

CENTRAL ADMINISTRATIVE TRIBUNAL
ERNAKULAM BENCH

O.A.NO.213/2001

Wednesday, this the 4th day of December, 2002.

CORAM;

HON'BLE MR A.V.HARIDASAN, VICE CHAIRMAN

HON'BLE MR T.N.T.NAYAR, ADMINISTRATIVE MEMBER

1. Accama.K.C.,
Telecom Technical Assistant,
Telephone Exchange,
Kumarakom.
2. K.P.Santha,
Telecom Technical Assistant,
Telephone Exchange,
Thiruvalla,
Thiruvananthapuram.
3. C.S.Vimala Kumari,
Telecom Technical Assistant,
Regional Telecom Training Centre,
Trivandrum.
4. J.Gnanam,
Telecom Technical Assistant,
Central Telephone Exchange,
O.C.B. Switch Room,
Trivandrum.
5. Venunath.K.A.
Telecom Technical Assistant,
Telephone Exchange,
Kothamangalam.
6. Omanakuttan.V.
Telecom Technical Assistant,
Telephone Exchange,
Thrikkakara,
Ernakulam.
7. E.Kunhambu,
Telecom Technical Assistant,
Telephone Exchange,
Cheruvathur,
Kasaragod District.
8. P.C.Valliamman,
Telecom Technical Assistant,
Telephone Exchange,
Thrikkakara.

9. M.I.Karunakaran,
Telecom Technical Assistant,
Telephone Exchange,
Koothattukulam. - Applicants

By Advocate Mr.Vellayani Sundara Raju

Vs

1. Union of India represented by
Secretary to Government of India,
Ministry of Communications,
New Delhi.

2. The Chief General Manager,
Bharath Sanchar Nigam Ltd.
(Government of India Enterprises),
Telecommunications,
Kerala Circle, Trivandrum.

3. Director General,
Department of Telecommunications,
Bharath Sanchar Nigam Ltd.,
New Delhi.

- Respondents

By Advocate Mr P.J.Philip, ACGSC

The application having been heard on 25.9.2002 the Tribunal on
4.12.2002 delivered the following:

O R D E R

HON'BLE MR T.N.T.NAYAR, ADMINISTRATIVE MEMBER

The subject matter of this O.A. is the 2nd qualifying screening test (35% quota) for promotion to the post of Junior Telecom Officer(JTO) held in April, 2000.

2. The relevant facts: The applicants, nine in number, have been working as Telecom Technical Assistants(TTA) under the Chief General Manager, BSNL, Kerala Circle. Applicants 1,8 and 9 are members of the ST communities and applicants 2 to 7 belong to the SC communities. The applicants being eligible to apply against the 35% qualifying screening test for promotion to the post of JTO, appeared for the second

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screening test held after three postponements on 30.4.2000. As per the vacancy position of JTOs from 1995 to 2000 as reflected in A-1, only 10 vacancies for SC/ST out of 30 reserved vacancies were filled in 1995 leaving altogether 79 posts reserved for SC/ST for and from 1995 to 2000 unfilled. As per A-4 communication dated 30.11.99, the second screening test was to be held exclusively for SC/ST candidates. It was notified that 39 SC and 24 ST (total 63) vacancies were available upto 31.8.99 against 35% quota. However, in the endorsement dated 3.12.99 forming part of A-4, the number of vacancies are seen revised to 41 SC and 25 ST (total 66). In continuation of A-4, the 2nd respondent issued A-6 notification dated 8.3.2000 notifying that the postponed 2nd qualifying screening test for promotion to the cadre of JTO against 35% quota would be held on 30.4.2000 and fixing the last date for receipt of application on 31.3.2000. But contrary to what is stated in A-4, general candidates were also allowed to take the 2nd screening test held on 30.4.2000. No relaxed standards prescribed for evaluating the suitability and eligibility of SC/ST were followed. The advance notice of three months enjoined to be given as per the provisions of P&T Manual was not given. Relaxed standards were to be applied in relation to the backlog vacancies of earlier years and thus the provisions of DG, P&Ts letter dated 4.5.81(A-7) were violated. The questions asked for the screening test were not in conformity with the model questions in the objective format as followed in Karnataka and Tamil Nadu. The SC/ST candidates were subjected to further humiliation by segregating them and making them sit in separate halls for writing the test.

