

CENTRAL ADMINISTRATIVE TRIBUNAL  
ERNAKULAM BENCH

O.A.Nos. 2069/93, 2084/93, 2098/93, 2333/93, 1/94, 7/94  
20/94, 55/94, 63/94, 109/94, 162/94, 188/94  
346/94 and 408/94.

Monday this the 28th day of November, 1994

CORAM

HON'BLE MR.JUSTICE CHETTUR SANKARAN NAIR, VICE CHAIRMAN

HON'BLE MR. P.V.VENKATAKRISHNAN, ADMINISTRATIVE MEMBER

O.A.No. 2069/93

1. Mary Joseph, PTC Sweeper, Thalassery P.O.
2. Elizabeth Francis, PTC Sweeper of do.
3. Mery Fernandex, PTC Scavanger, Thalassery.P.O
4. P.Kalliyani, PTC Sweeper, Panoor Post Office.
5. P.Madhavi, PTC Sweeper, Dharmadam,P.O.
6. K.Nani, PTC Sweeper, Champad P.O.
7. Illikkal Mariyamma, PTC Sweeper, Peravoor P.O.
8. Chalikkal Ponnamma, PTC Sweeper, Kelakam P.O.
9. P.Madhu, PTC Sweeper, Nirmalagiri.P.O.
10. Mythili.K, PTC Sweeper, Thovakkunnu.P.O.
11. U.V.Premalatha, PTC Sweeper, Thaliparamba.P.O.
12. C.V.Yesodha, PTC Sweeper, Thaliparamba.P.C.
13. K.Nani, PTC Sweeper, Nettur P.O.
14. K.P.Reghunathan, PTC Sweeper, Iratty.P.O.
15. M.Sreedharan, PTC Gardanar, Thalassery.P.O.
16. T.P.Madavikutty, OTC Sweeper, Trikkateri.P.O.
17. V.C.Chakki, PTC Sweeper, Manisseri.P.O.
18. P.Nani, PTC Sweeper, Vengasseri.P.O.
19. S.Devaki, PTC Sweeper, Thottakkara.P.O
20. K.Kunhumalu Amma, PTC Sweeper, Kavalappara P.O.
21. C.Narayani, PTC Sweeper, Geneshgiri.P.O.
22. K.Janaki, PTC Sweeper, Shoranur.P.O.
23. P.Saraswathi, PTC Sweeper, Chunangad.P.O.
24. K.Chandran, PTC Sweeper, Shoranur.
25. M.Leela, PTC Sweeper, Chalavara.P.O.
26. R.Radhika, PTC Sweeper, Shornur.P.O.
27. P.Narayani, PTC Sweeper, Kadambur.P.O .
28. K.Parukutty, PTC Sweeper, Vaniyamkulam.P.O.
29. K.Sarojini, PTC Sweeper, Shoranur Govt.Press.



