

CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BENCH, LUCKNOW

INDEX SHEET

CA 204/89

CAUSE TITLE OF

NAME OF THE PARTIES K K Singh Applicant

Versus

Q F Sarf

Respondent

Part A.

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CERTIFICATE

Certified that no further action is required to be taken and that the case is fit for consignment to the record room (decided)

Check on Dated 26.12.11....

Counter Signed.....

Section Officer/In charge

Signature of the
Dealing Assistant

CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BENCH, LUCKNOW

INDEX SHEET

CAUSE TITLE Q.A. 204 OF 1989

NAME OF THE PARTIES K. K. Singh Applicant

Versus

..... Union of India Respondent

Part A.

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CERTIFICATE

Certified that no further action is required to be taken and that the case is fit for consignment to the record room (decided).

Dated

Counter Signed.....

Signature of the
Dealing Assistant

Section Officer/In charge

A/1
O.A. No. 204 of 89

Dated: 26.4.93

A2

Hon'ble Mr. Justice U.C.Srivastava, VC

Hon'ble Mr. V.K. Seth, Member (A)

List this case alongwith O.A. No.

213 of 1989 on 15.7.93.

W.W.

A.M.

W

V.C.

OR
O/A No 213/89
SFTM is not available
with this
Court as it is not
available
in the file
as the instant
moment
SFTM

14/7/93

OR
O/A No 213/89
is very fugitive
case of
which has been
removed from
the roll and
has been decided
on 15/7/93

14/7/93

SFTM

E

15/7/93

15-7-93 Hon Mr. S.N. Prasad for
Hon Mr. B.K. Singh Am

From the proposal of
record it transpires
that the case has already
been dismissed as
infractions and the
connected O.A. 213/89 has
already been decided

On 17-11-92 - 1300 Hrs
cases were ~~already~~ seen
wrongly been listed. Since
no further proceeding
is needed in these cases
cases are assigned to record.

DR

AM.

JM

AB

A
5

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BENCH, LUCKNOW

K.K. Singh and 13 others Applicants

Versus

Union of India and 3 others Respondents

Form - I

Application under Section 19 of
the Administrative Tribunals Act, 1985.

Date of filing _____

Registration No. _____

Notation to be done
~~CC Singh~~
U/18/89

A
b

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW

K. K. Singh & 13 others Applicants

Versus

Union of India & 3 others Respondents

I N D E X

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW

O.A. No. of 1989

K.K. Singh & 13 others Applicants

And

Union of India & 3 others Respondents

DETAILS OF APPLICATION

I. Particulars of the applicants :-

- | | |
|--|---|
| (i) Name of applicants: | 1. K.K. Singh, aged 46 years, son of Sri M.B. Singh, Senior Research Assistant/Chemical (on deputation), Motive Power Directorate, RDSO, Lucknow. |
| (ii) Name of father : | |
| (iii) Designation & office in which employed : | |
| (iv) Office address : | |
| (v) Address for service of notices : | |

2. Dr. Ram Mohan, aged 46 years, son of late Lalta Prasad, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.

3. S.L. Katyal, aged 45 years, son of late B.D. Katyal, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.

4. D.K. Arora, aged 40 years, son of Sri O.P. Arora, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.

5. S.C. Verma, aged 41 years, son of Sri S.P. Verma, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.

6. Dr. (Mrs.) P. Misra, aged 41 years, w/o Dr. D.C. Misra, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
7. T.N. Chaurasia, aged 41 years, son of late G.P. Chaurasia, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
8. D.K. Agarwal, aged 39 years, son of S.S. Agarwal, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
9. K. Konar, aged 36 years, son of Sri R.S. Konar, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
10. C.K. Mukhopadhyay, aged 34 years, son of late A.K. Mukhopadhyay, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
11. Dr. R.K. Tiwari, aged 37 years, son of Sri R.S. Tiwari, Senior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
12. Smt. Sadhna Srivastava, aged 28 years, w/o Dr. Rakesh Kumar, Junior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
13. Km. Ajit Kaur, aged 28 years, d/o Niranjan Singh, Junior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.
14. Indu Shekhar Das, aged 30 years, son of late B. Das, Junior Research Assistant/Chemical, Metallurgical & Chemical Directorate, RDSO, Lucknow.