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Though 250 SC/ST candidates appeared for the 2nd screening test, only 21 SC candidates were declared passed as per the results published on 19.9.2000. Not a single ST candidate was shown to have passed. Thus, still more substantial backlog of SC and total backlog of ST vacancies were caused. Several representations, some by applicants and some by the office bearers of the All India SC/ST Federation of Telecom Employees, Kerala Circle and other organisations were made. Various grievances were highlighted in those representations. As per O.M. A-19 dated 3.10.2000, the applicants were entitled to various relaxation and concessions given to SC/ST candidates in the qualifying examinations for promotion. As per A-20 O.M. dated 20.7.2000, the ceiling of 50% reservation for SC/ST ordered as per DOPTs order dated 29.8.97 with reference to any particular year was not to apply in relation to the backlog vacancies and accordingly the respondents were bound to carry out a review for early assessment of the backlog vacancies in respect of SC/ST and fill up those backlog vacancies immediately. With the above submissions on facts, the applicants seek the reliefs the prayer for which is quoted verbatim from the O.A.:

"(A) To direct the 2nd and 3rd respondents to take suitable measures to fill up the backlog vacancies meant for SC and STs in the category of JTO under the respondents in tune with A-19 and A-20.

(B) To declare that the conducting of the 2nd screening test for promotion to the post of JTO by 2nd respondent dated 30.4.2000 was in violation of all prescribed norms especially Rule I (Part I General) Appendix 37 of P&T Manual Volume IV(Part 12(A)), against the format and syllabus and it was conducted in violation of the mandate of Article 17 of the Constitution by making the SC and STs to sit and write test in a separate rooms and in enblock, with the ulterior motive of causing irreparable public ridicule

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to the applicants and other candidates belonging to their communities and hence to nullify the 2nd screening test as illegal and unsustainable.

(C) To direct the respondents to hold a screening test only for SC and ST. TTAs and similarly situated persons like the applicants for filling up the backlog vacancies meant for them in the category of JTO and to assess their suitability and eligibility for promotion in accordance with the various relaxations and concessions granted to them by the DOPT and the Department in various orders like A-7.

(D) To issue any other further order or direction this Hon'ble Tribunal may deem fit on the facts and circumstances of the case.

(E) To allow costs to these proceedings."

3. The respondents have filed a reply statement countering the pleadings and averments in the O.A. While admitting that the second screening test was postponed thrice, before it was held on 30.4.2000, the respondents have maintained that three months notice was allowed to prospective candidates with reference to the date of the initial notification regarding the screening test and that it was not necessary that every time three months notice was to be given since the candidates were already aware of the test and were prepared for it. According to the respondents, relaxation in standard of evaluation for qualifying marks for SC/ST and instruction regarding treatment of backlog vacancies as a distinct group were not in force when the test was held and the results were published and hence such concessions could not be given to the applicants. Since in the present case, the result of the 2nd screening test was published on 19.9.2000 there was no question of applying the relaxed standards. The reason for non-inclusion of SC/ST candidates in the select list in sufficient numbers matching the percentage of reservation is not because of any denial on the

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part of the respondents, but because adequate number of candidates from SC/ST categories possessing the minimum prescribed qualifying marks were not available. There was no denial of any privileges due to the members of the SC/ST. The screening test and competitive examinations were conducted on an All India basis and therefore, there was no ground for cancelling such tests, particularly in view of the fact that there was no violation of the statutory norms or guidelines. The allegation that the question papers did not conform to the objective format has also been denied stating that the question papers were settled by technical experts on the basis of the model question papers.

4. We have heard Shri Vellayani Sundara Raju, learned counsel for the applicants and Shri P.J.Philip, learned ACGSC.

5. Learned counsel for the applicants would rely on the pleadings and supporting material on record and maintained that the respondents failed in applying the instructions and orders in force during the year(s) in which the vacancies arose in the matter of evaluating the eligibility and performance of the applicants. The date on which the test was held or the result was published was irrelevant. Learned counsel for the applicants would place reliance on the Apex Court's decision in Y.V.Rangaiah and others Vs J.Sreenivasa Rao and others, [(1983) 3 SCC 284] and the Full Bench decisions of the Hon'ble High Court of Kerala in Varghese and others Vs State of Kerala and others [1981 JKTM 458(F.B)] and Padmanabhan Nair Vs Dy. Director [1991 (1) KLT, 337(F.B)].