30. N.PadmaVathi Amma, PTC Sweeper, Kanniyampuram.P.O
31. P. Mundhi, PTC Sweeper, Pallipuram.P.O.
32. K.Kunjummu Umma, PTC Sweeper, Kalladikode.
33. M.P.Saraswathi, PTC Sweeper, Mundur.P.O.
34. E.Visalakshi, PTC Sweeper, Chelakkara.P.O.
35. P.Kallianikutty Amma, PTC Sweeper, Killimangalam.P.O.
36. C.L.Varghese, PTC Sweeper, Peramangalam.
37. V.Govindan Nair, PTC Water Carrier, Chelakkara.P.O
38. P.A.Kali, PTC Sweeper, Mullukkara.P.O.
39. N.A.Kunhi Pennu, PTC Sweeper, Anthikad.P.O.
40. P.D.Annamma, PTC Sweeper, Arimpur.P.O.
41. N.K. Remani, PTC Sweeper, Nadathara.P.O.
42. P.Amminik Amma, PTC Sweeper, Vadakkancherry Railway Station.P.O.
43. P.P.Valliyamma, PTC Sweeper, Pazhuvil.P.O.
44. Kunhikali.T.K, PTC Sweeper, Varandrapally.P.O.
45. M.T.Madnavi, PTC Sweeper, Tiruvattra.P.O.
46. P.V.Jameela, PTC Sweeper, Puthanpalli.P.O.
47. T.A.Mariyama, PTC Sweeper, Kanippayyur.P.O.
48. C.Abu, PTC Sweeper, Kuttanad.P.O.
49. P.S.Mariyamma, PTC Sweeper, Kunnamkulam.HPO.
50. P.K.Kalliani, PTC Sweeper, Parayil Bazar.P.O. Kunnamkulam.
51. A.V.Bee Kunhi, PTC Sweeper, Chavakkad.P.O.
52. V.M.Thachutty, Ex-Water Carrier, Chavakkad.P.O.
53. T.S.Meenakshi, PTC Sweeper, Kottapadi.P.O.
54. K.S.Janaki, PTC Sweeper, Mattam.P.O.
55. K.Kali, PTC Sweeper, Kadavallur.P.O.
56. M.K.Kali, PTC Sweeper, Kattakampal.P.O.
57. V.Parukutty Amma, PTC Sweeper, Karikkad.P.O.
58. K.K.Thanka, PTC Sweeper, Nhamanghat.P.O
59. M.P.Kochumariyam, PTC Sweeper, Koonammoochi.P.O
60. P.K.Devaki, PTC Sweeper, Kizhur.P.O.
61. M.O.Susanna, PTC Sweeper, Vadakkekad.P.O.
62. C.S.Annamma Simon, PTC Sweeper, Thozhiyur.P.O.
63. P.J.Prema, PTC Sweeper, Pazhanji.P.O.
64. P.U.Ammmini, PTC Sweeper, Kunnamkulam.P.O.
65. P.O.Ukkuru, Ex-Water Carrier, Kunnamkulam.P.O.
66. K.A.Santha, PTC Sweeper, Guruvayur West.P.O.
67. K.Sankaran Ezhuthachan, PTC Water Carrier,



68. P.Kunharam, PTC Sweeper, Arthat.P.O.  
69. P.K.Neeli, PTC Sweeper, Muduvattur.P.O.  
70. V.Kunchi Amma, PTC Sweeper, Vadakkancherry HPO.  
71. V.Lakshmi Amma, ~~Ex~~ PTC Sweeper, do  
72. P.Chami, Scavanger, Ottapalam HPO.  
73. P.Kurumba, Sweeper, do.  
74. V.Leela, Sweeper, do.  
75. P.Kamalam, PTC Sweeper, do.  
76. A.Kunjukutty Amma, PTC Sweeper, Trichur Railway Station.P.O.  
77. A.V.Karthiayani, PTC Sweeper, Vellanikkara.  
78. K.V.Ammini, PTC Sweeper, Vadanappally.P.O.  
79. V.N.Sarojini, Ex-PTC Sweeper, PSD and ~~Ex~~ CL-IV P.S.D. Trichur-4.  
80. C.L.Selina, PTC Sweeper, Ammadam.P.O.  
81. C.M.Subaitha, PTC Sweeper, Chiyyaram.P.O.  
82. Pathunni.A., PTC Sweeper, Agalad.P.O.  
83. C.S.Lakshmi, PTC Sweeper, Choondal.P.O.  
84. A.A.Kalipennu, PTC Sweeper, Theikkad.P.O.  
85. M.T.Elia, PTC Sweeper, Erumapetty.P.O.  
86. Ammini.K.K., PTC Sweeper, Marathankode.P.O.  
87. C.J.Martha, PTC Sweeper, Chalissery.P.O.  
88. Ammini Prarath, PTC Sweeper, Punnayurkulam.P.O.  
89. K.Sivadasan, Ex-PTC Sweeper, Shoranur.P.O.  
90. N.K.Kalliani, PTC Sweeper, Kadavathoor.P.O.Thalassery.  
91. M.Lakshmi, PTC Sweeper, Temple P.O.Thalassery.  
92. Devaky.V., PTC Sweeper, Peruvambu.P.O.  
93. A.Sasidharan, PTC Sweeper, Edathara.P.O.  
94. K.Kothammu, PTC Sweeper, Venkidangu.P.O.  
95. T.V.Leela, PTC Sweeper, Venkidangu.P.O.  
96. V.A.Cheeru, PTC Sweeper, Kandassankadavu  
97. P.S.Lakshmikutty, PTC Sweeper, Mullassery.P.O.  
98. Janaki.P.C, PTC Sweeper, Edamuttam.P.O.  
99. P.D.Alfonsa, PTC Sweeper, Edathiruthy.PO, Irinjalakuda  
100. Leela.T.K, PTC Sweeper, Kanjani.P.O, Trichur.  
101. C.K.Kalliani, PTC Sweeper, Kaiparambu.P.O.  
102. P.N.Sarojini, PTC Sweeper, Peringottukara.P.O.  
103. M.V.Padmavathi, PTC Sweeper, Nattikara.P.O.  
104. K.T.Leela, PTC Sweeper, Thanissery.P.O.  
105. P.Leelavathy Amma, PTC Sweeper, Guruvayur Temple.PO.  
106. K.R.Janaki, PTC Sweeper, Guruvayoor PO.  
107. A.A.Thankamani, PTC Sweeper, Baluvai PO.

