelakkara,  
Trichur..
133. M.Jawahar Raj,  
Aged 39 years, S/o.P.T.Madhavan,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palakkad.  
Residing at Pallikandath House, Koppam,  
Palakkad.
134. K.Jyothi Vasu,  
Aged 34 years, S/o.Kannan,  
Regular Mazdoor,  
Office of the Sub Divisional Eengineer,  
Telecom, Chittur.  
Residing at Puthukudy, Athikuzhi, Chittur.
135. A.Krishnankutty,  
Aged 36 years, S/o.Appu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Konampully, Chittur
136. V.Krishnankutty,  
Aged 34 years, S/o.Velayudhan,  
Regular Mazdoor,  
Telephone Exchange, Mangalam Dam.  
Residing at Pottimada, Alathur.
137. V.C..Kumaran,  
aged 38 years, S/o.Thelly,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Shornur.  
Residing at Velithedath House,  
Laksham Veedu Colony,  
Irunilamkode P.O., Shornur.

138. C.Madhavan,  
Aged 35 years, S/o.Chami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Nemmara.  
Residing at Thavalkulam,  
Nemmara, Palakkad.
139. A.Mohanan,  
Aged 37 years, S/o.Aru,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at near JTS, Chittur.
140. V.Premadas,  
Aged 39 years, S/o.K.Narayanan,  
Regular Mazdoor,  
Telephone Exchange, Mannarakkad.  
Residing at Puthen House, Thavalkulam, Nemmara.
141. G.Rajakumaran,  
Aged 36 years, S/o.Gopalan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (Trunks),  
Telecom, Palakkad.  
Residing at Athikuzhy House,  
Chittur, Palakkad.
142. A.Ramakrishnan,  
Aged 36 years, S/.Appuchami,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer (MDF),  
Telecom, Palakkad.  
Residing at Rahul Nivas,  
Karinkarapully, Palaghat.
143. G.Sundaran,  
Aged 38 years, S/o.K.Gopalan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,  
Telecom, Palakkad.  
Residing at Gopalayam,  
Kavilpad, Palakkad.
144. N.Surendran,  
Aged 33 years, S/o.Narayanan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Koduvayur.  
Residing at Mannayankattil House,  
Vithanaser. Nemmara, Palghat.

145. B.Suresh,  
Regular Mazdoor,  
Aged 40 years, S/o.Balakrishnan,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palakkad.  
Residing at Murali Nivas, VennakkaraPudupariyaram, Palaghat.
146. M.Ussainar,  
Aged 36 years, S/o.Mohammed,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,  
Telecom, Palakkad.  
Residing at Manapully Parambu,  
Kodunghirappully P.O., Palghat.
147. K.P.Unnikrishnan,  
Aged 39 years, S/o.Sankarankutty Nair,  
Regula Mazdoor,  
Telephone Exchange, Pullassery.  
Residing at Udayagiri House  
Mulayankavu P.O  
Kulukallu, Shornoor.
148. K.Sathyavan,  
Aged 45 years, S/o.Kotha,  
Regular Mazdoor,  
Telephone Office, Tiruvegapura.  
Residing at Kothamariyal House,  
Vilayur, Shornur
149. I.Peter Vincent,  
Aged 39 years, S/o:Irudhaya Swamy,  
Regula Mazdoor,  
Telephone Exchange, Chittur.  
Residing at Sanjeev House,  
Saithurali, Parisikkal P.O,  
Menonpara
150. N.Murugesan,  
Aged 35 years, S/o.Nachimuthu,  
Regular Mazdoor,  
Office of the Sub Divisional Officer,  
Telegraphs, Kanjikode.  
Residing at Nehru Nagar  
Nattukka P.O, Kozhijampara.
151. K.Ramaraj,  
Aged 38 years, S/o.Krishna Swamy,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,

Telecom, Chittur.  
Residing at Pollachi Road,  
Kozhijampara.