According to the learned counsel, the respondents ought to have applied the relaxed standards upto 22.7.97, i.e. the date on which such relaxed standards of evaluation were withdrawn. It was also pointed out that such relaxed standards were restored by A-19 O.M. dated 3.10.2000. The vacancies of SC/ST categories for recruitment years 1995 to 1999 ought to have been filled up in accordance with the guidelines contained in O.M.s dated 23.12.70, 21.1.97 and 10.4.89. The instructions contained in A-7 orders dated 4.5.81 also ought to have been complied with. The treatment of backlog vacancies reserved for SC/ST as a distinct group without reference to the 50% ceiling of reservation for any particular year has been spelt out in A-20 O.M. dated 20.7.2000, the learned counsel would point out. He would further strongly contend that the respondents were obliged to allow three months' notice as laid down in Rule 2 (Part-I General) Appendix 37 of P&T Manual, Vol.IV. Drawing our attention to this Tribunal's order in O.A.No.616/2000 dated 11.4.2002, learned counsel for the applicants would contend that there was a drastic departure from the objective format in the qualifying screening test held in Kerala Circle and that therefore, the findings in the said order of the Tribunal to the effect that the candidates were entitled to appropriate grace marks to be awarded by the respondent-department are applicable to this case also. In this connection, it was brought to our notice that several representations from the employees Unions, SC/ST Federation of employees and individuals were pending before the respondents in this regard as A-12 to A-18.

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6. Shri Philip, learned ACGSC appearing for the respondents would state that the second qualifying screening test was held strictly in accordance with the rules in force at the relevant time, that when the initial notification for the test was issued, the prospective candidates had been given three months notice and that due to unavoidable administrative exigencies, the test had to be postponed thrice, but there was no necessity to give three months notice on each occasion of postponement, according to the learned counsel for respondents. The prospective candidates remained notified about the conduct of the examination. There was reasonable gap of time, i.e. more than 45 days between the date of announcement of the postponed examination and the actual conduct of the examination. The rules required that ordinarily, three months time was to be given and in fact such time was given in this case though on account of the extraordinary administrative compulsions, examinations stood postponed and the candidates still were given reasonable time for refreshing their knowledge, the learned counsel would contend. With regard to the question of application of relaxed standards, learned ACGSC would submit that this was a question of law and it is settled that the rules in force during the date of occurrence of vacancies would be relevant. A-19 and A-20 O.M.s issued after the 2nd screening test were inapplicable in this case, learned ACGSC would urge. With regard to non-objective type of questions, the learned ACGSC would maintain that the questions asked were by and large in accordance with the model question papers.

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7. We have perused the case records and have considered the rival contentions. We notice that voluminous pleadings and large number of grounds against the legality of the 2nd screening test for promotion to the post of JTO against 35% quota have been raised in the O.A. and the rejoinders filed by the applicants. But for our purpose, the applicants' contentions, in effect, turn on the following issues:

- i) Whether there were backlog vacancies of JTOs meant for SC/ST candidates to be filled up against 35% qualifying quota when the 2nd screening test was held on 30.4.2000;
- ii) If there were backlog vacancies of JTO meant for SC/ST candidates, what is the extent of prejudice, if any, caused to the applicants particularly with reference to A-20 O.M.?
- iii) Whether the 2nd screening test for promotion to the post of JTO held on 30.4.2000 was in violation of Rule 2(Part-I General) Appendix 37 of P&T Manual Vol.IV;
- iv) Whether the 2nd screening test ought to have been held by applying the relaxed standards and concessions with regard to the assessment of eligibility and suitability of SC/ST candidates with reference to the orders and instructions of the DOPT and those of the respondents as in A-7 and A-19.

v) Whether any prejudice or harm has been caused to the applicants on account of the allegedly non-objective questions asked in the 2nd qualifying screening test.

8. On going through the records, we notice that the 2nd screening test (35%) was held on 30.4.2000. A-1 is admittedly a statement of vacancy position of JTOs for the recruitment years 1995, 1996, 1997, 1998, 1999 and part of 2000. Apparently this statement was filed by the 2nd respondent before this Tribunal in connection with some other O.A. (O.A.1107/2000). This is not denied. As per A-1, for recruitment years 1995 to 2000, there were 30, 13, 15, 18, 9 and 4 vacancies of JTO under 35% quota reserved for SC/ST candidates for 1995, 1996, 1997, 1998, 1999 and 2000 respectively. It would appear that all but 10 SC vacancies for 1995 remained unfilled as on 31.8.99. According to the respondents, these figures are not correct inasmuch as a few more reserved vacancies were filled but it is noticed that the respondents have not furnished any other detailed vacancy statement and as such there is no reason why A-1 should not be taken as authentic. Since there were backlog vacancies of JTOs meant for SC/ST, the respondents had an obligation to fill up those vacancies in accordance with the instructions which were in force. While as per Chief General Manager, Telecom Trivandrum's letter dated 30.11.99 forming part of A-4, 39 SC and 24 ST (total 63) vacancies were sought to be filled up through the 2nd qualifying screening test intended to be held exclusively for SC/ST candidates, the number of such vacancies are revised to SC-41 and ST-25 (total 66) as per letter dated 8.1.2000 forming part of A-4 itself. The latter