Respondents

1. Director General of Posts  
Department of Posts, New Delhi.
2. Assistant Director General (SPN)  
Department of Posts, New Delhi.
3. Chief Postmaster General  
Kerala Circle, Thiruvananthapuram.
4. Senior Superintendent of Post Offices  
Trichur Division, Trichur-680 001.
5. Senior Superintendent of Post Offices,  
Palghat Division, Palghat-678 001.
6. Superintendent of Post Offices  
Tellicherry Division, Tellicherry-670 102.
7. Superintendent of Post Offices  
Kannur Division, Kannur-670 001.
8. Superintendent of Post Offices  
Irinjalakuda Division, Irinjalakuda-680 121.
9. Superintendent of Post Offices  
Ottappalam Division, Ottappalam-679 104.
10. Union of India, represented by its Secretary,  
Ministry of Communications, New Delhi.

(By Advocate Mr. Bahuleyan for Sr, Central Govt. Standing  
Counsel)

O.A. 2084/93

1. K.K.Rosy, Part-time Contingent Mazdoor  
Trichur City Post Office, Trichur.
2. Janaky C.K. Part-time Contingent Mazdoor  
Thrithaloor Post Office, Thrithaloor  
Trichur.
3. Kamalakshy PN, Part-time Contingent Mazdoor  
Vijyuri Post Office, Trichur.
4. A.V.Karthiayani, Part-time contingent Mazdoor  
Vallanikkara Post Office, Trichur.
5. N.V.Pushkaran, Part-time Contingent Mazdoor  
Chittattukara Post Office, Trichur.
6. C.U.Janaky, Part-time Contingent Mazdoor  
Parappur Post Office, Trichur.
7. P.A.Kochammu, Part-time contingent  
Mazdoor, Piranattukara Post Office, Trichur.
8. P.L.Mary, Part-time Contingent Mazdoor  
Kanimangalam Post Office, Trichur.
9. Paru K, Part-time Contingent Mazdoor  
Pothole Post Office, Trichur.

..... Applicants

\* (By Advocate Mr. P.Ramakrishnan)



Vs.

1. Union of India, represented by the Director General of Posts, New Delhi.
2. The Chief Post Master General, Kerala Circle, Trivandrum.
3. The Sr. Superintendent of Post Offices, Trichur Division, Trichur. .... Respondents

(By Advocate Mr. C. Kochunni Nair, Sr. Panel Counsel)

O.A. 2098/93

1. C.K. Sathi, Sweeper  
O/o Sr. Supdt. of Post Offices,  
Ernakulam, Kochi.11.
2. Cicily Antony, Sweeper  
Ernakulam HPO, Kochi.11.
3. P.L. Antony, Sweeper,  
Ernakulam HPO, Kochi.11.
4. M.V. Madhavan, Sweeper  
Ernakulam HPO, Kochi.11.
5. Vemmy Joseph, Sweeper  
Cochin Foreign Post, Kochi.11.
6. Mary Joseph, Sweeper,  
Cochin Foreign Post, Kochi.11.
7. P.R. Surendran, E.D.L.B. Peon  
(formerly Water Carrier)  
Ernakulam HPO, Kochi.11.
8. Neeli, Sweeper, O/o Sr.  
Supdt. of Post Offices, Ernakulam  
Kochi.11.
9. Chacko Kuriacko, Sweeper  
Puthencruz po.
10. T.N. Omana, Gardner,  
Puthencruz po.
11. Mary, Sweeper, Banerji Road  
P9, Ernakulam. .... Applicants

(By Advocate Mr. M. Paul Varghese)

Vs.