II. Particulars of the respondents :

1. Union of India through the Secretary, Railway Board, Rail Bhawan, New Delhi.
2. Director General, Research, Designs and Standards Organisation, Manaknagar, Lucknow.
3. Director (Metallurgical & Chemical), Research, Designs and Standards Organisation, Manaknagar, Lucknow.
4. Jt. Director (Chemical), Research, Designs and Standards Organisation, Manaknagar, Lucknow.

III. Particulars of the order against which application is made :

The application is against the following order :-

Advertisement dated 23.2.1989 for three posts of Chief Research Assistant/Chief Inspector (Chemical) on the basis of amended Recruitment and Promotion Rules by office ^{order} ~~order~~ No.23/1987 dated 30.11.1987 and rejection of the applicants' representation against the above by order dated 9.6.1989 by respondent No.2.

Subject in Brief :

The application is directed against the advertisement for three posts of Chief Research Assistant/Chief Inspector (Chemical) dated 23.2.1989 issued on the basis of the Recruitment and Promotion Rules for Group 'C' posts in RDSO dated 30.11.1987 and the rejection of the applicants' representation dated 29.5.1989 by order dated 9.6.1989 disqualifying the applicants from appearing in the selection test of Chief Research Assistant/Chief Inspector (Chemical) as direct recruits

RC/1989

for which they are entitled and also seeking to fill up all the three posts of Chief Research Assistants/Chief Inspector (Chemical) by direct recruitment in violation of 50:50 ratio for filling up the posts in question by promotion and direct recruitment.

IV. Jurisdiction of the Tribunal :

The applicants declare that the subject matter of the order against which they want redressal is within the jurisdiction of the Tribunal.

V. Limitation :

The applicants further declare that the application is within the limitation prescribed in Section 21 of the Administrative Tribunals Act, 1985.

VI. Facts of the Case :

The facts of the case are given below :-

1. That the applicants are working on the post of Senior Research Assistant (Chemical) and Junior Research Assistant (Chemical) under the Joint Director (Chemical), Research, Designs and Standards Organisation (RDSO for short) at Manaknagar, Lucknow. All the applicants have M.Sc. degree in Chemistry while two of the applicants, applicant Nos. 6 & 11, have also Ph.D. degree in Chemistry and they have research experience in RDSO ranging from 2 to 19 years.

2. That the aforesaid posts are governed by the Rules for Recruitment and Promotion of Group 'C' staff

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in RDSO. The posts in Group 'C' in the two wings ~~Meteorological~~ and Chemical under the same Directorate consist of Junior Research Assistants, Senior Research Assistants and Chief Research Assistant/Chief Inspector (Chemical) or ~~Meteorological~~ in terms of the Recruitment and Promotion Rules. The appointment of Junior Research Assistant is made by direct recruitment and thereafter by departmental promotion on the basis of seniority and suitability to the next higher post of Senior Research Assistant and thereafter by promotion and direct recruitment on 50:50 basis to the next higher post of Chief Research Assistant/Chief Inspector (Chem.).

3. That applicant Nos. 1 to 11 are working on the post of Senior Research Assistant in the Chemical wing of the RDSO under respondent Nos. 3 and 4 and applicant Nos. 12 to 14 are working as Junior Research Assistants (Chemical) under respondent Nos. 3 and 4.

4. That by advertisement dated 23.2.1989, three posts of Chief Research Assistant/Chief Inspector (chemical) are to be filled by direct recruitment on the basis of a written test on 22.8.1989 and interview on 23.8.1989. All the aforesaid three posts are to be filled by direct recruitment in violation of the Recruitment and Promotion Rules in terms of which posts of Chief Research Assistant/Chief Inspector (Chemical) are to be filled on the basis of 50:50 ratio by promotion and direct recruitment. A photostat copy of the advertisement dated 23.2.1989 for three posts to be filled by direct recruitment is filed as Annexure

Replies
Annexure-1 No.1 to this application.

