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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
BOMBAY BENCH, NO.6 'GULESTAN'  
PREScot ROAD; BOMBAY 400001

O.A. No.301/86  
AND  
O.A. No.300/87

O.A. No.301/86

Smt. Reshma Ramakant Kavale  
19-A Nikadari Lane  
Khatavkar Building; Room no.28  
2nd floor; Girgaum; Bombay-400004

Applicant

V/s.

1. Union of India  
through Director of  
Supplies and Disposals,  
Sapt Building; Graham Road;  
Ballarad Estate; Bombay 400038
2. Director General fm of  
Supplies and Disposals,  
Nirman Bhavan; Parliament Street;  
New Delhi 110011
3. The Under Secretary  
Ministry of Personnel;  
P.G.&Pensions;  
Dept. of Personnel and  
Training; New Delhi

Respondents

O.A. No. 300/87

Smt. Neelam Niranjan Patil  
522 A, Kalokh House  
Room no.1; Near Maruti Mandir;  
Worli Koliwada; Bombay 400025

Applicant

V/s.

1. Union of India  
through Regional Labour  
Commissioner (Central)  
Wakefield House  
2nd floor; Sprott Road;  
Ballard Estate; Bombay 400038

2. The Chief Labour Commissioner (C)  
Sharam Shakti Bhavan  
Rafi Marg; New Delhi 110001

Respondents

CORAM: Hon. Shri G. Sreedharan Nair, V.C.  
Hon. Shri P S Chaudhuri, Member (A)

APPEARANCE:

Shri V B Surve  
Advocate for applicant

Shri V S Masurkar  
Counsel for respondents

DATED: 3.9.1991

JUDGMENT:  
(PER: P.S. Chaudhuri, Member(A))

These two applications filed under section 19 of the Administrative Tribunals Act 1985 can conveniently be disposed of by a common judgment and order as both the applications involve similar facts and common questions of law. In both the applications the applicants were working as Lower Division Clerk (for short, LDC) and their services were terminated for failure to qualify in the examination conducted by the Staff Selection Commission.

2. The applicant in O.A. No.301/86 was appointed as LDC in the office of the first respondent initially in a purely temporary capacity ~~in a leave vacancy~~ with effect from 9.10.1978. She submits that her appointment was resorted to through the Local Employment Exchange after having passed the relevant test as per rules. By order dated 31.3.1986 her services were terminated with effect from the afternoon of the same date, since she has failed to qualify in the Special Staff Selection Commission Examination held in 1982, 1983 and 1985. She preferred an representation to the Director General of Supplies and Disposals, New Delhi on 4.4.1986 followed by a reminder dated 6.5.1986 and contends that she is yet to receive a reply. Being aggrieved she filed the present application.

3. The applicant in O.A. No.300/87 was appointed as LDC in the office of the first respondent initially in a purely temporary capacity in a leave vacancy

with effect from 28.4.1980. She submits that her appointment was resorted to through the local Employment Exchange after having passed the relevant test as per rules. By order dated 13.10.1986 she was appointed against a regular vacancy with effect from 6.10.1986. By the impugned order dated 2-12-1986 her services were terminated with effect from 1-12-1986 since she has failed to qualify in the Special Staff Selection Commission examinations held in 1984 and 1985. She preferred a representation against this termination on 9-12-1986 and contends that she is yet to receive a reply. Being aggrieved she filed the present application.

4. The respondents have opposed the applications by ~~filling~~ their written statement. We have heard Mr. V D Surve, learned Counsel for the applicants, and Mr. V S Masurkar, counsel for the respondents.
5. The impugned orders of termination were assailed as being illegal, bad in law improper and void as the respondents have not followed the procedure, no inquiry has been conducted and they have not been given any opportunity of being heard in the matter. It is also contended that an employee who has completed more than three years service is deemed to be a permanent Government servant ~~of such~~ and hence the services of such a person cannot be terminated without following the due process of law.

6. The Respondents denied these contentions and submit that the applicants were appointed in a purely temporary capacity and their services were liable to be terminated without any notice. Their services were terminated with effect from 31.3.86 and 1.12.86 respectively, since they did not qualify in the Special Staff Selection Commission examinations held in 1982, 1983, 1984 & 1985 for regularising the services of ad hoc LDCs recruited through the Employment Exchange. Such ~~maximation~~ is undoubtedly in accordance with the instructions in this regard. Since their appointment was on ad hoc basis the question of declaring them as permanent does not arise.

7. We find ourselves unable to go along with the applicants. A Full Bench of this Tribunal in its judgment dated 5.5.1989 in the case of Jetha Nand and others v. Union of India and others (page 353 of "Full Bench Judgments of C.A.T. - 1986 to 1989" published by Bahri Brothers, Delhi) has held that the cardinal principle for regularising an ad hoc employee is that he must be qualified in the selection test to become suitable for the post. It is not disputed that the applicants were given opportunities to qualify in the Selection Test but failed to become suitable. In these circumstances we have no hesitation in holding that there was nothing wrong in the respondent's action in terminat-

ing the services of the applicants because of their failure to qualify in the Selection test. So, the applications must fail.

8. The <sup>two</sup> applications are accordingly dismissed.

In the circumstances of the case there will be no order as to costs.