1. Director General of Posts, Dptt. of Posts  
New Delhi.
2. Chief Post Master General, Kerala Circle,  
Thiruvananthapuram.
3. Sr. Supdt. of Post Offices,  
Ernakulam Division, Kochi. 11.
4. Union of India, represented by  
its Secretary, Ministry of Communications,  
New Delhi. .... Respondents

(By Advocate

O.A.2333/93

1. K. Agmu, Part-time Sweeper  
Head Record Office, RMS TV Divn.  
Trivandrum.1.
2. K. Sarojini, Part-time Sweeper  
Head Record Office, RMS TV Divn.  
Trivandrum.1.
3. G. Saramma, Part-time Sweeper  
Head Record Office, RMS TV Divn.  
Trivandrum.1
4. C. Rajamma, Part-time Sweeper  
Head Record Office, RMS TV Divn.  
Trivandrum.1.

.... Applicants

(By Advocate Mr. Thomas Mathew)

Vs.

1. Senior Superintendent, RMS TV Divn.  
Trivandrum.3.
2. Chief Postmaster General,  
Kerala Circle, Trivandrum.
3. Director General, Deptt. of  
Posts, New Delhi.
4. Union of India, represented by  
its Secretary, Ministry of Communications,  
New Delhi.

.... Respondents

(By Advocate Mr. C. Kochunni Nair, Sr. Panel Counsel)

O.A.1/94

1. R. Karunakaran, Part-time Watchman  
Head Record Office, RMS Trivandrum.
2. N. Krishnan Nair, Part-time Watchman  
Head Record Office, RMS Trivandrum.
3. K. Sukumaran Nair, Part-time Watchman  
Head Record Office, RMS Trivandrum.

.... Applicants

(By Advocate Mr. Thomas Mathew)

Vs.

1. Sr. Superintendent, RMS TV Divn.  
Trivandrum.
2. Chief Postmaster General,  
Kerala Circle, Trivandrum.
3. Director General, Deptt. of  
Posts, New Delhi.
4. Union of India, represented by its  
Secretary, Ministry of Communications,  
New Delhi.

.... Respondents

(By Advocate Mr. C. Kochunni Nair, Sr. Panel Counsel)

O.A. 7/94

G. Parameswaran Nair, Mailman, Head Record Office,  
Railway Mail Service, Trivandrum.1.

... Applicant

(By Advocate Mr. Thomas Mathew)

Vs.

1. Senior Superintendent, Railway Mail Service  
TV Division, Trivandrum.3.
2. Chief Postmaster General, Kerala Circle,  
Trivandrum.
3. Director General, Department of Posts  
New Delhi.
4. Union of India, represented  
by its Secretary,  
Ministry of Communications,  
New Delhi.

(By Advocate Mr. C. Kochunni Nair, Sr. Panel Counsel)

O.A. 20/94

1. K.I. Suresh Babu, Extra Departmental Mailman,  
Head Record Office, RMS 'EK' Division, Kochi-16.
2. M.K. Sukumaran, Extra Departmental Mailman,  
Head Record Office, RMS 'EK' Division, Kochi-16.
3. P.K. Kochukutty, Part-time Scavenger,  
Kochi Sorting Air, Kochi-35.
4. A.K. Parvathy, Part-time Sweeper of do.
5. M.K. Subha, Part-time Sweeper of do.
6. M.A. Padmavathy, Part-time Sweeper,  
Head Record Office, Ernakulam.
7. P. Janu, Part-time Sweeper of do.
8. P.K. Kelan, Part-time Sweeper,  
Sub Record Office, RMS 'EK' Division, Irinjalakuda.
9. O.T. Krishnankutty, Part-time Sweeper-cum-Scavenger,  
Sub Record Office, RMS 'EK' Division, Muvattupuzha.
10. T. Manikandan Pillai, Extra Departmental Mailman,  
Sub Record Office, RMS 'TV' Division, Kollam-1.
11. M.O. Appukuttan, Part-time Sweeper,  
Sub Record Office, RMS 'TV' Division, Alappuzha.
12. K. Gouri, Part-time Sweeper,  
Sub Record Office, RMS 'TV' Division, Changancherry.
13. P.A. Kurian, Part-time Watchman, Sorting Office,  
RMS 'TV' Division, Changancherry.
14. K. Sivaraman, Part-time Casual Labour,  
SRO RMS 'TV' Division, Kollam.
15. K. Babu, Extra Departmental Mailman,  
RMS 'TV' Division, Kollam.
16. S. Selvaraj, Part-time Rest House Attendant,  
RMS Rest House, RMS 'TV' Division, Shencottah.R.S.
17. R.K. Manikandan, Part-time Casual Mazdoor,  
SRO, RMS 'CT' Division, Kuttippuram.
18. K. Devadas, Part-time Casual Labour,  
Sub Record Office, RMS 'CT' Division, Shoranur.
19. R. Venugopalan, Part-time Casual Labour  
Sub Record Office, RMS 'CT' Division, Shoranur.

