

CENTRAL ADMINISTRATIVE TRIBUNAL
ERNAKULAM BENCH

O.A..NO. 117/99

WEDNESDAY, THIS THE 27th DAY OF JUNE, 2001

C O R A M

HON'E MR. A. M. SIVADAS, JUDICIAL MEMBER
HON'BLE MR. G. RAMAKRISHNAN, ADMINISTRATIVE MEMBER

Geetha S.
Extra Departmental Branch Postmaster
Kuthirappanthu Branch Office
Thazhava

Applicant

By Advocate Mr.O.V. Radhakrishnan

Vs

1. Senior Superintendent of Post Offices
Kollam Division
Kollam.

2. Chief Postmaster General
Kerala Circle,
Thiruvananthapuram.

Respondents

By Advocate Mr. Govindh K. Bharathan, SCGSC

The application having been heard on 12.6.2001, the Tribunal delivered the following on 27.6.2001.

O R D E R

HON'BLE MR. G. RAMAKRISHNAN, ADMINISTRATIVE MEMBER

This Original Application has been filed by the applicant seeking the following reliefs:

i) to call for the records relating to Annexure A1 and A-6 and to set aside Annexure A1 to the extent it fixes the cut off marks as 60.72% marks or above for E.D. Agents for being considered for unfilled vacancies of the Departmental quota for appointment to the cadre of Postal Assistant basing the marks 70.72% as the marks secured by the last open market candidate and Annexure A-6 letter dated 28.1.99

ii) to issue appropriate direction or order directing the respondents to re-fix the cut off marks for E.D. Agents for being considered for unfilled vacancies of the Departmental quota on the basis of the last reserved open market candidates for appointment to the post of Postal Assistant.

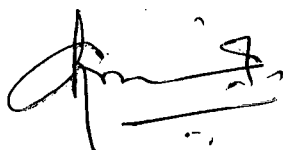
iii) to issue appropriate direction or order directing the respondents to make selection and appointment on the basis of the results of the fresh test conducted on 31.1.1999 and to appoint the applicant as Postal Assistant on the basis of the marks secured by her in the fresh test;

iv) to issue appropriate direction or order directing the respondents to permit the applicant to appear for the Aptitude Test, Typing Test and Computer Test scheduled to be held on 31.1.1999 or any other deferred date for recruitment to the cadre of Postal Assistant on the basis of Annexure A-5 Hall Ticket and to consider her candidature for selection and appointment to the post of Postal Assistant from among Extra Departmental Agents against the post reserved for them in accordance with law;

v) to grant such other reliefs which this Hon'ble Tribunal may deem fit, proper and just in the circumstances of the case;

vi) to award costs to the applicant.

2. Applicant was appointed as Extra Departmental Branch Postmaster, Kuthirappanthu Branch Office (EDBPM for short) under Kollam Postal Division on 27.12.1989. She belongs to Other Backward Class (OBC for short). She applied for recruitment to the cadre of Postal Assistant in response to A1 notification dated 13.2.98 in which it had been stated that one vacancy of Postal Assistant reserved for S.T. candidate of the Lower Grade Officials Examination held on 27.7.1997 was remaining unfilled for want of qualified S.T. hands and that the above vacancy was offered first to the Extra Departmental Agents (ED Agents forshort) of the Division who possess the requisite qualification. According to the applicant the Departmental Examination for recruitment to the cadre of Postal Assistant was conducted on 31.10.98 and the applicant was permitted to appear for the examination (Aptitude Test). She appeared for the Typing Test also on 31.10.98 after the aptitude test on 31.10.98 itself. She was also subjected to Computer Test on 1.11.98. in accordance with A-3 calender of examination published on 16.10.98. The applicant claimed that while waiting for the result of the selection conducted pursuant to A-1 and A-3, respondents cancelled the test conducted on 31.10.98 and a fresh test was scheduled to be held on 31.1.99 as per A-4 memorandum dated