5. That in terms of the aforesaid advertisement, the following qualifications for eligibility on the three posts of Chief Research Assistant/Chief Inspector (Chemical) have been laid down on the basis of the amended Recruitment and Promotion Rules for Group 'C' posts by office order No.23/1987 dated 30.11.1987:-

Degree or its equivalent in Chemical Technology from a recognised institution covering any one or more of the following fields :-

- (a) Petroleum products
- (b) Paints and corrosion prevention
- (c) Polymers with a minimum of two years' experience in an Industrial or Research and Development Organisation, in manufacturing practices, industrial applications, materials specifications, properties of materials and their evaluations in the respective fields.

6. That the aforesaid qualification as advertised for the three posts of Chief Research Assistant/Chief Inspector (Chemical) to be filled by direct recruitment is in terms of the amended Recruitment and Promotion Rules for Group 'C' posts in RDSO vide Office Order No.23/1987 dated 30.11.1987. This amended qualification eliminates completely the qualification of degree of M.Sc. in the related subject of Chemistry or a B.Sc. (Hons.) degree for the direct recruits. Thus

REVIEWED

in terms of the aforesaid advertisement issued under the amended rule the applicants are barred from appearing in the selection test for the post of Chief Research Assistant/Chief Inspector (Chemical) as direct recruits. A copy of the extract of the amended Recruitment and Promotion Rules dated 30.11.1987 pertaining to the post of Chief Research Assistant/Chief Inspector (Chemical) is filed as Annexure No.2 to this application.

Annexure-2

7. That before the aforesaid amended Rules dated 30.11.1987 the Recruitment and Promotion Rules for Group 'C' staff in RDSO were applicable on the basis of the order No.9 of 1977. In terms of the said 1977 Rules 50% of the posts of Chief Research Assistant were to be filled up by promotion and the remaining 50% by direct recruitment. The qualifications laid down for promotion was three years' service as Senior Research Assistant. The prescribed qualification for direct recruitment for the post of Chief Research Assistant/Chief Inspector (Chemical) was degree in Chemical Engineering or its equivalent or degree of Master of Science in Inorganic/Organic/Industrial/Physical ^{Chemistry} ~~Industry~~ followed by two years' experience including period of training in an approved establishment or first class B.Sc. (Hons.) in Chemistry with three years' experience including period of training or B.Sc. with Physics and Chemistry as compulsory subjects and not with less than 55% marks in aggregate, followed by four years' experience including period of training. An extract of 1977 Rules for recruitment and promotion on the post of Chief

RDSO

Research Assistant/Chief Inspector (Chemical) is filed
Annexure-3 as Annexure No.3 to this application.

8. That the applicants feeling aggrieved by the advertisement dated 23.2.1989 for three posts of Chief Research Assistant/Chief Inspector (Chemical) to be filled by direct recruitment in violation of the 50:50 quota for direct recruits and promotees and also by the changed prescribed qualification eliminating the M.Sc., B.Sc. (Hons.) and B.Sc. degree with requisite experience which acted to their detriment preferred a representation dated 29.5.1989 to respondent No.2. In the said representation it was pointed out that the advertisement dated 23.2.1989 was in violation of the 50% quota of promotion for the departmental candidates working on the next lower post of Senior Research Assistant and further by eliminating M.Sc., B.Sc. (Hons.) and B.Sc. degree completely as a prescribed minimum qualification. The remaining employees working as Junior Research Assistant (Chemical) and Senior Research Assistant (Chemical) were barred from appearing in the selection test as direct recruits. The change in qualification for the posts in question amounts to discrimination in the matter of appointment and promotion of the applicants. This benefit was available to the persons similarly placed, that is, working in Group 'C' post of Junior Research Assistant and Senior Research Assistant on the basis of the 1977 Rules. A photostat copy of the applicants' representation dated 29.5.1989 is filed as Annexure No.4 to this application.