152. S.Vasudevan,  
Aged 38 years, S/o.Sivarfaman,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Pattikkal House, Gandhi Nagar,  
Nattukkal, Kozhijampara,  
Palakkad
153. K.Narayanan,  
Aged 36 years, S/o.Kesavan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Pottakkal House, Kalyanakulampa ,  
Nelleppully, Chittoor
154. A.Radhakrishnan III,  
Aged 38 years, S/o.Arumughan,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer,  
Telecom, Chittur.  
Residing at Perumparachalla,  
Kozhijampara
155. N.Vijayakrishnan,  
Aged 36 years, S/o.Narayanapanicker,  
Regular Mazdoor,  
Telephone Exchange, Pathiripala.  
Residing at Kalarikkal House, Vallengy ,Nemmarara
156. V.Krishnan,  
Aged 43 years, S/o.Vella,  
Regular Mazdoor,  
Office of the General Manager,  
Telecom, Palaghat  
Residing at Vazhakode House,  
Peruvampa P.O, Palakkad.
157. K.Krishnankutty II,  
Aged 35 years, S/o.Kunchu,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer, RLU II,  
Telecom, Palghat.  
Residing at Chathallur Veedu  
Pothundy, Nemmara, Palakkad.
158. C.Andava,

- Aged 39 years, S/o.Chami,  
Regular Mazdoor,  
Co-Axial Station,  
Telcom, Palghat,  
Residing at Charanthkalam,  
Koduvayoor P.O.
159. P.Karunakaran,  
Aged 37 years, S/o.Gopala Mannadiar,  
Regular Mazdoor,  
Telephone Exchange, Pathiripala,  
Residing at Parakkal House,  
Parassery, Konad.
160. K.M.Abdulla,  
Aged 38 years, S/o.Moideenkutty,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External II,  
Telecom, Palghat,  
Residing at Puzhakkal House, Kampa,  
Kinavallloor, Parali, Palakkad.
161. C.Kuttan,  
Aged 38 years, S/o.Appu,  
Regular Mazdoor,  
Telephone Exchange, Mannarakkad,  
Residing at Angadikad, Karimpa P.O.,  
Mannarkkad.
162. T.V.Rajan,  
Aged 38 years, S/o.Velayudhan,  
Regular Mazdoor,  
Telephone Exchange, Mannarghat,  
Residing at Thodukath House,  
Pottassery P.O., Palakkad.
163. K.Shammugham,  
Aged 31 yars, S/o.Kitta,  
Regular Mazdoor,  
Office of the Divisional Engineer External,  
Telecom, Palghat.
164. H.Samsudheen,  
Aged 37 years,  
S/o.M.Haneefa,  
Regular Mazdoor,  
Office of the Sub Divisional Engineer External I,  
Telecom, Palakkad,  
Residing at Puthanpura House,  
Malayampallam, Vadavannur Post,  
Palakkad.

...Applicants

...Contd..p/26

(Applicants 1 to 163 are represented by their Authorised Representative, the 164th Applicant, Shri H. Samsudhen, aged 37 years, S/o M. Haneefa, Regular Mazdoor, Office of the Sub Divisional Engineer, External-I, Telecom, Palakkad, residing at Puthanpura House, Malayampallam, Vadavannoor Post, Palakkad).

By Advocate Mr Shafik Abdul Kader.

Vs

1. The Chairman,  
Telecom Commission,  
Sanchar Bhavan,  
New Delhi.
2. The Chief General Manager Telecom,  
Kerala Circle,  
Trivandrum.
3. The General Manager, Telecom,  
Palakkad.
4. D. Vijayan, Telecom Mechanic,  
Office of the Sub Divisional Engineer,  
External-I, Palakkad.
5. P.K. Velayudhan, Telecom Mechanic,  
Office of the Sub Divisional Engineer,  
External-III, Palakkad.

...Respondents

By Advocate Mr Govindh K. Bharathan, Sr.CGSC.