18.1.99. The applicant was supplied with A-5 Hall Ticket. However, on 28.1.99 she was telegraphically informed that she would not be admitted to the examination to be held on 31.1.99 and was asked to surrender A-5 Hall Ticket. She claimed that there upon she went to the office of the first respondent and met the first respondent who told her that she would not be allowed to appear for the test to be held on 31.1.99 on the basis of A-5 hall ticket and that the reasons for not admitting her to appear for the examination would be communicated to her later. According to her the action of the respondents in not permitting her to appear for the test to be held on 31.1.99, in spite of issuing hall ticket was illegal and arbitrary and if she was not allowed to take the test she would be put to irreparable loss and injury. Subsequently, she was served with A-6 letter dated 28.1.99 to the effect that the second respondent had ordered that ED Agents need not be called for fresh test to be conducted on 31.1.99 as it was only for outsiders and hence she need not appear for the test. Pursuant to the interim orders issued by this Tribunal the applicant was provisionally admitted to appear for the aptitude test on 31.1.99 on the basis of the hall ticket already issued to her. She was also called as per A-7 for the interview held on 5.2.99. According to her the stand of the respondents that the applicant need not appear for fresh test could not be held either in law or on facts. Referring to the conditions prescribed by the Department for considering an EDA for promotion to the cadre of Postal Assistant that the said EDA should have secured not less than 10% marks in comparison to the last open market candidate applicant submitted that the marks that should be taken into account for fixing the cut off marks for determining eligibility for EDAs for promotion as Postal



Assistants must be based on the marks secured by the last open market candidate that the marks secured by the last unreserved open market candidate could not be made the basis for determining the eligibility of the EDAs. The mark shown in Annexure A1 as the marks secured by the last open market candidate as 70.72 were the marks secured by the last unreserved open market candidate. Therefore, the fixation of the cut off marks as 60.72 or more marks taking all the five components shown in A-1 for an EDA for being considered for unfilled vacancies of the Departmental quota was patently illegal and arbitrary. According to the applicant respondents were liable to be compelled to fix the marks based on the marks secured by the last open market candidate under reserved quota.

3. Respondents filed reply statement resisting the claim of the applicant. Giving the history of the case, they submitted that in the recruitment year 1997 as out of the vacancies declared for Lower Grade Officials only four could be filled up, for filling up the one remaining unfilled vacancy A-1 notification dated 13.2.98 was issued. Out of the four EDAs who applied in response to A-1, two were found eligible for admission to the selection test and the applicant was one of them. They were allowed to take part in the departmental test held on 31.10.98. The typewriting test and computer test were also held and the interview for the selection was held on 24.12.98. The total marks secured by them in all the tests i.e. 40% mark of their qualifying academic examination, 5% for type test, 5% for data entry in computer, 30% in Aptitude test and 20% in the interview would be compared with the total marks obtained by the last candidate recruited in open market in the last recruitment



which was made in the year 1996 and was already communicated to them as 70.72%. The test conducted on 31.10.98 for the direct recruitment of Postal Assistants for the recruiting year 1998 was later cancelled as per instruction of the Chief Postmaster General, Kerala Circle as there occurred an inadvertent mistake in the preparation of zone of consideration of the candidates from open market and a fresh examination was notified to be held on 31.1.1999. The applicant who took part in that examination was also served with the memo regarding cancellation of the examination and about the decision to conduct fresh test vide Annexure A-4 letter. On further intimation by the chief Postmasters General, Kerala Circle, that there was no need to conduct the examination afresh for EDAs as the marks obtained by them in the examination held earlier could be computed for their selection since the comparison of marks was to be done with marks obtained by the open market candidates of direct recruitment of 1996 and the said test would be enough for them. The said decision of the Chief Postmaster General was communicated to the applicant by R-1(A) dated 28.1.99 (the same as A-6). On hearing about the said decision applicant approached respondent's office saying that she wanted to appear for the test once more and for that she was approaching this Tribunal. According to them, the applicant wanted to appear for the fresh test as she thought it would be advantageous to her for obtaining more marks in the fresh test than in the one held earlier. They claimed that the applicant had no legal right to compel the respondents to permit her to appear for the test again which was meant only for candidates from open market and that by filing the O.A. she was making an illegal attempt to secure one more chance which she was not entitled to with the sole intention of



bettering her performance in the test. Applicant's statement that the first respondent refused to disclose any reason for not allowing her to appear for the test on 31.1.99 was not true. As far as EDAs who participated in the test were concerned they were not competing with the candidates of this recruitment. Their marks were to be compared with the marks obtained by the open market candidate already selected in the previous recruitment year. The decision of the second respondent was not to disturb the EDA further by calling for attending tests and interviews again. If a second chance was given to the applicant, the same would amount to a favour shown exclusively to one out of the two candidates who appeared for the test. It was submitted that the Original Application was devoid of any merit and the same was liable to be dismissed with costs.

