

**CENTRAL ADMINISTRATIVE TRIBUNAL  
ERNAKULAM BENCH**

Original Application No. 405 of 2011  
with  
O.A. Nos. 502/11, 619/11 and 696 of 2011

*Thursday*, this the *01* day of *Dec.*, 2011

**CORAM:**

**HON'BLE Mr. P.R. RAMAN, JUDICIAL MEMBER  
HON'BLE Mr. K. GEORGE JOSEPH, ADMINISTRATIVE MEMBER**

**1. O.A. No. 405/2011**

1. Thankam K.S., W/o. Swami Prakashan  
Telecom Mechanic, HRD No. 199312805  
BSNL Parali.
2. M. Swaminadan, S/o. Madhavan  
Telecom Mechanic, HRD No. 199311559  
BSNL Yakkara.
3. S. Velayudhan, S/o. Shankaran  
Telecom Mechanic, HRD No. 199311571  
BSNL Yakkara.
4. K. Gangadharan, S/o. Kumaran  
Telecom Mechanic, HRD No. 199210068  
BSNL Koottanad.
5. K.P. Unnikrishnan, S/o. Late C.K. Sankarankutty Nair  
Telecom Mechanic, HRD No. 199209746  
BSNL Pulassery
6. S. Vasudevan, S/o. Sivaraman  
Telecom Mechanic, HRD No. 199312559  
BSNL K.K. Pathi.
7. Damodaran C., S/o. C.V. Chellan  
Telecom Mechanic, HRD No. 198915148  
BSNL Project Vijay (Marketing), Palakkad.
8. Viswanathan C.C, S/o. C. V. Chellan  
Telecom Mechanic, HRD No. 199210673  
BSNL, Parali.
9. Shanmughan M, S/o. Ramaswami Chettiyar  
Telecom Mechanic, HRD No. 199310019  
BSNL Elambuzhassery.



10. K.V. Radhakrishnan, S/o. K.K. Vasudevan  
Telecom Mechanic, HRD No. 199105036  
BSNL Sreekrishnapuram.
11. K. Ramachandran, S/o. Kelekutty  
Telecom Mechanic, HRD No. 199311248  
BSNL Kollemgode.
12. K.P. Sathyanarayanan, S/o. K. Parameswaran  
Telecom Mechanic, HRD No. 199307147  
BSNL Ottapalam.
13. P.N. Madhusoodanan, S/o. Narayanan  
Telecom Mechanic, HRD No. 199310630  
BSNL, Peringottukurussi.
14. C. Mohanan, S/o. Chinnappa Mannadiar  
Telecom Mechanic, HRD 199312846  
BSNL Elevancherry.
15. M. Asok, S/o. A. Madhavan  
Telecom Mechanic, HRD 199211559  
BSNL SDE (External), Olavakkode.
16. C. Ramankutty, S/o. Chathy  
Telecom Mechanic, HRD No. 199311268  
BSNL, Elappully.
17. V. Velayudhan, S/o. Velan  
Telecom Mechanic, HRD No. 1992-10654  
BSNL, Ealppully.
18. K. Mani, S/o. N. Koru  
Telecom Mechanic, HRD No. 1993-12854  
BSNL (Power Plant), Palakkad.
19. C.K. Udayadevan, S/o. C.V. Krishnan  
Telecom Mechanic, HRD No. 1993-11120  
BSNL, Kozhikkara.
20. M. Santhosh, S/o. Manikkan  
Telecom Mechanic, HRD No. 1992-06816  
BSNL, Shornur.
21. I. Alikutty, S/o. Ismail, Telecom Mechanic  
HRD No. 1992-10336, BSNL Malampuzha  
Manthakkad.
22. Radhakrishnan, S/o. L. Subramaniyan  
Telecom Mechanic, HRD No. 1992-09557  
BSNL Pattambi.

- Applicants

(By Advocate Mr. C.A. Joy)



## Versus

1. Bharath Sanchar Nigam Limited  
Represented by the Chairman &  
Managing Director, Corporate Office  
Statesman House, Barakhama Road  
New Delhi – 110 001.
2. The Chief General Manager  
Telecom, BSNL,  
Thiruvananthapuram – 695 033.
3. The General Manager, Telecom  
BSNL, Palakkad – 678 014.
4. The Accounts Officer  
Office of GMT, BSNL  
Palakkad – 678 014.


