

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
ERNAKULAM BENCH

O. A. No.  
T. A. No.

27/91

199

DATE OF DECISION 30.4.91

P.R.Shaja and 6 others \_\_\_\_\_ Applicant (s)

M.R.Rajendran Nair \_\_\_\_\_ Advocate for the Applicant (s)

Versus

Union of India represented by Secretary, Respondent (s)  
to Govt., Ministry of Communications,  
Department of Posts, New Delhi and 2 others

Mr.T.P.M Ibrahim Khan \_\_\_\_\_ Advocate for the Respondent (s)

CORAM:

The Hon'ble Mr. S.P.MUKERJI, VICE CHAIRMAN

The Hon'ble Mr. A.V.HARIDASAN, JUDICIAL MEMBER

1. Whether Reporters of local papers may be allowed to see the Judgement?
2. To be referred to the Reporter or not?
3. Whether their Lordships wish to see the fair copy of the Judgement?
4. To be circulated to all Benches of the Tribunal?

JUDGEMENT

(Hon'ble Shri S.P.Mukerji, Vice Chairman)

In this application dated 1.1.1991 the seven applicants who have been working as Postal Assistants under the Senior Superintendent of Post Offices, Ernakulam, have prayed that they should be declared to be entitled to productivity linked bonus for the period under which they rendered service as Reserve Trained Pool Assistants, at the same rates as applicable to regular employees and to direct the respondents to disburse the same along with arrears. The brief facts of the case are as follows.

2. After passing the qualifying examination and undergoing training in the Postal Training Centres, the seven applicants commenced their service in the Reserve Trained Pool from various dates between December 1982 and January 1983. They were subsequently regularly absorbed as Postal Assistants and as L.R.O.A on various dates between 3.1.87 and 29.5.1990. As Reserve

Trained Pool candidates they had worked intermittently as short-duty Assistants whereafter they were absorbed as Postal Assistants in the regular establishment as stated above. Their claim is that as R.T.P Postal Assistants they had worked without any leave and discharged the duties of regular staff but they were denied productivity linked bonus even though the same was made available to regular employees and even to casual mazdoors. They have referred to the decisions of this Bench of the Tribunal in O.A 171/89 and 612/89 and of the Madras Bench of the Tribunal in O.A 132/89 in which productivity linked bonus under certain conditions has been allowed to R.T.P candidates under identical circumstances. In spite of several opportunities given the respondents have not filed any counter affidavit. Accordingly we ~~have~~ <sup>have</sup> heard the arguments of the learned counsel for both the parties and gone through the documents carefully.

3. An identical case of grant of productivity linked bonus to RTP Postal Assistants fell for decision by us in O.A. 612/89. In that case the applicants had been working in RTP capacity intermittently as Postal Assistants since 1983. As regards their entitlement to productivity linked bonus, we held as follows:-

"In accordance with the scheme as was promulgated in 1980 (Exbt. R.2(c) and as reiterated in D.G.(Posts) letter of 5th October, 1988 (Annexure-A) productivity linked bonus is admissible to both the Extra-Departmental employees and casual labourers of the department. The quantum of bonus admissible under the scheme as indicated in Annexure-A is determined as follows:

"The quantum of bonus as admissible under these orders will be calculated on the average emoluments during the year 1987-88. The term emoluments will comprise pay (including personal pay, special pay and deputation pay) and dearness allowance but will not include other allowances such as HRA,CCA, Remote Locality Allowance, Children Education Allowance etc. For the purpose of these orders, the average emoluments will be the total emoluments for the accounting year 1987-88 (1.3.87 to 29.2.88) divided by 12. The bonus will thereafter be calculated as under:-

$$\begin{array}{r} \text{Average emoluments} \times 35 \\ \hline 30.4 \end{array}$$

"The casual labourers are eligible for the aforesaid bonus in terms of para 6 of Annexure-A as quoted below:

"Casual labour who worked at least for 240 days for each year for three years or more as on 31.3.1988 are eligible for adhoc payment. The amount will be paid on a notional monthly wage of Rs. 300/- irrespective of actual monthly wage. The amount of adhoc payment will be calculated at the rate of 94.6 paise per day for the days for which the service of the casual employee had been utilised during the accounting year 1987-88."

"Since the RTPs cannot be held to be having a status inferior to that of a casual labourer as they had been selected after a tough open market competition and trained by the department, we feel that the RTPs should also be entitled to the productivity linked bonus at least in parity with the casual workers of P&T Department. The RTPs when employed contribute to the production of the department as such as any casual or regular worker. The Jabalpur Bench of this Tribunal, as indicated by the applicant, in T.A.82/86 had held that RTPs are performing the same duties as the other Postal Assistants. The only difference is that the service rendered by them as intermittent and not continuous and is subject to the availability of work. Any discrimination against the RTPs according to us will be discriminatory and violative of Articles 14 and 16 of the Constitution of India."

Again a similar issue was decided by this Bench of the Tribunal (to which one of us was a party) in its judgment dated 18.6.90 in O.A.179/89. The Tribunal relying upon our judgment in O.A.612/89 held as follows:-

"The question of payment of Productivity Linked Bonus to the Reserve Trained Pool Postal Assistants was considered by this Bench of the Tribunal to which one of us (Shri S.P.Mukerji) was a party in O.A.612/89. In the judgment dated 26.4.90 in that case the two applicants therein as R.T.P. were declared to be entitled to the benefit of Productivity Linked Bonus, if like casual workers they have put in 240 days of service each year for three years or more as on 31st March of each year after their recruitment. The ratio in that judgment was that no distinction can be made between an R.T.P. worker and the Casual Labourer. If Casual Labourers have been given exgratia payment on the lines of Productivity Linked Bonus there was no reason why the R.T.P. candidates also should not get the same after they fulfil the same conditions of intermittent employment etc. which are applicable to Casual Labourers also. The argument of the respondents in the case before us that R.T.P. candidates being not regular employees and not holding any post are not entitled to Productivity Linked Bonus cannot be accepted because Casual Labourers also are not regular employees nor do they hold any post in the department. It appears that R.T.P. candidates were excluded from the Bonus scheme because as indicated by the respondents themselves, when the original scheme of Productivity Linked Bonus was framed the category of R.T.P. was not in existence. For that account, they cannot be, to our mind, discriminated against."

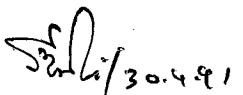
.4.

4. In the facts and circumstances we allow the application, declaring that the applicants while they were in the R.T.P. category, are entitled to the benefits of productivity linked bonus, if like the casual workers they had put in 240 days of service each year for three years or more as on 31st March of each bonus year after their recruitment as R.T.P. candidates. The amount of productivity linked bonus would be based on their average monthly emoluments determined by dividing the total emoluments for each accounting year of eligibility, by 12 and subject to other conditions of the scheme prescribed from time to time. There will be no order as to costs.



30/4/91

(A.V. HARIDASAN)  
Judicial Member



(S.P. MUKERJI)  
Vice Chairman

30.4.1991

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