4. In the additional reply statement filed, respondents stated that no EDA was qualified for the selection and therefore none was selected from the EDAs. The applicant's request dated 15.2.99 to supply a copy of her mark list was not agreed to as there was no provision for the same. Her further representation dated 1.3.99 addressed to the second respondent was forwarded to the second respondent. According to the roster point the unfilled vacancy offered to EDAs was to open category. The marks obtained by the last open market candidate in the year 1996 was 70.72 and hence the EDA would qualify for promotion if they secured 60.72% marks and above for all the five components together which was already specified in A-1 notification. The contention of the applicant that the expression "Open market candidates" would take in candidates appointed against reserved quota was without any basis and that the applicant's claim to fix the

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marks based on the marks secured by the last open market candidate under reserved quota could not be acceded to since the unfilled vacancy offered to EDAs was to open category and the marks obtained by reserved communities could not be considered. Separate rules were made for recruitment to reserved posts and these rules were made applicable equally in every direct recruitment including the present recruitment also. In the selection, the vacancy being unreserved a reduction of 10% marks secured by the last OC candidate in the previous examination was taken as a standard mark which was perfectly in accordance with the rules.

5. Applicant filed rejoinder reiterating the points made in the O.A. Relying to Annexure A-8 Department of Post (Postal Assistants and Sorting Assistants) Recruitment (Amendment) Rules, 1992 applicant submitted that the amendment rules had been misconstrued by the respondents while issuing A-1 notification dated 13.2.98. The applicant also filed A-9 copy of notification dated 30.3.1999 issued by the Superintendent of Post Offices, Trivandrum South Division in respect of the unfilled vacancies of the examination for promotion of Last Grade Officials to the cadre of Postal Assistant/Sorting Assistant to buttress her submission. According to her, even though the vacancies were reserved for OBC and SC no separate index marks were fixed for OC /OBC /SC /ST candidates. Regarding her request for supply of mark list being turned down on the ground that there was no provision for communicating the marks to the applicant, applicant filed a copy of statement of marks furnished to one Smt.Bindu Bhaskar, Extra Departmental Stamp Vendor, Pathamthitta. The applicant submitted that respondents were applying



different yardsticks and were practising invidious discrimination. It was also submitted that the respondents were obliged to disclose what sort of mistake was committed in the preparation of the zone of consideration. According to her in case a fresh examination was conducted in respect of direct recruits cancelling the earlier selection, necessarily the earlier EDAs should also be allowed to take part in the fresh examinations as otherwise, the basis of selection would get varied and that once the common examination was cancelled the whole examination went and no selection could be made based on the marks in that examination in respect of any category. There was every possibility of bettering her performance in the fresh test and the denial of opportunity to appear for the fresh test along with direct recruits was clearly arbitrary. The rule did not differentiate "Open market candidate" between unreserved and reserved candidates. So long as the Rules did not specifically say so, the same must be given plain meaning. Therefore, if in the last recruitment, the last open market selected had secured less than the unreserved candidate, the marks secured by the last candidate considered should be the basis for fixing the index marks for ED agents.

6. Respondents filed a second additional reply statement. Relying on Annexure R-1(E) Rule 13 of Appendix 37 of P & T Manual Volume-IV Part-II.A it was submitted that the applicant's request for supply of a copy of her mark list was not complied with since communication of marks to outsiders including EDAs for the aptitude test for direct recruitment to the cadre of Postal Assistant was not permissible. The said Rule for communication of marks was applicable only to departmental examination held for departmental officials only

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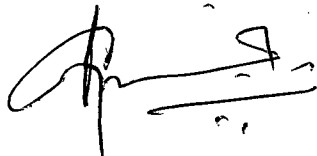
and not for outsiders for the purpose of recruitment of Postal Assistants. Annexure A-10 was issued by the concerned Postal Superintendent in contravention of the Rules. When open category vacancy was offered to EDAs they should be at par with the outsider candidates though with the relaxation in age limit and marks. A1 notification was issued fully in keeping with the Recruitment Rules 1992.

7. Heard learned counsel for the parties. Learned counsel for the applicant Shri O.V.Radhakrishnan took us through the pleadings and argued the matter extensively stressing that A-1 notification was not in accordance with the Recruitment Rules as the marks indicated therein were not that of the last open market candidate. He submitted that irrespective of whether the vacancy was reserved or not, the lowest marks obtained by the last outsider candidate were to be taken for fixing the index mark. According to him this having not been done in this case A1 was liable to be quashed and the Department directed to reconduct the test again.

8. Learned counsel for the respondents took us through the pleadings and reiterated the points made therein.


9. We have given careful consideration to the submissions made by the learned counsel for the parties, rival pleadings and have also perused the documents brought on record.