20. K.Sreedharan, Part-time Sweeper, SRO, RMS 'EK' Division, Kunnamkulam.
21. K.K.Alagar, Part-time Casual Labour, SRO, RMS 'TV' Division, Tiruvalla.
22. M.S.Soman, Part-time Casual Labour, SRO, RMS 'TV' Division, Tiruvalla.
23. K.Pankajakshan, Part-time Casual Labour, SRO, RMS 'TV' Division, Tiruvalla.
24. P.Subramanian, Extra Departmental Mailman, Head Record Office, RMS 'CT' Division, Calicut.
25. P.Anilkumar, Part-time Casual Labour, HRO, RMS 'CT' Division, Calicut.
26. T.P.Ramachandran, Part-time Casual Labour, HRO, RMS 'CT' Division, Calicut.
27. V.P.Vinodkumar, Part-time Casual Labour, HRO, RMS 'CT' Division, Calicut.
28. V.Mohandas, Extra Departmental Mailman of do.
29. E.Ramakrishnan, Part-time Casual Labour of do.
30. K.Sadanandan, Part-time Casual Labour of do.
31. K.Kuttikrishnan, Part-time Casual Labour of do.
32. A.K.Bhaskaran, Part-time Casual Labour of do.
33. T.K.Venugopal, Extra Departmental Mailman of do.
34. P.M.Manoharan, Extra Departmental Mailman, SRO, RMS 'CT' Division, Vadakara.
35. K.P.Dinesan, Extra Departmental Mailman, SRO, RMS 'CT' Division, Kannur.
36. Christian Bazil, Extra Departmental Mailman, SRO, RMS 'CT' Division, Kannur.
37. K.Subhash Babu, Extra Departmental Mailman, SRO, RMS 'CT' Division, Thalasserry.
38. P.D.Mary, Part-time Sweeper. Sub Record Office, Trissur.
39. U.R.Rajamma, Part-time Sweeper-cum-Scavenger, HRO, RMS 'EK' Division, Kochi-16.

(By Advocate Mr.Nagaresh/OV Radhakrishnan)

Respondents

1. Director General of Posts, Department of Posts, New Delhi.
2. Assistant Director General (SPN) Department of Posts, New Delhi.
3. Chief Postmaster General Kerala Circle, Thiruvananthapuram.
4. Senior Superintendent of RMS RMS 'EK' Division, Kochi-11.
5. Senior Superintendent of RMS RMS 'TV' Division, Thiruvananthapuram.
6. Superintendent of RMS, RMS CT Divn. (Kozhikode).
7. Union of India, rep. by its Secretary Ministry of Communications, N.Delhi.

(By Advocate Mr. Bahuleyan for Sr.CGSC) ..... 9

O.A. 55/94

S.Thankappan, Extra Departmental Mail Man  
Head Record Office, Railway Mail Service,  
Trivandrum.

... Applicant

(By Advocate Mr.Thomas Mathew)

Vs.

1. Senior Superintendent, Railway Mail Service,  
TV Division, Trivandrum. 3.

2. Chief Postmaster General, Kerala Circle,  
Trivandrum.

3. Director General, Department of Posts  
New Delhi.

4. Union of India represented by its  
Secretary, Ministry of Communications,  
New Delhi.

... Respondents

(By Advocate Mr. C.Kochunni Nair, Sr.Panel Counsel)