...Contd..p/27

(2) O.A. No.1028/99

1. P. Manoharan, aged 41 years, S/o A. Govindan Nair, Regular Mazdoor, Office of the Sub Divisional Engineer, OCB Tax, Telephone Bhavan, Residing at, House No.28/1682, "Kakkat House", Nellikode P.O., Calicut-16.
2. C.P.Sivanandan, aged 40 years, S/o Govindan Adiyodi, Regular Mazdoor, Office of the SDE, RLU Exchange, Telephone Bhavan, Vellayil, Calicut-32, residing at Chalil Parambath House, P.O. Malaparamba, Calicut- 9.
3. V. Veeramani, aged 35 years, S/o Gopalan Nair, Regular Mazdoor, Office of the SDE Fault Control, Vellayil, Calicut, residing at "Vaishnavam", Near Ollur Temple P.O, Nellikode, Kozhikode- 16.
4. V.A. Ratnakaran, aged 35 years, S/o Raghava Kurup, Regular Mazdoor, Office of the SDE, ICP Maintenance-II, Vellayil, Calicut 32 residing at the Vadakke Amayath House PO Panangad, Balussery, Calicut.
5. V. Krishnan Kutty Nair, aged 36 years, S/o Kumbuttayi, Regular Mazdoor, Office of the SDE, External, Panniyankara, residing at, Kunnath House, P.O. PuthanKode, Ramanattukara Via, Malappuram District.
6. Afsal. K., aged 34 years, S/o C.H. Moideen Koya, Regular Mazdoor, Office of the SDE (P), Malapparamba Exchange, Calicut, residing at 2/3654, "Daffodil", Civil Station P.O, Calicut-20.
7. A.M.Ramachandran, aged 36 years, S/o. Kuttappan Nair, Regular Mazdoor, Office of the SDE, Microwave Maintenance, Calicut 32, residing at Pillathil House , P.O.Vengeri, Calicut-10.
8. P.G.Radhakrishnan, aged 35 years, S/o. P.K.Gopalan Nair, Regular Mazdoor, Kartikulam Exchange, Wynad, Residing at Peettakandy, Vallurnad, Mananthavady.
9. K. Vinodan, aged 34 years, S/o. K. Balakrishnan, Regular Mazdoor, Office of the Sub Divisional Engineer, Microwave Maintenance, Calicut, Residing at Kannanchalil House, P.O. Kotttooli, Calicut-16.
10. K. Rajan, 34 years, S/o Palan, Regular Mazdoor, Thiruvambady Exchange, Calicut, Residing at Kolissery House, P.O. Chooloor, REC, Calicut.

11. ~~P.P. Vivekanandan~~ <sup>vivekanandan</sup> Aged 34 years, S/o. Moothoran,  
Regular Mazdoor, Iathur Exchange,  
Residing at Pareetherikkumpambil,  
Iathur, Calicut.
12. K.V. Ramakrishnan , Aged 38 years, S/o. Govindan,  
Regular Mazdoor, Office of the the SDE PCM Installation,  
West Hill, Calicut-5,  
Residing at Padincharathuppikandy, Konnenat Street,  
Nadakkavu, Calicut 11.
13. M.Ramanunni, aged 35 years, S/o M Ramanunni Moosad,  
TSM, Office of the DE(T), Transmission Project, Calicut-32  
residing at Mangalath House, Manalaya P.O. Anamangad Via,  
Perithalamanna, Malappuram
14. N.Govindan, aged 41 years, S/o.Korappan,  
Regular Mazdoor, Randathami Exchange,  
residing at Nellikkatte House, P.O.Puthupparamba, Via Edarikode,  
Malappuram Dist.
15. E. Balakrishnan, aged 39 years, S/o.Kelapputty,  
Regular Mazdoor, Elathur Exchange, Calicut  
residing at Ennapadath House, P.O.Eranhipalam  
Calicut-6
16. V. Manojkumar, aged 37 years S/o.C.V. Ramdas  
Office of the SDE (Phones), Telephone Exchange Malaparamba,  
Calicut residing at Valappil House,  
P.O.Moorikkara, Via.Kakkodi, Calicut-II
17. P. Ramesan, aged 34 years, S/o P. Chandukutty  
E-10 B Exchange, Vellayil, Calicut-32  
residing at Peechangadath House. PO Civil Station, Calicut-20
18. P. Giri, aged 39 years, S/o. Som Nair,  
Office of the SDE installation, Vellayil, Calicut-32,  
residing Peringath House, P.O. Erinkkal, Calicut
19. E. P. Krishnan, aged 36 years, S/o E. P. Nayadi  
Telephone Exchange, Pantheerankave,  
residing at Ellathu Puraya House, PO Karad  
Feroke College-673 632
20. P. Radhakrishnan, aged 35 years, S/o. Velayudhan  
Regular Mazdoor, Telephone Exchange, Nilambur  
residing at Palliyoli House, Valliampadaro PO,  
Chandakunnu, Nilambur.
21. V.P. Thrideep, aged 34 years, S/o Velayudhan,  
Office of the Telephone Exchange Randathani,  
residing at Vattapparambil House, Valancherry PO
22. T. Devadas, aged 36 years, S/o Balan,  
Office of the Telephone Exchange Randathani  
under SDOT, Tirur, residing at Kattilthodi House,  
NCC Road, P.O. Parappangadi.