10. On going through the pleadings we note that this Original Application was filed on 29.1.99 when the applicant was advised that she need not appear for the fresh test to be held on 31.1.99. An ad-interim order was passed by this

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Tribunal on that day directing the first respondent to permit the applicant to appear for the aptitude test, typing test and computer test to be held on 31.1.99 or on any deferred date for recruitment to the cadre of Postal Assistant on the basis of A-5 hall ticket subject to the outcome of the O.A. Respondents filed a reply on 16.4.99 in which the reasons for advising the applicant for not appearing for the test on 31.1.99 were explained. In the meanwhile respondents also issued to the applicant R-1(A) letter dated 28.1.99 (impugned letter A-6). On 6.4.99 M.A. No. 316/99 filed by the applicant for amendment of the O.A. was allowed and the amended O.A. was filed on 19.4.99 in which additional paragraphs (vi) and (vii) in Para 4-Facts of the case, grounds C and D in para 5 and reliefs (i) to (iii) ⁱⁿ para 8 were added and the original reliefs (i) to (iii) were renumbered as (iv) to (vi) of para 8. Thus the position that emerges is that initially the applicant's grievance arose when she was advised not to appear for the test on 31.1.99 without furnishing her any reasons but when reasons were furnished, additional grounds and reliefs were included by amending the O.A.

11. There is no dispute that according to the Department of Posts (Postal Assistants and Sorting Assistants) Recruitment Rules, 1990, 50% of the vacancies in the cadre of Postal Assistants in the Department was to be filled up on promotion though a competitive examination from amongst Lower Grade Officials of the Department and if there were unfilled vacancies in this 50% promotion quota due to non-qualifying of the requisite number of candidates from the Lower Grade in a particular year, those vacancies were to be offered to ED Agents having minimum 3 years of service and who were less



than 35 years of age, if they were qualified in all other respects. The said ED agents had to compete with other outside candidates in the test, interview, etc. After test, interview, etc. those E.D. Agents who had secured not less than 10% marks than the marks secured by the last candidate in the previous direct recruitment would be considered as qualified and selection would be made according to merit to the extent of vacancies available. This amendment was brought about by Annexure A-8. It is this A-8 which had been relied upon by the applicant to claim that the method followed by the respondents for fixing the index marks in A-1 as irregular. A-8 is reproduced below:

Promotion of ED officials to clerical cadre:-GSR...
In exercise of the power conferred by the proviso to Article 309 of the Constitution, the President here by makes the following rules to amend the Department of Posts (Postal Assistants and Sorting Assistants) Recruitment Rules, 1990, namely:-

1. (1) These rules may be called the Department of Posts (Postal Assistants and Sorting Assistants) Recruitment (Amendment) Rules, 1992.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Schedule to the Department of Posts (Postal Assistants and Sorting Assistants) Recruitment Rules, 1990, against the post of Postal Assistants/Sorting Assistants (in Offices other than Foreign Post Organisation), in Column 11, in item (b) for the words "failing which by direct recruitment" the following words shall be substituted, namely:-

"failing which the unfilled vacancies shall be offered to ED Agents of the Recruitment Divisions/Units subject to their fulfilling the following conditions and if vacancies remain unutilized by the Extra Departmental Agents, they shall be filled by direct recruitment of other open market candidates fulfilling the age and qualification conditions laid down in Columns 7 and 8

- (a) They possess the minimum educational qualification of 10+2 standard (Senior Secondary), and have put in a minimum service of 3 years.



(b) Only those ED Agents would be eligible for being considered who have secured not less than 10% marks in comparison to the last open market candidate considered, i.e. if in the last recruitment the open market candidate selected had secured 75% marks, the ED Agents to be considered should have obtained at least 65% marks. Bonus marks as admissible to open market candidates will also be admissible to those ED Agents who are Graduates or Postgraduates, and

(c) They should be within 35 years of age (40 years for SC/ST communities) as on the crucial date fixed for the last open market recruitment."

12. According to the applicant the ~~xxxx~~ "open market candidates" were used in contradistinction to 'lower grade officials' and the expression "Open Market candidates" would take in candidates appointed against reserved quota. According to him the cut off marks for considering ED Agents must be based on the marks secured by the last open market candidate with the lowest mark and not the last open market Other Community candidate. For these reasons he had sought the reliefs (i) and (ii).