Review

9. That some of the employees working on the post of Junior Research Assistant (Chemical) and Senior Research Assistant (Chemical) including six applicants applied for the post of Chief Research Assistant/Chief Inspector (Chemical) on the basis of the advertisement dated 23.2.1989. Their applications were rejected as they were not held eligible for selection to the posts in question on the basis of the changed qualification in terms of the amended rules dated 30.11.1987.

10. That the aforesaid representation dated 29.5.89 was rejected by a cryptic non speaking order dated 9.6.1989 by opposite party No.2. This order was individually communicated to the representationists including the applicants. A photostat copy of the order dated 9.6.1989 as communicated to Sri K. Konar, applicant No.9, is filed as Annexure No.5 to this application. Identical orders were also communicated to other applicants.

11. That realising the anomalous situation due to changed Recruitment and Promotion Rules 1987 it has been proposed by the Director (Met. & Chem.), respondent No.3, by his departmental note dated 26.7.1988 to include the qualification of M.Sc. in Chemistry for the post of Chief Research Assistant/Chief Inspector (Chemical) in modification of the amended rules dated 30.11.1987. The aforesaid proposal for revision of Recruitment and Promotion Rules of technological and scientifica staff dated 26.7.1988 has been made in the light of strategy for technology development of non-gazetted cadre. From this proposal it is evident that

RTI/1989/

Annexure-5

the position as existing in the 1977 Rules is sought to be restored. Insistence of the respondents to make direct recruitment on the post of Chief Research Assistant/Chief Inspector (Chemical) by advertisement dated 23.2.1989 by excluding the qualification of M.Sc. in the specified branch of Chemistry is, therefore, to the detriment of the applicants and amounts to discrimination in matters of appointment in violation of the constitutional guarantee.

12. That promotion to the next higher class II posts of Assistant Research Officer Chemical/~~Metreological~~^{Metallurgical} is made from both the wings, that is, Chemical and ~~Metreological~~^{Metallurgical} among the Chief Research Assistant/Chief Inspector (Chemical) from a common seniority list. On promotion as Assistant Research Officer both the wings ~~Metreological~~^{Metallurgical} Chemical and ~~Metreological~~ are merged. Thus the applicants entitled for promotion under the 50% promotee quota are bound to suffer if all the three posts of Chief Research Assistant/Chief Inspector (Chemical) are filled up on the basis of advertisement dated 23.2.1989.

13. That the posts in question, that is, Chief Research Assistant/Chief Inspector (Chemical) are posts pertaining to research project in the subject Chemist in RDSO. The nature of the posts and the research work implied in the subject of Chemistry makes the qualification of a Science degree essential. In any case a Science degree or a Doctorate degree in the subject of Chemistry cannot be totally eliminated in preference to a degree in Technology. In various Institutions

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Organisations doing research work of a similar nature, the requirement of a Science degree alongwith technological or engineering degree is invariably provided in respect of posts of similar category or even of higher category which are sought to be filled up by direct recruitment through the Public Service Commission or other Selection Bodies - for example recruitment for the posts of Assistant Development Officers (Chemical) in the Directorate General of Technical Development or for the posts of Assistant Directors Grade I (Chemical), Small Industry Development Organisation, Ministry of Industry, Department of Industrial Development or for the posts of ~~two~~ Dy. Directors (Chemical) in the Department of Industrial Development Bureau, Bureau of Industrial Costs and Prices or for the post of Director in the Ministry of Science and Technology, Department of Science and Technology or for the post of Principal Scientific Officer in the Ministry of Science and Technology. Photostat copies of the advertisements for the post of Assistant Development Officer (Chemical), Directorate General of Technical Development is filed as Annexure No.6; photostat copy of the advertisement for the post of Asstt. Directors Grade I (Chemical), Small Industry Development Organisation at sl.No.47 is filed as Annexure No.7 and photostat copy of the advertisement for the post of Dy. Directors (Chemical) in the Department of Industrial Development is filed as Annexure No.8 to this application.