- Respondents

(By Advocate Mr. Pradeep Krishna, ACGSC)

2. O.A. No. 502/2011

- 1 P.K. Radhakrishnan, S/o. P. Krishnankutty  
Pottakad House, Mullurkara – 680 583  
H.R No. 199310033, Telecom Mechanic  
BSNL, Mullurkara, TCR.
- 2 C. Manoharan, S/o. Achuthan Nair  
Thalthingal House, Mullurkara – 680 583.  
H.R. No. 199308529, Telecom Mechanic  
BSNL, Mullurkara, TCR.
- 3 T. Mohanadasan, S/o. Kelu  
Thanissery House, Panjal – 679 531  
H.R.No. 199308657, Telecom Mechanic  
BSNL Chelakara, TCR.
- 4 E.N. Balakrishnan, S/o. Karappan  
Elambilathudy House, Attur- 680 583  
HR-199308538, Telecom Mechanic  
BSNL, Mullurkara, TCR.
- 5 V.K. Mukundan, S/o. Vasu  
Varavattur House, P.Telecom Mechanic,  
BSNL, Pazhayannur.
- 6 B.A. Sankara Narayanan  
S/o. Anthyalan, Kunnath House  
Mullurkara – 680 583  
HR-1994066584, Telecom Mechanic  
BSNL, TCR.



- 7 O.V. Raju, S/o. O.A Valayudhan  
Odathil House, R.V. Puram (P.O)  
HR-199409395, Telecom Mechanic  
SDEP, E-10B-II, BSNL, TCR.
  - 8 M.K. George, S/o. Kuriakose  
Mangattu House, Kumabalmkode (P.O)  
Pazhayannur – 680 587.  
HR-199405591, Telecom Mechanic,  
BSNL, Pazhayannur.
  - 9 K.N. Gopalan, S/o. Narayanan  
Karakattuthaiya Valappil House  
Mullurkara (P.O) – 680 583.  
HR-199305857, Telecom Mechanic  
BSNL, Pazhayannur.
  - 10 P. Rajan, S/o. Kochu Govindhan Nair  
Peringannoor House, P.O. Kuttur – 680 013  
HR-1993406377, Telecom Mechanic  
SDE/OCB Central, BSNL, TCR.
  - 11 Baby A.C., A.A. Chakku  
Alappadan House, Chiyaram (P.O)  
HR- 199404230, Telecom Mechanic  
E10-B, BSNL TCR.
  - 12 T.J. Thomas, S/o. T.V. Jacob  
Thottumali Puthen Parambil House  
Pattikkad (P.O),  
HR No. 199408757, Telecom Mechanic,  
E10B-P/P, BSNL TCR.
  - 13 K. Madhusudhanan, S/o. Narayanankutty  
Kalaparambathu House, P.O Puthur  
HR-199307398, Telecom Mechanic  
E10-B, BSNL TCR.
  - 14 M.G. Sarojini, D/o. M.K. Govindan  
Mullikkal House, Pandikkave  
P.O. Cheror – 680 008  
HR- 199409397, Telecom Mechanic  
E-10-B-II, BSNL, TCR.
  - 15 V.K. Rajan, S/o. Kochumon  
Vakayil House, P.O. Nedupuzha  
HR No. 199402057, Telecom Mechanic  
E10-BI, BSNL, TCR.
  - 16 P.A. Rappai, S/o. P.K. Antony  
Paliyekkara House, P.O. Nettissery – 680 657  
HR-1994 08134, Telecom Mechanic  
E10-B-I, BSNL, TCR.
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- 17 V. Mohana Sundaran, S/o. Sankara Narayana Nair  
Kakarrad, Velloth House, P.O. Kavalappara – 679 523  
H.R. No. 199403437, Telecom Mechanic  
BSNL, Kunnamkulam.
- 18 P.K. Prabhakaran, S/o. Kunjunny  
Palakkatuthodiyil House  
P.O Attur – 680 583. HR No. 199407301  
Telecom Mechanic, BSNL Kunnamkulam.
- 19 P.P. Sachidanandan, S/o. P.K. Prabhakaran  
Pangal House, P.O. Kaiparambu – 680 546.  
HR No. 199403663, Telecom Mechanic  
BSNL, Kunnamkulam.
- 20 P.K. Asokan, S/o. Karappakutty  
Parakkat House, P.O. Velur – 680 601  
HR No. 199409269, Telecom Mechanic  
BSNL, Vylathur.
- 21 P.S. Asokan, S/o. P.S. Sekharan  
Pallikkara House, (P.O) Kanippayyur – 680 517.  
Telecom Mechanic, BSNL, Kunnamkulam.
- 22 Balakrishnan, S/o. Kuttan Nair  
Nadiyadath House, P.O. Vaka – 680 602  
HR No. 199308071, Telecom Mechanic  
BSNL, Puvathur.
- 23 M.R. Sathian, S/o. Raghavan M.K  
Manchery House (P.O)  
Koonamouchi – 680 504  
Telecom Mechanic, BSNL Mattam.
- 24 M. Sasindran, S/o. R. Bhaskaran Nair  
Rayirath House, (P.O) Puthur – 680 014  
HR-199401352, Telecom Mechanic  
SDE (CML), BSNL, Ollur, TCR.
- 25 K.V. Ajithkumar, S/o. Vasudevan  
Kunnath House, (P.O) Pazhayannur  
Vadakkatara – 680 587. HR No. 199303751  
Telecom Mechanic, BSNL Thiruvillamala.
- 26 V.K. Murali, S/o. V.K. Kuttan  
Villadathu House, Kammath Lane  
P.O. Poothool, Pin – 680 004  
HR No. 199310029, Telecom Mechanic  
O/o. Installation, BSNL, TCR.
- 27 M. Sivarajan, S/o. N. Govindan Nair  
Mookalathazhathu House  
P.O Alloor – 680 602, HR No. 199409273