23. A.P. Baburajan, aged 36 years, S/o. Sreedharan  
Regular Mazdoor, Office of SDOT Parappangadi  
residing at Athrapulikkal House, PO Vallikunnu North.
24. Unnibalan. C, aged 40 years, S/o Perungan,  
Regular Mazdoor, Telephone Exchange, Koduvally,  
residing at Chakkodiyil House, PO Kunnamangalam, Calicut
25. P.C. Monichan, aged 28 years, S/o. P.C.Chacko  
Regular Mazdoor, Office of SDE Telephone Exchange, Eramamunda,  
residing at Pallathara House, PO Nallathani, Pathiripadam,  
Via Chungathara, Nilambur.
26. P.M. Mukundan, aged 36 years, S/o.Padmanabhan Nair,  
Regular Mazdoor, Office of the SDE, Kottakkal Telephone Exchange  
residing at Pallirimunattil House, Thanaloor, Malappuram Dist.
27. K.K. Velayudhan, aged 40 years, S/o Andikutty K.  
Regular Mazdoor, Office of SDOT, Quilandy, Naduvannoor Exchange  
residing at Kollarukandy, Thachampoyil, Thamarassery, Kozhikode
28. T.K.Surendran, aged 39 years, S/o. Kandappan  
Regular Mazdoor, Office of SDE (P) Malapparamba,  
residing Thekkekunnilath House, P.O. Cherukulathara,  
Medical College.
29. V. Balakrishnan, aged 37 years, S/o. Narayanan Nair,  
Regular Mazdoor, Office of the SDOT Thamarassery,  
residing at Vadikkal House, Thamarassery, Calicut 673 573
30. Mathai P.K, aged 37 years, S/o. Kuriakose PM  
Regular Mazdoor, Office of SDE (G) Mananthavady  
residing at Poimukkal House, Kattayad P.O. Vellamunda,  
Wynad Dist.
31. V.A. Sethumadhavan, aged 36 years, S/o Anandan Nambiar, office of SDE (G),  
Telephone Exchange, Thalapoya, Mananthavady, residing at Vadakkeveedu,  
Kannothmala, Kampetty PO, Wynad.
32. Krishnan K, aged 35 years, S/o. Peravan  
Office of SDE Power Plant and Building, Telephone Bhavan, Vellayil, Calicut  
residing at Kolery House, Thenhipalam PO, Malappuram Dist.
33. P.T. Ponni, aged 38 years, S/o. P.T. Moothoran  
Regular Mazdoor, Office of the SDE MDF, Telephone Bhavan, Vellayil, Calicut  
residing at Edathottil, Thazham P.O. Chevayoor, Calicut 17.
34. M. Baburajan, aged 37 years, S/o. M. Perachan,  
Regular Mazdoor Office of SDE (Extl) TelePhone Exchange,  
West Hill, Calicut residing at Manat House, P.O.Government Arts College,  
Calicut.
35. V.V.Sivadasan, aged 35 years, S/o. V. Velayudhan  
Regular Mazdoor, Office of the SDE Telephone Exchange Kodencherry  
residing at Kayyelikkal House, Thamarassery P.O. Calicut.

36. K. Chandu, aged 37 years, S/o. Unnikutty  
Regular Mazdoor, Telephone Exchange, Edavanna  
residing at Erakkam House, P.O. Mannathipoyil, Pookkottupadam Nilambur,  
Malappuram Dist.
37. Bhaskaran V, aged 42 years, S/o Ariyan  
Regular Mazdoor, Telephone Exchange, Quilandy  
residing at ABI Nivas, P.O. Modakkallur, Calicut.
38. A. Raveendran, aged 37 years, S/o. Kuttyraman  
Regular Mazdoor, SDE Building & Power Plant,  
Vellayil Telephone Exchange, Calicut  
residing at Vayattummal House, Narikkuni, Calicut.
39. P.O. Jacob, aged 38 years, S/o. K.O. Oonnooni,  
Regular Mazdoor, Office of SDE Telephone Exchange Malaparamba.  
Calicut-9 residing at Mercy Villa, Kodamolli Kunnu, P.O. Nellicode, Calicut-16.

...Applicants

(Applicants 2 to 39 are represented by their Authorised Representative the 1<sup>st</sup> Applicant Sri. P. Manoharan, aged 41 years, S/o A. Govindan Nair, Regular Mazdoor, Office of the Sub Divisional Engineer, OCB Tax, Telephone Bhavan, Residing at House No.28/1682, "Kakkat House", Nellikode P.O, Calicut-16.)