O.A.63/94

1. M.D.Rosa, P.T.C.Mazdoor, Ayyanthole Post Office, Trichur.
2. P.R.Leela, -do- Manalur Post Office, Manalur
3. P.G.Shyamala -do- Puzhakkal Post Office, Puzhakkal.
4. Pathumma, -do- Kanimangalam Post Office, Kanimangalam.
5. Thanga, -do- Kanattukara Post Office, Kanattukara, Trichur.11.
6. Valliyammal, -do- Kaniyarkode P.O. Kaniyarkode.
7. Kurumba, -do- Thiruvillwamala P.O. Thiruvillwamala.
8. Lakshmikutty, -do- Mullassery PO, Mullassery.
9. Thankamma -do- Velloor P.O. Velloor.
- 10.Cheeru -do- Kandassamkadave P.O. Kandassamkadav.
- 11.V.R.Kochamma -do- Koorkancherry P.O. Trichur.
- 12.Ammini Amma, -do- Engandiyoor PO, Engandiyoor.
- 13.O.K.Madhavi -do- Kundiliyoor PO, Kundiliyoor.
- 14.P.D.Mary, -do- Kuriyachira PO, Kuriyachira,Trichur.6
- 15.Chandramathi Amma -do- Mulankunnathkavu PO, Mulankunnathkavu.
- 16.P.M.Shyamala -do- Trichur East.
- 17.T.K.Leela -do- Kanhani Post Office, Kanhani.
- 18.K.A.Sathy -do- Trichur H.P.O. Trichur.
- 19.P.V.Rosy -do- Puvathoor P.O. Puvathoor.
- 20.Smt.Bhargavi -do- Trichur H.P.O. Trichur.
- 21.C.R.Aleya -do- Trichur H.P.O. Trichur.
- 22.P.K.Padmini -do- Andathodu PO, Andathodu.
- 23.Ammini Amma -do- Trichur H.P.O. Trichur.
- 24.Santhoshkumar -do- Pullazhi P.O. Pullazhi, Trichur.



(By Advocate Mr.P.Ramakrishnan)

Vs.

1. Union of India, represented by the Director General of Posts, New Delhi.
2. The Chief Post Master General, Kerala Circle, Trivandrum.
3. The Senior Superintendent of Post Offices, Trichur Division, Trichur. ... Respondents

(By Advocate Mr. Bahuleyan for Sr.C.G. SC)

O.A.109/94

1. P. Anilkumar, Kadalundi PO, Kozhikode Dist.
2. K. Haridasan, Kundulli House, Ayankalam PO, Tavanur, Malappuram Dist.
3. V. Asharaf, Vakayil House, PO, Kuttippuram, Malappuram Dist.
4. K. Unnikrishnan, Kalarickal House, PO Parathur, Pallippuram, Palakkad Dist.
5. P. Unnikrishnan, Ponmanthode House PO Naduvattam, Kuttippuram, Malappuram Dist.
6. T. Alikutty, Thottathil House, PO Kuttippuram, Malappuram Dist.
7. V. P. Kali, Thottathil House, PO Muttippuram, Malappuram Dist. ... applicants

(By Advocate Mr. P. K. Aboobacker (Edathala)

Vs.

1. The Assistant Director General (SPN) Government of India, Ministry of Communications, Department of Posts, Dak Bhavan, New Delhi-110 001.
2. The Chief Postmaster General, Kerala Circle, Trivandrum.
3. The Superintendent, Railway Mail Service, Central Traffic, Division, Kozhikode.
4. The Sub Record Officer, Railway Mail Service, Central Traffic Division, Kuttippuram. ... Respondents

(By

O.A.162/94

1. V. Sivanathan, Extra Departmental Mailman Sub Record Office, Neyyattinkara PO, Neyyattinkara, Trivandrum Dist.
2. L. Bhaskaran, Extra Departmental Mailman Sub Record Office, Neyyattinkara PO Trivandrum Dist. ... Applicants

(By Advocate Mr. Thomas Mathew)

Vs.

1. Senior Superintendent, Railway Mail Service, TV Division, Trivandrum.

.....1<sup>1</sup>

2. Chief Postmaster General,  
Kerala Circle, Trivandrum.
3. Director General,  
Department of Posts, New Delhi.
4. Union of India, represented by  
its Secretary, Ministry of  
Communications, New Delhi. ... Respondents

(By Advocate Mr. KS Bahuleyan for Sr. CGSC)

O A. No. 188 of 1994

V.G. Muraleedharan Pillai,  
Part-time Watchman,  
Re-designated as Part-Time  
Casual Labourer, Sub Record Office,  
Railway Mail Service, Kayamkulam PO. ... Applicant

(By Advocate Mr. Thomas Mathew)

Vs.