Telecom Mechanic, BSNL, Mattam.

- 28 P.T. John, S/o. P.L. Tharu  
Puthur House, Peramangalam – 680 545.  
HR No. 199309942, Telecom Mechanic  
E10-B-II, BSNL, TCR.
- 29 P. Asokan, S/o. Narayanan Nair  
Ponnath House, Velluthor – 680 016  
HR No. 199408137, Telecom Mechanic  
SDE External, BSNL, Ayyanthole.
- 30 M. Sugathakumari, D/o. V. Ramankutty Nair  
Madathilathu House, Veluthor  
Arimboor – 680 016. HR – 199405679  
Telecom Mechanic, SDE External  
BSNL, Ayyanthole.

- Applicants

(By Advocate Mr. C.A. Joy)

**Versus**

1. Bharath Sanchar Nigam Limited  
Represented by the Chairman &  
Managing Director, Corporate Office  
Statesman House, Barakhama Road  
New Delhi – 110 001.
2. The Chief General Manager  
Telecom, BSNL  
Thiruvananthapuram – 695 033.
3. The General Manager, Telecom  
BSNL, Thrissur – 680 022.
4. The Accounts Officer  
Office of GMT, BSNL  
Thrissur – 680 022.

- Respondents

(By Advocate Mr. Pradeep Krishna, ACGSC)

**3. O.A. No. 619/2011**

1. A.A. Ramachandran, S/o. Achuthan  
Andiyath House, Madakkathara (P.O)  
Madakkathara – 680 651, H.R. No. 199303417  
Telecom Mechanic, SDE, NDF & Power Plant  
BSNL, TCR.
2. V. Gangadharan, S/o. Madhavan Nair  
Vilakkathala House, C2 6, BSNL Quarters  
Poothole – 680 004, HR No. 199405827  
Telecom Mechanic, BSNL, Kuriachira, TCR.