By Advocate Mr Shafik M.A.

Vs

1. Union of India  
Represented by the Chairman,  
Telecom Commission  
Sanchar Bhavan, New Delhi.
2. The Chief General Manager, Telecommunication,  
Kerala Circle, Trivandrum.
3. The General Manager Telecommunication,  
Calicut Secondary Switching Area,  
Calicut.
4. Sri. Balan C. I.  
Telecom Mechanic  
Office of the Sub Divisional Engineer(Trunks)  
Calicut.
5. Smt. Kamalam A.K.  
Telecom Mechanic  
Office of the Sub Divisional Engineer (Administration)  
Central Telegraph Office, Calicut.

...Respondents

The address for service of the Applicant is that of her Counsel M/s. SHAFIK.M.A, ASHIK. K. MOHAMED ALI, ASIF. K. MOHAMED ALI SHIHABUDIN M.A., and SAFIYA SHAFIK Advocates, 36/2023 E, Sreesailam, Dr: George Road, Kaloor, Cochin-17 and that of the Respondents are as shown above.

By Advocate Ms. I. Sheela Devi, ACGSC for R 1-3

The applications have been heard on 29.11.99, the Tribunal delivered the following on 22.12.99.


O R D E R

HON'BLE MR A.M. SIVADAS, JUDICIAL MEMBER


The facts and the questions involved in both these O.As are identical and hence these are disposed of by a common order.

2. The applicants seek to declare that appointments to the cadre of Telecom Mechanics (Phone Mechanics) are to be made purely on the basis of the seniority in the gradation list prepared on the basis of post training marks, to direct the respondents to make appointments to the cadre of Telecom Mechanics (Phone Mechanics) consequent to the screening test conducted on 25.6.1994 on the basis of the seniority in the gradation list based on post training marks, to revise the appointments already made, if necessary, to keep the screening test as announced in Annexure A7 in abeyance till the applicants are appointed regularly and also to treat those who are qualified in the screening test pursuant to Annexure A7 as enblock juniors to those who are qualified in the screening test conducted on 25.6.94.

3. Applicants are regular mazdoors working under the respondents. They joined the department as Mazdoors and have served for more than 10 to 15 years. During the year 1990 the department restructured its cadres in order to meet the changing requirements of technology. Accordingly, the posts of Telecom Technical Assistant, Senior Telecom Operating Assistant, Phone Mechanic etc.

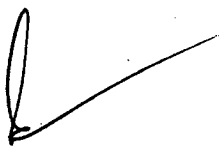


were introduced. Thereafter, the 1st respondent issued consolidated instructions to all the Circles regarding the procedure to be adopted in the preparation of eligibility list of restructured cadres in Group 'C' including Phone Mechanics. The procedure as per the instructions to be followed is to call for the options first and from the optees identify the candidates who form the walk-in group and to conduct a qualifying screening test for those who are not included in the walk-in group and prepare an eligibility list. Those candidates who are selected on yearly basis are to be sent for training as per their seniority. Inter se seniority in the restructured cadres would be based on the post training marks. It was clarified by the 1st respondent as per letter dated 3.4.96 that those who pass screening test earlier will rank enblock senior to those qualified in the supplementary qualifying screening test. Screening test for recruitment to the cadre of Phone Mechanic was held on 25.6.94. The eligibility list of those who have qualified to be sent for training was published in the year 1994 based on the seniority in the existing cadre. About 350 persons were deputed for training. The training started during the year 1994 itself which was kept subsequently in abeyance purportedly due to an order passed by the Bench of this Tribunal in some other cases. Applicants were deputed for training in the year 1998. They completed their training. Order was passed at the end of every training relieving the officials indicating their marks and the rank obtained. Sl.No.20 in the order dated 7th August, 1998 is the person who has obtained the highest marks of all the batches trained as Phone Mechanics. Appointments are to be made on the seniority fixed on the basis of post training marks. 3rd respondent

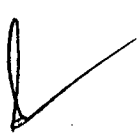


has already made appointments to the post of Telecom Mechanics without even making a seniority list as per the instructions in force. More than 200 people have already been appointed regularly without even waiting for the entire qualified persons to complete their training. Applicants were told that those who have completed training earlier should officiate and the gradation list is yet to be prepared. 200 persons have been appointed without preparing the gradation list. 3rd respondent as per letter dated 13.11.97 has intimated that 211 + 13 LR Posts of Phone Mechanics are sanctioned for the Palakkad Secondary Switching Area. Thus it is clear that enough vacancies are available to appoint those who are qualified and waiting appointment. The person who has got the highest mark is yet to be appointed while those who have secured less marks are already appointed. Without preparing the gradation list, respondents have again notified for the supplementary screening test. To the representation submitted by the applicants, there was no response.