vacancy position is seen confirmed as per A-6 dated 8.3.2000 issued in connection with the rescheduled programme of the 2nd screening test (35% quota) which was held on 30.4.2000. It is reasonable, therefore, to assume that by the time the 2nd screening test was conducted, there was substantial number of vacancies for SC/ST to be filled up. The DOPT issued O.M. No.36012/5/97-Estt(Res) dated 29.8.97 laying down that 50% ceiling of reservation would apply to current as well as backlog vacancies taken together in a year and that backlog of reserved vacancies should not be treated as a distinct group for the purpose of 50% limit on reservation. However, upto the issue of the said O.M., the position was that the backlog vacancies could be filled up without application of the 50% ceiling in any particular year. In our opinion, therefore, the applicants would be entitled to the benefit of consideration against the backlog vacancies to the extent possible upto the date of issue of the O.M. cited above, i.e. 29.8.97. For this purpose, however, the DOPT's OM No.36012/2/96-Estt(Res) dated 2.7.97 has to be taken into account while determining the backlog vacancies. As per the said O.M., reservation for SC/ST was linked to post-based rosters with effect from 2.7.97. It is to be mentioned in this connection that with the 82nd Amendment of the Constitution and the incorporation of Article 16(4-B) therein, the restriction against treatment of unfilled backlog vacancies as provided for under O.M. dated 29.8.97 was removed by issuing another O.M. as per DOPT's O.M.No.36012/5/97-Estt(Res) Vol.II dated 20.7.2000(A-20). However, in our view, the applicants' claim for extension of the benefit of A-20 cannot be allowed in so far as the 2nd qualifying screening test is concerned as it is evident that the said A-20 O.M. was issued after the 2nd qualifying test was conducted and that the order contained in A-20 O.M. would

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take effect only from the date of its issue, i.e. 20.7.2000. In short, as far as the applicants' claim for filling up the backlog vacancies is concerned, it can be considered only in relation to the backlog vacancies determined in accordance with the instructions in force upto 29.8.97, i.e. the date of imposition of the restriction of 50% ceiling in any particular year without taking the backlog vacancies as a separate group.

9. As regards the application of relaxed standards and concessions in respect of assessment of eligibility and suitability of the SC/ST candidates with reference to various orders and instructions of the DOPT and A-7 orders of the DG, P&T dated 4.5.81, we have to take note of the settled legal position that the vacancies in the promotional post occurring prior to the withdrawal of the benefit of relaxed standards of evaluation available to the SC/ST candidates had to be filled up in accordance with the instructions in force prior to the said date of withdrawal of the benefit. It would appear that in this case, no such relaxed standards were applied since the 2nd screening test was held on 30.4.2000. Admittedly, as per instructions contained in DOPT's O.M.No.8/12/69-Estt(Set) dated 23.12.70 and O.M.No.36021/10/76-Estt(Set) dated 21.1.77, provision for awarding lower qualifying marks for SC/ST in departmental qualifying/competitive examinations for promotion was made. DOPT's O.M.No.22011/5/86-Estt(D) dated 10.4.89 contained liberalised guidelines for DPC in the matter of consideration of SC/ST candidates. However, these instructions and orders granting the benefit of liberalised evaluation in the matter of departmental qualifying