3. T.A. Raman, S/o. Ayyappan  
Thozhuthingaparambil House  
P.O. Manalithara, Malaka – 680 589  
H.R. No. 199406223, Telecom Mechanic  
BSNL, Punnamparambu, TCR.
4. E.R. Bharathan, S/o. E.K. Raman  
Edathara House, Kolazhy (P.O)  
H.R. 199310027, Telecom Mechanic  
BSNL-SDE, Broadband, TCR-I.
5. K.N. Manoharan, S/o. K.R. Mammunny  
Koleyadath House, Kunnathumkara  
Ollukara (P.O) – 680 655,  
HR-199316384, Telecom Mechanic,  
BSNL-Telephone Exchange, Peechi.
6. K.V. Paulson, S/o. Vareed  
Karuvettill House, Ollur – 680 306  
HR-199402872, Telecom Mechanic  
Telephone Exchange, TCR.
7. E. Achuthankutty, S/o. P. Achuthan Nair  
Pallath House, Peringavu P.O – 680 018.  
HR-199408145, Telecom Mechanic  
O/o. D.E. (Phones-I), BSNL, TCR.
8. K. Venugopalan, S/o. Gopi Nair  
Kochaatal House,  
Nandipulam (P.O) – 680 312  
H.R. No. 199401412, Telecom Mechanic  
O/o. S.D.E. Varandrapilly, BSNL.
9. T.K. Rajan, S/o. T.K. Kochu  
Thachattil House, Valapad (P.O) – 680 567  
HR-199406023, Telecom Mechanic  
BSNL, Valapad.
10. K.S. Pavithran, S/o. Sankara Narayanan  
Kallattuvalappil House,  
P.O. Cheroor – 680 008  
HR-199409481, Telecom Mechanic  
O/o. S.D.E Switch Installation, BSNL, TCR.
11. Satheesan M.C, S/o. Chandran M.V  
Mullamkuzhi House,  
Nedupuzha (P.O)-680 015  
HR-199301638, Telecom Mechanic  
O/o. SDE Switch Installation, BSNL TCR.
12. P.R. Baburaj, S/o. P.K. Raghavan  
Poothoparambil House, Kurichikkara (P.O)  
Ponganamkad – 680 028,  
HR-199409478, Telecom Mechanic,  
O/o. SDE Switch Installation, BSNL, TCR.



13. C.L. Jose, S/o. P.A. Lonappan  
Panokkaran House,  
Kanimangalam (P.O) – 680 027.  
HR No. 199310030, Telecom Mechanic  
O/o. SDE-Project Udaan P.G.M.T  
BSNL, TCR.
14. K. Muraleedharan, S/o. Achuthapoduval  
Kurujottil House, Vyyoor (P.O) – 680 010  
H.R No.199406267, Telecom Mechanic  
OCB Telephone Exchange, Pattalam, TCR.

- Applicants

(By Advocate Mr. C.A. Joy)

**Versus**

1. Bharath Sanchar Nigam Limited  
Represented by the Chairman &  
Managing Director, Corporate Office  
Statesman House, Barakhama Road  
New Delhi – 110 001.
2. The Chief General Manager  
Telecom, BSNL  
Thiruvananthapuram – 695 033.
3. The General Manager, Telecom  
BSNL, Thrissur – 680 022.
4. The Accounts Officer  
Office of GMT, BSNL  
Thrissur – 680 022.

- Respondents

(By Advocate Mr. Pradeep Krishna, ACGSC)

**4. O.A. No. 696/2011**

- 1 V. Swaminathan, S/o. Velayudhan. K  
HRD No. 199210637, SDE Pathiripala  
EMP No. 7676010, Telecom Mechanic  
BSNL, Parali. Residing at Poozhikunnam House  
Pirayri (P.O) – 678 004, Palakkad.
- 2 V.T. Sukumaran, S/o. Theethy  
HRD No. 199211570, SDE, Pathiripala  
Telecom Mechanic, BSNL, Pathiripala  
Residing at Vadakepura House  
Mankurussi (P.O) – 678 613
- 3 C.M. Kumaran, S/o. Maani  
HRD No. 199210125, SDE  
Pathiripala, EMP No. 7667010  
Telecom Mechanic, BSNL, Mundur,  
Residing at Chrukuttykalam House,  
Kinavellur, Parali (P.O), Palghat.



4 A. Parthan, S/o. Arumughan  
H.R. No. 199210261, Telecom Mechanic  
BSNL, Kanjikode, Residing at Nampallam House  
Kottakkad (P.O), Palghat – 678 732.