4. Respondents resist the O.A. contending that appointment to the post of Telecom Mechanic is done as per the rules and guidelines only. The posting of trained candidates will be done as per the eligibility list prepared depending on the number of posts sanctioned in each year. In the first instance, the first 224 candidates from the eligibility list were appointed by 1997 when 224 posts were created from time to time by the Chief General Manager, Telecom, Kerala Circle vide letters dated 8.11.93, 18.8.94, 3.1.95, 29.8.95, 19.8.97 and 8.10.97. Subsequently, 53 posts were created in the year 1998. The next 53 persons in the eligibility list were appointed vide letter dated 27.7.98. Clari-fication issued vide



DOT letter dated 3.4.96 will be strictly followed that the candidates of the main qualifying screening test will enblock be senior to the candidates of the second qualifying test conducted in May, 1999. Inter se seniority of the candidates appointed will be determined on the basis of post training marks. Appointment of Telecom Mechanics are not on the basis of marks obtained in the training for the restructured cadre, but on the basis of the eligibility list and select panel. Appointment and assignment of seniority are different issues. Appointments are made from the qualified and successfully trained candidates according to the availability of vacancies in the order of their selection in the select panel. Post training marks are, however, the criteria for fixing their seniority in the new cadre when gradation list is published. 532 eligible officials were there to be trained and posted as Telecom Mechanics in Palakkad Secondary Switching Area. These officials were listed in the eligibility list as per Departmental guidelines of candidates who are given training in batches in Telecom Mechanic cadre in the training centre. Appointments of trained candidates are made as per the eligibility and not on the basis of marks obtained in the training. Seniority of Telecom Mechanics after appointment is done on the basis of marks obtained in the training which is the basis for further promotion in the department. Gradation list is cast after appointment on the basis of seniority-cum-post-training marks among Telecom Mechanics appointed every year as per norms and justification. Appointment of Telecom Mechanics from among the trained candidates is done every year as per number of posts sanctioned as per norms. The fear of the applicants that they will lose seniority is unjustified. Applicant




Nos.1,2,3,5 to 8, 10 to 22, 24, 25, 27 to 35 and 158 in O.A. 505/99 are posted as Telecom Mechanics for the vacancies of the year 1999-2000. Seniority in the cadre of Telecom Mechanic is to be fixed only according to marks obtained in the post-training-test and appointments are to be made from eligibility as per rules, each year. Nowhere in the rules, it has been stated that appointments should be made after preparation of gradation list on the basis of post training marks.

5. According to applicants, appointment to the cadre of Telecom Mechanic (Phone Mechanic) is to be made purely on the basis of seniority in the gradation list prepared based on the post training marks. R1B is the Department of Telecommunications Phone Mechanic Recruitment (Amendment) Rules, 1996. There it is clearly stated in Note-3 that:

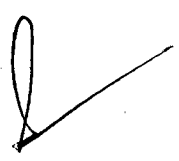
"The seniority in the cadre of Phone Mechanic shall be determined on the basis of the marks obtained in the pre-appointment training."

In A2 letter containing the instructions as to preparation of eligibility list and select panel for restructuring cadres in Group 'C' it is stated that yearly select panel will be prepared from the eligibility list limited to the number of posts created in the SSA/Telegraph Division, that candidates are to be drafted for training against restructured cadres as per the select panel, and that the seniority in the restructured cadres will be based on the post training marks. In A3 it is stated that qualified candidates of main screening tests of restructured cadres will rank enblock senior to those qualified candidates of supplementary screening test and that inter se seniority