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competitive examination for promotion as well as DPC were withdrawn/rescinded by the DOPT's O.M.No.36012/23/96-Estt(Res) dated 22.7.97 with immediate effect. Thus, it is clear that the benefits so far allowed to the SC/ST candidates by way of liberalised standards of evaluation in examination as well as DPC proceedings were no longer available with effect from 22.7.97. To put it differently, the benefits were available upto 22.7.97. In the light of the Supreme Court's decision in Y.V.Rangaiah and others Vs J.Sreenivasa Rao and others [(1983) 3 SCC 284], where the question is one of filling up the vacancies that occurred prior to the amended rules or instructions, there can be no doubt that the post that fell vacant prior to the amended rules/instructions would be governed by the old rules/instructions and not by the new rules/instructions. In the instant case, we have already observed that backlog vacancies of 1995, 1996 and 1997 did exist and that they ought to have been filled on the basis of the result of the 2nd qualifying screening test 35% depending on the qualified number of SC/ST candidates. The evaluation and assessment ought to have been done in respect of the SC/ST candidates in so far as it related to the vacancies obtaining upto 22.7.97 in the light of the instructions and orders in force upto 22.7.97. It is significant to note that the liberal and beneficial instructions/orders which stood withdrawn/rescinded by the O.M.(R-6) dated 22.7.97 were restored by A-19 O.M. dated 3.10.2000 rendering R-6 O.M. inoperative. A-19 O.M. no doubt, was occasioned by the 82nd Amendment of the Constitution wherein an enabling proviso to Article 335 was incorporated. We hasten to add here that the

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applicants herein cannot, however, get the benefit of A-19 O.M. since A-19 took effect from 3.10.80 whereas the 2nd qualifying test in which the applicants participated was held on 30.4.2000 and the results thereof were also announced before the date of A-19.

10. We now turn to the validity of the 2nd screening test for promotion to the post of JTO held on 30.4.2000 with reference to Rule 2(Part I General) Appendix 37 of P&T Manual Vol.IV. Rule 2 which deals with notice of examinations states thus:

"Except in cases where a departmental examination is prescribed to be held in a particular month under the rules, advance notice of a minimum period of three months should ordinarily be given for every departmental examination."

(emphasis added)

We notice that admittedly the 2nd screening test was scheduled to be held on 11.4.99 as per A-2 notification dated 24.11.98 (R-2). It is clear from the said notification that more than three months time was allowed. No doubt, the said screening test could not be held on 11.4.99 and as per the respondents' own admission it was postponed thrice due to administrative reasons. It is seen that the respondents did not give advance notice of three months on each of the successive postponements. On going through the facts, we are convinced that the respondents had their own administrative exigencies that prevented them from giving clear three months advance notice each time the screening test was put off. In fact the relevant rule, we notice, does not make it an imperative

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condition. It only lays down that advance notice of a minimum period of three months should ordinarily be given. In accordance with the said rule, advance notice of more than three months had been given, as is clear from R-2 notification. But the dispute leading to litigation and other administrative exigencies gave rise to extraordinary circumstances and therefore in the interest of the department as a whole, the authorities had to conduct the examination within the time available. In our view, therefore, the applicants' insistence that they should have been given three months' clear notice on each occasion of postponement is not tenable. In any case, more than 1 1/2 month's time was available to the applicants prior to the date of holding of the test.

11. The applicants have raised several other grounds, but the only ground that calls for our consideration is the allegedly non-Objective format followed while setting the question papers for the 2nd qualifying screening test making it difficult for them to answer the questions within the allotted time. The applicants' case is that the non-Objective type of questions asked were at variance with the Objective type format given out in the amended question papers. On going through the material on record, we find that the factual position in this case is identical to the one considered by us in O.A.No.616/2000 wherein also the applicants were TTAs who took the 2nd qualifying test against 35% quota. After going through the facts in great detail, this Tribunal directed the respondents to examine the pending representations or any

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representations which might be received separately or collectively from the applicants therein and pass appropriate orders granting grace marks or any other relief as the competent authority deemed it fit to grant. We notice that the respondents have since considered the matter and decided to grant 8 grace marks to compensate for the non-objective type of questions asked. We hold that the applicants herein are also entitled to the same relief as given in other similar cases.

12. In the conspectus of facts, the O.A. is disposed of with the following directions:

- i) The respondents are directed to assess the backlog vacancies meant for SC/ST upto 29.8.97, i.e. the date on which the DOPT's O.M.No.36012/5/97-Estt(Res) was issued and to consider the applicants for filling up those vacancies subject to their eligibility and suitability otherwise keeping in mind the quota-rota rules in force prior to 2.7.1997 and thereafter.
- ii) The respondents are further directed to evaluate the suitability and eligibility of the applicants for promotion in accordance with the various instructions and orders with regard to application of relaxations/concessions in matters of promotion for candidates belonging to SC/ST by way of lower qualifying marks and lesser standard of evaluation which existed prior to 22.7.97, i.e. the date on

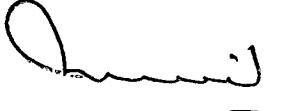
which the DOPT's O.M. No.36012/23/96-Estt(RES) was issued.

iii) The respondents are also directed to grant to the applicants the same relief by way of grace marks as granted to applicants in O.A.616/2000 and other similar cases.