5 K. Sukumaran, S/o. Kumaran  
H.R. No. 199211581, Telecom Mechanic  
BSNL, Akamalavaram, Malampuzha  
Palghat, Residing at Kalmadam House  
Akathethore (P.O), Palghat – 678 008.

- Applicants

(By Advocate Mr. C.A. Joy)

**Versus**

1. Bharath Sanchar Nigam Limited  
Represented by the Chairman &  
Managing Director, Corporate Office  
Statesman House, Barakhama Road  
New Delhi – 110 001.

2. The Chief General Manager  
Telecom, BSNL  
Thiruvananthapuram – 695 033.

3. The General Manager, Telecom  
BSNL, Palakkad – 678 014.

4. The Accounts Officer  
Office of GMT, BSNL  
Palakkad - 678 014.

- Respondents

(By Advocate Mr. Pradeep Krishna, ACGSC)

These applications having been heard on 1<sup>st</sup> December, 2011, the  
Tribunal on 01-12-2011 delivered the following :-

**ORDER**

**HON'BLE Mr.K.GEORGE JOSEPH, ADMINISTRATIVE MEMBER**

The above O.As are identical, in facts and issues. They were heard  
together and are disposed of by this common order.

2. The applicants who were working as Mazdoors in the Department of  
Telecom were absorbed as Group-D employees during the year 1992. They

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got promotion as Telecom Mechanics prior to 01.10.2000, the date of formation of Bharat Sanchar Nigam Limited (BSNL) and the date of implementation of IDA pay scale. Their pay had been fixed directly on point to point basis in the IDA pay scale applicable to the Telephone Mechanics. Those persons who were working as Group-D employees on 01.10.2000 got their pay fixed in the IDA pay scale corresponding to Group-D post and on their promotion as Telecom mechanics after 01.10.2000, their pay again got refixed as per IDA pay scale giving rise to a situation where the juniors happened to draw higher pay than seniors. The above anomaly got rectified by granting stepping up of pay to the seniors, as per the order of the 2<sup>nd</sup> respondent dated 27.08.2004 after notifying Mr. Francis M. Fernandez as common junior. Later, the 2<sup>nd</sup> respondent ordered to cancel the stepping up of the pay of the Telecom Mechanics at par with the common junior, Mr. Francis M. Fernandez, and to recover the excess amount paid. In Writ Petition (C) No. 30582/2005, the Hon'ble High Court of Kerala as per the judgement date 24.07.2008 declared that the applicants are entitled to have their pay stepped up and equated with the pay of their juniors, who were promoted as Telecom Mechanics after 01.10.2000 and ordered reimbursement of the amount already recovered. The above judgement of the Single Bench of the Hon'ble High Court of Kerala was confirmed by the judgement of the Division Bench of the Hon'ble High Court in W.A. No. 1028/2009 dated 23.09.2009. The applicants had submitted representations to the first respondent requesting to revise the pay fixation and arrears of pay and other benefits, but to no avail. Aggrieved, they have filed these O.As mainly for a declaration that they are entitled for refixation of their pay based upon the stepping up given to Telecom Mechanics in other Divisions of the BSNL at par with the common



junior, Mr. Francis M. Fernandez or as in the case of Narayana Das and Abdul Salim K.K. and issue an order directing the respondents to disburse the arrears of salary and other benefits within a time limit fixed.

3. The applicants contended that the non extension of the benefit of stepping up of pay and entitlement of periodical increments and arrears as held by Hon'ble High Court of Kerala as per Annexures A-2 and A-3 judgements, is illegal, arbitrary and unjustifiable. There is no justification in not implementing in the Palakkad Division the stepping up granted to the Telecom Mechanics in other divisions of BSNL. In identical cases, such as O.A. No. 623/2009 and connected cases, O.A. Nos. 846/2010 and 558/2010 and connected cases, this Tribunal had held that the applicants therein should be granted the benefit of stepping up on par with their juniors who got promotion after 01.10.2000. Accordingly, the case of the applicants is covered by the decisions of this Tribunal in those cases.