1. Senior Superintendent, Railway Mail  
Service, Trivandrum Division,  
Trivandrum.
2. Chief Postmaster General,  
Kerala Circle, Trivandrum.
3. Director General,  
Department of Posts, New Delhi.
4. Union of India - represented  
by its Secretary, Ministry of  
Communications, New Delhi. ... Respondents

O.A. 346/94

J. Asok Kumar, Part-Time Caretaker  
Postal Holiday Home,  
Pattom Palace PO  
Trivandrum. 4. .... Applicant

(By Advocate Mr. Thomas Mathew)

Vs.

1. Senior Superintendent, Railway  
Mail Service, TV Division, Trivandrum.
2. Chief Postmaster General,  
Kerala Circle, Trivandrum.
3. Director General,  
Department of Posts, New Delhi.
4. Union of India - represented  
by its Secretary, Ministry of  
Communications, New Delhi. ... Respondents

O.A. 408/94

1. Valsala, Part-time Contingent Mazdoor  
Kuttoor Post Office, Trichur.
2. Paru, Part-Time Contingent Mazdoor  
Mannuthy Post Office, Trichur.
3. Valsala N, Part-time Contingent Mazdoor  
Varavoor Post Office, Trichur.
4. M.K. Narayankutty, Part-time Contingent  
Mazdoor, Desamangalam Post Office, Trichur.



5. Janaki, Part-Time Contingent  
Mazdoor, Parur Post Office, Trichur.

6. Kunjikali, Part-Time Contingent  
Mazdoor, Thoyakavu Post Office,  
Trichur. .... Applicant

(By Advocate Mr. P. Ramakrishnan)

Vs.

1. Union of India, represented by the  
Director General of Posts, New Delhi.

2. The Chief Post Master General,  
Kerala Circle, Trivandrum.

3. The Senior Superintendent of Post  
Offices, Trichur Division, Trichur. ... Respondents

O R D E R

CHETTUR SANKARAN NAIR(J), VICE CHAIRMAN

Applicants in all these cases, seek a declaration that they are entitled to a 'paid weekly holiday.' They further seek to restrain respondents from recovering amounts already paid to them, as Holiday Wages.

2. Admittedly, applicants are part-time casual employees. Some of the casual employees are given a paid weekly holiday, after six continuous working days. Respondents take the view that this benefit is available only to full time casual employees, and not to part-time casual employees.

3. Whether among casual employees, expressions like full-time and part-time have any legal significance is a matter of doubt. Counsel for applicants relied on AI in O.A.2333/93, to lace their contention that there is no distinction between the part-time and full-time casual employees. AI, letter of Department of Personnel dated 10.2.88 (No.45/95/87-SPB.I) inter alia reads:-

"(ii) The word "casual labourers" would cover  
full-time casual labour, part-time casual labour



and workers engaged on contingency basis. Part-time workers, casual or contingency paid, will be paid on pro rata basis. For the purpose of payment, no distinction should be made whether the casual labourers and contingency-paid staff are being paid wages or from office contingencies."

4. We do not think that we need pronounce on this question at least in the first instance. In the context of the present case, the Government of India should decide whether a distinction should or should not be made, between full-time and part-time casual labourers for purposes of paid weekly holidays. Applicants or their representative bodies may make representations before the Government of India and the Government of India shall take a decision thereon within four months of the date of receipt of representations.

5. As for amounts already paid, there can be no justification for recovery. As rightly pointed out by the Senior Panel Counsel Shri Kochunni Nair, payment appears to have been made without any conditions attached. In such circumstances even estoppel may stand against the respondents, from recovering the amounts. In Dr. P. J. Cooily Vs. Director, CIFT and others, (1991) 16 ATC 839, this Tribunal restrained the employer from recovering amounts paid, unconditionally. Following the decision and in the circumstances aforementioned, we restrain respondents from recovering the amounts already paid to applicants herein, by way of Holiday Wages.

6. With these directions, we dispose of the applications. Parties will suffer their costs.

Dated 28th November, 1994.

Sd/-

P.V. VENKATAKRISHNAN  
ADMINISTRATIVE MEMBER

Sd/-

CHETTUR SANKARAN NAIR (J)  
VICE CHAIRMAN

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CERTIFIED TRUE COPY  
Date ..... 6.12.94 .....

Deputy Registrar

A. B. T. D.



List of Annexures

(672333/93)

Annexure A1: True copy of order No:45/95/87-SPB-1  
dated 10-2-88 issued by Department of Posts.