The above directions shall be carried out within a period of four months from the date of receipt of copy of this order.

13. There is no order as to costs.

Dated, the 4th December, 2002.


T.N.T. NAYAR
ADMINISTRATIVE MEMBER


A.V. HARIDASAN
VICE CHAIRMAN

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APPENDIX

Applicant's Annexures

1. A-1: True copy of the details of vacancy position of JTO from 1995 to 2000 filed by 2nd respondent before this Tribunal in O.A.1107/2000.
2. A-2: True copy of letter No.Rectt./30-6/99 dated 3.12.98 of 2nd respondent.
3. A-3: True copy of letter No.Recct./30-6/98 dt.6.1.2000 of 2nd respondent.
4. A-4: True copy of letter Rectt./30-6/99 dt.30.11.99 of 3rd respondent.
5. A-5: True copy of letter No.Rectt./30-4/2000 dt.12.6.2000 of 2nd respondent.
6. A-6: True copy of letter No.Rectt. /30-6/99 dt.8.3.2000 of 2nd respondent.
7. A-7: True copy of letter No.26-2-8/SPB-1, dt.4.5.81 of DG, P&T.
8. A-8: True copy of Model question papers and syllabus of the screening test for JTO promotion issued by 2nd respondent.
9. A-9: True copy of question papers of the 2nd screening test of 30.4.2000 of 2nd respondent.
10. A-10: True copy of question papers of the 2nd screening test of Karnataka Telecom Region.
11. A-11: True copy of question papers of the 2nd screening test of Tamil Nadu Telecom Region.
12. A-12: True copy of representation of 7th applicant to 2nd respondent dt.6.5.2000.
13. A-13: True copy of representation of 2nd applicant to 2nd respondent dt.25.9.2000.
14. A-14: True copy of representtton of 2nd applicant to the 2nd respondent dt.25.9.2000.
15. A-15: True copy of representation of 4th applicant to 2nd respondent dt.25.9.2000.
16. A-16:True copy of representation of President of All India SCs/STs Federation of Telecom Employees, Kerala Circle to 2nd respondent dt.5.5.2000.
17. A-17: True copy of the representation of Secretary of National Union of Telecom Employees Group 'C' affiliated to INTUC and UNI dt.7.6.2000 to 2nd respondent.
18. A-18: True copy of joint representation of 18 SC/ST Employees to 2nd respondent dt.15.5.2000.

19. A-19: True copy of office Memorandum No.36012/23/96-Estt.(Res.) Vol.II of DOPI dt.3.10.2000.
20. A-20: True copy of OM No.36012/5/97-Estt(Res) Vol.II of DOPI dt.20.7.2000.
21. A-21: True copy of relevant pages of Rule 2(Part I General) Appendix 37 of P&T Manual Vol.IV(Part II(A)).
22. A-22: True copy of Hall Permit vide roll number KT/JTO(S)/1999/5740 to Velayudhan KA by 2nd respondent.
23. A-23: True copy of Hall Permit vide Roll No.KT/JTO(S)/1999-3090 issued to Velayudhan KA by 2nd respondent.

Respondents' Annexures:

24. R-1: True copy of letter No.12-44/98-DE dt.10.11.99 issued by Director(DV&VP).
25. R-2: True copy of the letter No.12-44/98-DE dt.24.11.98 issued by Asstt. DG(DE).
26. R-3: True copy of the letter No.12-44/98-DE dt.1.2.2000 issued by the Director(DE&VP).
27. R-4: True copy of the decision No.Rectt/30-6/99 dt.8.3.2000 issued by Asstt. GM(Rectt.).
28. R-5: True copy of the recruitment rules which came into force with effect from 1.9.99.
29. R-6: True copy of the O.M.No.36012/23/96-Estt(Res) dt.22.7.97 issued by DOPT.
30. R-7: True copy of the O.M.No.8/12/69-Estt(SCT) dt.23.12.70 issued by G.I. DOPT.
31. R-8: True copy of the O.M.No.22011/5/86-Estt(D) dt.10.4.89 issued by the DOPT.
32. R-9: True copy of O.M.No.36012/23/96-Estt(Res) Vol.II dt.3.10.2000 issued by DOPT.
33. R-10: True copy of notification for screening test.
34. R-11: True copy of the order in O.A.143/95 dt.5.7.95.