4. The respondents in their reply statement submitted that the applicants who had chosen to acquiesce in the present anomaly for a long period is not entitled for discretionary relief as there is inordinate delay in approaching this Tribunal for redressal of their grievances, if any. The reason for senior getting less pay than the juniors is not on account of implementation of Fundamental Rules but due to the point to point pay fixation on conversion from the Central Dearness Allowance (CDA) pay scale to the Industrial Dearness Allowance (IDA) pay scale. Hence it is not an anomaly. A settlement reached by the staff side and the management had recommended for addressing the aberration cases in respect of Non-Executives by the grant of personal pay



subject to certain conditions mentioned in Annexure R-3. There is no clause in the agreement to enable the applicants by which they can claim pay equal to the pay which their juniors in service are drawing. They are eligible for the pay scales agreed upon only. The applicants pay cannot be stepped up with that of the junior since the difference has not risen from any disparity in incremental benefits due to point to point fixation of pay on implementation of IDA pay scale with effect from 01.10.2000. So, the O.As are liable to be dismissed.


5. We have heard Mr. C.A. Joy, learned counsel for the applicants and Mr. Pradeep Krishna, learned counsel for the respondents and perused the records.

6. The respondents have not given any justification for not implementing in Palakkad Division alone the stepping up granted to the Telephone Mechanics in other Divisions of BSNL. We also do not see any merit in the contention that there was inordinate delay on their part in approaching this Tribunal for redressal of their grievances. In fact, the representations for their redressal of grievance at Annexure A-4 in these O.As have not been considered as yet by the respondents. It is the failure on the part of the respondents to discharge their duty to consider the representations submitted by the applicants, that has forced them to approach this Tribunal for redressal of their grievance. The judgement of the Hon'ble High Court in W.P.(C) No. 30582/2005 and the judgement of Hon'ble High Court in W.A. No. 1028/2009 confirming the same have settled the issue under consideration in these OAs. The contention of the respondents is that seniors drawing less pay than the juniors though the



juniors have been promoted later to the same post, is not an anomaly at all. The declaration that the petitioners in W.P.(C) No. 30582/2005 are entitled to have their pay stepped up and equated with the pay of their juniors who have been promoted as Telecom Mechanics after 01.10.2000, is applicable to the applicants herein also as they are similarly placed as the applicants in the aforesaid Writ Petition.

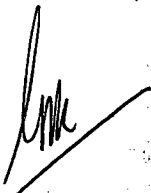
7. In O.A. No. 846/2000 decided on 14.01.2011, this Tribunal has held that the order issued on 30.08.2010 at Annexure R-4 does not redress the grievance of the applicant therein because the personal allowance that was granted would not count for any other purpose like pension, D.A. etc. Not counting the personal allowance for the purpose of pay including the pension and D.A. will result in the anomaly of senior drawing less emoluments or pension, as the case may be, than his junior. The aforesaid order dated 30.08.2010 does not meet out full justice to the applicant therein. The settled law as per the decision of the Apex Court in **Gurcharan Singh Grewal and Another vs. Punjab State Electricity Board**, (2009) 1 SCC (L&S) 578, is that a senior cannot be paid a lesser salary than his junior. In **Union of India and Others vs. P. Jagdish and Others**, AIR 1997 SC 1783, the Apex Court upheld the principle of stepping up of pay to remove the anomaly of juniors getting higher pay than their seniors. Following the ratio of the decisions of the Hon'ble Apex Court and the Hon'ble High Court of Kerala and orders of this Tribunal in O.A. Nos. 623/2009 and connected cases, O.A. Nos. 846/2010, 558/2010 and connected cases, we have no hesitation in allowing these O.As. Accordingly, it is ordered as under.



8. During the period when the applicants were paid less pay than their juniors, they are entitled to get the same monetary consideration as their juniors. Accordingly, we declare that the applicants are entitled for stepping up of their pay equal to that of the common junior, Mr. Francis M. Fernandez and their pay shall be accordingly refixed. However, the arrears of monetary benefits will be paid limited to a period of 3 years prior to the filing of these O.As and thereafter. The respondents are directed to issue appropriate orders and disburse the amount due to the applicants within a period of three months from the date of receipt of a copy of this order.

9. The O.As are allowed as above with no order as to costs.

(Dated, the 01<sup>st</sup> December 2011)



**K. GEORGE JOSEPH**  
**ADMINISTRATIVE MEMBER**



**JUSTICE P.R. RAMAN**  
**JUDICIAL MEMBER**

CVR.