of the candidates will continue to be determined based on post training marks. So, the position is that the Recruitment Rules as well A2 and A3 specifically say that inter se seniority of Telecom Mechanics will be determined based on post training marks. Respondents in the reply statement have stated that clarification issued as per A3 will be strictly followed, that the candidates of the main qualifying screening test will enblock be senior to the candidates of second qualifying screening test conducted in May, 1999 and that inter se seniority of the candidates appointed will be determined on the basis of the post training marks. Respondents also say that the appointment of Telecom Mechanics are not on the basis of the marks obtained in the training for restructured cadre, but on the basis of the eligibility list and select panel. What is the basis for this is not known. Once the rule say that the inter se seniority of the Telecom Mechanics will be determined based on the post training marks, and the same is reiterated in A2 and A3, the respondents cannot say that appointment of Telecom Mechanics are not to be done on the basis of the marks obtained in the training for the restructured cadre, but only based on the eligibility list and select panel. Preparation of eligibility list and of the select list are for the purpose of deputing for training. After training, seniority is to be fixed only based on the post training marks.

6. In the reply statement it is stated that posting of trained candidates will be done as per the eligibility list prepared depending on the number of posts sanctioned in each year and in the first instance 224 candidates from the eligibility list were appointed by 1997 as per letters of the Chief General Manager (Telecom), Kerala Circle of



the years 1993 to 1997 and subsequently, 53 persons were appointed as per letter of the year 1998. As per A2, yearly select panel will be prepared from the eligibility list limited to the number of posts created in the SSA/Telegraph Division and candidates are to be drafted for training as per the select panel. That being the position, the number of posts created in each year should be there and only according to the number of posts created in each year, candidates are to be drafted for training against restructured cadres as per the select panel. Respondents do not say anything as to the details of the yearly sanctioned posts. They say vaguely that in the first instance 224 candidates from the eligibility list were appointed by 1997 as per various letters of the Chief General Manager (Telecom), Kerala Circle. It cannot be a case of creating 224 vacancies by 1997 as whole. It should be yearwise.

7. The stand of the respondents that appointments are made from the qualified and successfully trained candidates according to the availability of vacancies, in the order of their selection in the select panel and the post training marks are the criteria for fixing the seniority in the new cadre when the gradation list is published, cannot be accepted since as per the Recruitment Rules and as per A2 and A3 the criteria for determining seniority in the restructured cadre is the post training marks. So, appointments after training in the restructured cadre is only to be made based on the post training marks.


8. According to respondents, seniority of Telecom Mechanics after appointment is done on the basis of marks obtained in the training which is the basis for further



promotion in the department. What is rationale behind is not known.

9. According to respondents, appointment and assignment of seniority are different issues. Appointments are to be made on the basis of seniority.

10. Respondents say that there were 532 eligible officials to be trained and posted as Telecom Mechanics in Palakkad Secondary Switching Area and those officials were listed in the eligibility list as per departmental guidelines contained in A2. A2 specifically says that yearly select panel will be prepared and the candidates are to be drafted for training against restructured cadres only as per the yearly select panel prepared from the eligibility list limited to the number of posts created in the SSA/Telegraph Division. Respondents say that 532 officials were listed in the eligibility list as per A2. Though they say that all the 532 officials were given training whether it was in compliance with the provisions contained in A2 is to be seen. If it is based on the provision contained in A2, it could only be as per the yearly select list panel prepared from the eligibility list limited to the number of posts created in the SSA/Telegraph Division. Nothing is stated in the reply statement as to whether the said 532 officials were deputed for training as per the yearly select panel prepared from the eligibility list limited to the number of posts created in the SSA/Telegraph Division. So, the officer concerned, before deputing the officials for training should have necessarily ascertained the number of posts created in the SSA/Telegraph Division in each year. As per A3, qualified candidates of supplementary qualifying screening




test will be deputed for training after the main list of qualified screening test is exhausted. As per A2, candidates are to be deputed for training as per the yearly select panel prepared from the eligibility list. Details on this aspect are conspicuously absent in the reply statement.

11. It is also stated by the respondents that 24 persons were trained during the period 1.4.96 to 27.11.98 and totally 329 persons were posted till date from the eligibility list.

12. According to respondents, 329 persons trained are posted till date and the remaining are still to be posted for want of sanctioned posts. If A2 and A3 were strictly followed, this situation would not have arisen. When it is the admitted case of the respondents that there are trained candidates to be appointed it is clear that the authority concerned has deputed candidates for training in violation of what is contained in A2 and A3.

13. Respondents also say that appointment of Telecom Mechanic from among trained candidates is done every year as per the posts sanctioned as per norms. But how many posts were sanctioned in each year for the reasons best known to the respondents, they have not divulged.