13. We are of the view that the applicant's contentions have no force. Firstly, A-1 notification which is under challenge was issued on 13.2.98. Knowing fully well the contents of the same, she appeared for the test which was held on 31.10.98. She filed this O.A. on 20.1.99 seeking a direction to the respondents to permit her to again appear for the tests scheduled to be held on 31.1.99, which was according to her ordered by the respondents because of cancellation of the tests held on 31.10.98. She also sought and obtained an interim order from this Tribunal directing the respondents to permit her to appear for the aptitude test, typing test and computer test to be held on 31.1.1999 for recruitment to the cadre of Postal Assistant. This would indicate that at that time she had not only not challenged



A-1 notification dated 13.2.98, but in a way had accepted A-1 notification including the criteria laid down for consideration of E.D. Agents for selection as Postal Assistants. We are of the view that in such a situation just because she was not permitted to appear for the test on 31.1.99 as the said test was only meant for outsiders, could not give her any cause of action to challenge A-1 notification. The learned counsel for the applicant submitted that as the applicant had challenged the notification before the results were announced she could challenge the same. We find from the additional reply statement filed on 6.4.2000 that by a representation dated 15.2.99 addressed to the first respondent, the applicant had requested to supply her with a statement of marks secured by her in the said examination. This would indicate that the result of the examination held either on 31.10.98 or on 31.1.99 was communicated to her. Otherwise she would not have represented for supplying her with a statement of the marks secured by her. It is now well established that it is not permissible for a person who appeared and failed in a recruitment/promotion, to question the procedure of selection by filing an Original Application. If any authority is required for the same, the same can be found in the ratio of the judgment of the Hon'ble Supreme Court in Union of India & Another Vs. N. Chandrasekharan & Others (1998) 3 SCC 694 wherein it was held:

".....It is not in dispute that all the candidates were made aware of the procedure for promotion before they sat for the written test and before they appeared before the Departmental Promotion Committee. Therefore, they cannot turn round and contend later when they found they were not selected by challenging that procedure and contending that the marks prescribed for interview and confidential reports are disproportionately higher and the authorities cannot fix a minimum to be secured either at interview or in the assessment on confidential report..."(para 13).



14. In the present O.A., the position obtaining is similar. In A-1 which is the notification issued on 13.2.98, the minimum marks to be secured by the E.D. Agents for being considered for selection as Postal Assistants had been clearly indicated as 60.72%. It had also been indicated how the same had been arrived at. Having applied in response to A-1, and having appeared in the test without a demur, and having failed in the selection, the applicant cannot challenge the minimum marks fixed.

15. Secondly, according to the respondents, the S.T. vacancy reserved for departmental candidates against 50% promotion quota could not be filled up as none qualified and the said vacancy was given to E.D. Agents and it was not a reserved vacancy as far as E.D. Agents were concerned and hence the minimum marks to be secured by the E.D. Agents decided by them on the basis of the marks obtained by the last OC candidate selected in the previous selection was in accordance with the Rules and could not be challenged. According to them the vacancy being unreserved the reduction of 10% marks of the last OC candidate of the previous direct recruitment examination was taken as the minimum marks to be obtained by an E.D. Agent and the same was in accordance with the Rules. On analysing we find that if the applicant's contention that the marks secured by the last selected reserved candidate should be taken for the purpose of fixing the minimum marks to be obtained by an E.D. Agent it would mean that the unreserved ED Agent would get a unintended benefit not provided for under the Rules. It would also lead to a situation that as far as reserved community ED Agents are concerned for appointment against the unutilized



promotional quota vacancies of Postal Assistants the concession in marks available generally only to reserved candidates for consideration against reserved vacancies would not be available to them. They and unreserved E.D. Agents would be treated at par in the selection against such vacancies. Such a proposition cannot be accepted on the basis of records produced and the general policy of the Government regarding relaxations available to them

16. A-10 is a statement of marks produced by the applicant along with the rejoinder. The said A-10 mark list was issued by the Superintendent of Post Offices, Pathanamthitta Division in connection with the examination/interview for selection of Postal Assistants held in that division on 8.8.99 and 20.10.99 to one Smt. Bindu Bhaskar, Roll No. K/D-10. The said statement showed separate minimum marks required for selection of E.D. Agents based on the previous years open quota recruitment separately for unreserved, OBC and SC/ST vacancies. In the second additional reply statement the respondents had specifically denied the statement of the applicant that in Trivandrum Division no separate index marks were fixed for each category. It had been averred that "It is further to be stated that even though in Annexure A-9 no separate index marks were fixed for each category, selection in Trivandrum South Division were also made by fixing separate index marks for each of such category". This had not been denied by the applicant by production of any further material before us. Further, on perusal of the impugned order A-1 notification dated 13.2.98 and A-9 notification dated 30.3.99 of Trivandrum South Division relied on by the applicant in support of her plea, we find that the wording used in both



the above notifications are similar as can be seen from the following extracts. In A-1 notification the penultimate paragraph reads as under:

Only those Extra Departmental Agents would be eligible for being considered who have secured, not less than 10% marks in comparison to the last open market candidate. The last open market candidate has obtained 70.72 marks all of a total of hundred assessed as a result of all the above 5 components and an EDA who secures 60.72% marks, or more marks in all the 5 components as mentioned above only then will be considered for unfilled vacancies of the Departmental quota.

In A-9 notification the penultimate paragraph reads as under:

" Only those extra departmental agents would be eligible for being considered, who have secured not less than 10% marks in comparison to the last open market candidate considered. The index marks obtained by the last open market candidate i.e. 67.37. As such only those candidates, who secure minimum index marks of 57.37 will be considered for selection."

A comparison of the above paragraphs do not support the case of the applicant especially when seen along with A-10 statement of marks of similar examination conducted by Pathanamthitta Division and the averment of the respondents. In the light of the above, we are unable to accept the applicant's prayer for quashing A-1 notification, being without any basis and merit.

17. The applicant filed the Original Application on 29.1.99 when she was not allowed to participate in the test to be held on 31.1.99. By A-6 letter she had been advised the reasons for the decision. In the reply statement filed by the department on 6.4.99 R-1C letter dated 11.1.99 had been enclosed. Respondents have also explained how her rights would in no way be affected by the cancellation of the written test held on 31.10.98 for outsiders. It had been averred and that her candidature would be considered on the



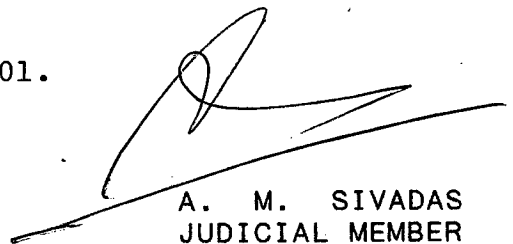
basis of the index marks fixed based on the open market selection conducted for the year 1996 and cancelling the direct recruitment written test for outsiders in 1998 would in no way affect her. Nothing had been brought to our notice by the applicant to contradict the same. We hold that the applicant's contention that the reasons for cancellation of the test on 31.10.98 is delphic or oracular is without any basis after perusing the R-1C communication of the second respondent. It is also clear to us from that communication that the said communication in no way affects the selection of the E.D. Agents against the unfilled promotional quota vacancies of 1997. In our view she cannot choose as to how the respondents should conduct the selection for filling up the unfilled vacancies against the 1997 promotional quota vacancies by E.D. Agents. They had conducted the test on 31.10.98 and it had been decided that the applicant would be considered on that basis. In our view she has no legal right to demand that she should be given another chance to appear for the test again on 31.1.99, which was only for outsiders against direct recruitment for the year 1998.

18. In view of the detailed analysis given above we hold that the applicant is not entitled for any of the reliefs sought for. Accordingly we dismiss this Original Application with no order as to costs.

Dated the 27th June, 2001.



G. RAMAKRISHNAN
ADMINISTRATIVE MEMBER



A. M. SIVADAS
JUDICIAL MEMBER

Kmn

List of annexures referred in this Order

A-1 True copy of the memo No. BB/25/Exam/97 dated 13.2.98 of the first respondent.

- A-3 True copy of the memo No. BB/2-II/Dlg dated 16.10.98 of the first respondent.
- A-4 True copy of the memo NO. BB/2-II/Dlg dated 18.1.99 of the first respondent.
- A-5 True photocopy of the hall ticket for examination for recruitment to the cadre of Postal Assistant/Sorting Assistants.
- A-6 True copy of the letter No. BB/2-II/Dlg dated 28.1.99 of the first respondent.
- A-7 True copy of the letter No. BB/2-II/dlg dated 27.1.99 of the first respondent.
- A-9 True copy of the notification dated 30.3.1998 issued by the Superintendent of Post Offices, Trivandrum South Division, Trivandrum.
- R-1A Photocopy of the office letter No. BB/2-LI/Blg dated 28.1.99 issued by Senior Supuerintendent.
- R-1E Photocopy of the order No. Rectt/4-3/98 (Pt) dated 11.1.99 of the Chief Postmaster General, Trivandrum.