14. There are 164 applicants in O.A. 505/99. 32 out of them, the respondents say, have been posted as Telecom Mechanics for the vacancies of the year 1999-2000. Are they entitled for the vacancies of 1999-2000 is not known since yearwise sanctioning of posts in the SSA, the respondents have not made available.




15. If the contention of the respondents that though seniority in the cadre of Phone Mechanic is to be fixed according to the marks obtained in the post training test, appointments are to be made only from the eligibility list is accepted, that will give way to arbitrariness.

16. It is well settled that every state action in order to survive, must not be susceptible to the vice of arbitrariness which is the crux of Article 14 of the Constitution and basic to the rule of law, the system which governs us. (See Kumari Shrilekha Vidyarathi etc. Vs. State of U.P. and others [JT 990 (4) SC-211]).

17. In para-7 of the reply statement it is stated thus:

"The gradation list is cast after appointment on the basis of seniority - cum - post - training marks among the Telecom Mechanics appointed every year as per norms and justification."


So, appointment is to be made every year as per norms and justification. Justification can only be according to norms. As per norms appointments are to be made on the basis of the post training marks among Telecom Mechanics appointed every year and those trained in the earlier year as per the select panel yearly prepared and mentioned in para 10 herein will be enblock senior to those who are trained in the later year. So, the seniority of the Telecom Mechanics can only be based on the post training marks obtained by them and those who are trained in the earlier year will be enblock senior to those who are trained in the later year. Thus the candidate who has secured the highest post training mark is to be appointed first in the order of the year of training.



18. Applicants have sought to direct the respondents to keep the screening test announced as per A7 in abeyance till the applicants are appointed regularly. Respondents say that screening test in question will be done according to rules fixed by the DOT on the subject. Though the applicants sought an interim relief to stay all actions to conduct training test pursuant to A7, no interim relief was granted. That being so, the screening test as per A7 would have taken place on the 2nd of May, 1999. As per A3, qualified candidates of supplementary qualified screening test will be deputed for training after the list of main qualified screening test is exhausted. According to applicants, it is the supplementary screening test for failed candidates. If that is so, what is contained in A3 will apply. It cannot act prejudicially to the interest of the applicants.

19. Learned counsel appearing for the respondents submitted that this O.A. are bad for non-joinder of necessary parties. No such plea is raised. A plea which is not raised cannot be considered.

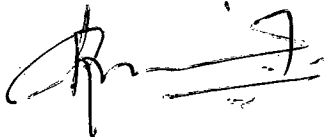
20. Accordingly, it is declared that appointment to the cadre of Telecom Mechanics (Phone Mechanics) is to be made only on the basis of the post training marks. Those who have completed training successfully in an earlier year will be enblock senior to those who have completed the training successfully in the later year. The candidate who has secured the highest post training mark shall be appointed first in the order of year of training. Respondents are directed to make appointments to the cadre of Telecom Mechanics (Phone Mechanics)



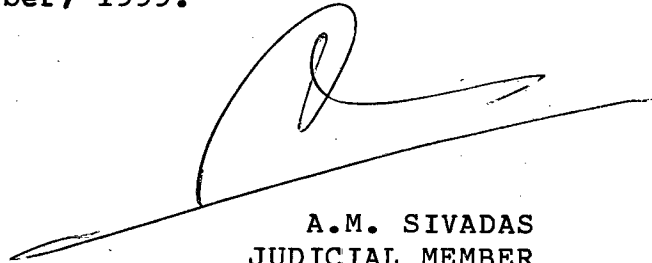
consequent to the screening test conducted on 25.6.1994 accordingly and to revise the appointments already made, if not in tune with the declaration.

21. The Original Applications are disposed of accordingly. No costs.

Dated the 22nd of December, 1999.



G. RAMAKRISHNAN  
ADMINISTRATIVE MEMBER



A.M. SIVADAS  
JUDICIAL MEMBER

P/211299

LIST OF ANNEXURES REFERRED TO IN THE ORDER

A2, True copy of the Memo No.252-1/91-S dated 27.4.1994 of the Government of India, Ministry of Communications, New Delhi.

A3, True copy of the Lr.No.7-27/94-NCG dated 3.4.1996 of the Government of India, Ministry of Communications, New Delhi.

A7, True copy of the Memo No.ST/T.Mech/S.Test/71 dated 9.1.99 of the 3rd respondent.