Annexure-6

Annexure-7

Annexure-8

Recd/enc

14. That aggrieved by the action of respondents 2-4 to fill up the three posts of Chief Research Assistant/ Chief Inspector (Chemical) through direct recruitment

RCJwani

by advertisement dated 23.2.1989 in violation of the Recruitment and Promotion Rules laying down the ratio of recruitment and promotion 50:50 and also by eliminating the qualification of M.Sc. degree in the specified branch of Chemistry, the applicants have preferred this application on the following amongst other -

G R O U N D S

- (A) Because the action of opposite parties 2 to 4 to fill up the three posts of Chief Research Assistant/Chief Inspector (Chemical) by direct recruitment is wholly illegal and arbitrary and in violation of the Rules fixing 50% quota for promotion;
- (B) Because the elimination of the requirement of M.Sc. degree in Chemistry is illegal and arbitrary and deprives the applicants of their chances of selection for the posts in question as direct recruits.
- (C) Because the qualification for the post of Chief Research Assistant/Chief Inspector (Chemical) as mentioned in the advertisement dated 23.2.89 being based on the amended Recruitment and Promotion Rules dated 30.11.1987 is illegal, arbitrary and discriminatory and deserves to be struck down.
- (D) Because the amended Recruitment and Promotion Rules dated 30.11.1987 have no rational nexus with the object of filling up the posts by direct recruitment of qualified and suitable candidates on the posts in question.

- (E) Because the amended Rules in question are discriminatory inasmuch as they provide for promotion of departmental candidates with a M.Sc. degree in Chemistry and also a B.Sc. (Hons.) or B.Sc. degree with prescribed experience while eliminating the same qualification for direct recruitment.
- (F) Because the applicants have been arbitrarily discriminated in matters of appointment to the posts in question in violation of Articles 14 and 16 of the Constitution of India.

VII. Details of the remedies exhausted :

The applicants declare that they have availed of all the remedies available to them under the relevant service Rules, etc.

VIII. Matters not previously filed or pending with any other Court :

The applicants further declare that they had not previously filed any application, writ petition or suit regarding the matter in respect of which this application has been made, before any court of law or any other authority or any other Bench of the Tribunal and nor any such application, writ petition or suit is pending before any of them.

IX. Reliefs sought :

In view of the facts mentioned in para VI above the applicants pray for the following reliefs :-

- (i) To set aside the amended Rules dated 30.11.1987 issued by office order No.23/87

REJUVENATE

(Annexure No;2) excluding the degree in Chemistry as a requirement for direct recruitment on the post of Chief Research Assistant/Chief Inspector (Chemical) as per advertisement dated 23.2.1989 after summoning the original record;

- (ii) To direct that the three posts of Chief Research Assistant/Chief Inspector (Chemical) to be filled up by direct recruitment by advertisement dated 23.2.1989 will include the qualification as provided under the revised Rules for recruitment and promotion by Office Order No.9 of 1977 (Annexure No.3);
- (iii) To direct the respondent Nos. 2 to 4 to allow the applicants to appear for selection to the three posts of Chief Research Assistant/Chief Inspector (Chemical) to be held on 22nd and 23rd August, 1989;
- (iv) To direct that the aforesaid three posts of Chief Research Assistant/Chief Inspector (Chemical) will be filled by direct recruitment and promotion on the basis of 50:50 quota.

X. Interm order, if any prayed for :

Pending final decision on the application, the applicants seek issue of the following interm order :-

This Hon'ble Tribunal may be pleased to stay the selection test for the post of Chief Research Assistant/Chief Inspector (Chemical) on the basis of

the advertisement dated 23.2.1989 (Annexure No.1) to be held on 22nd and 23rd August, 1989 or in the alternative to allow the applicants to appear in the aforesaid selection test subject to the decision in the application.

XI. Particulars of postal order in respect of the application fee :-

1. Number of Indian Postal Order **OP 029612**
5
2. Name of the issuing Post Office **High Court Branch**
Lucknow
3. Date of Issue of Postal Order **11/8/89**
4. Post Office at which payable. **Mohabat**

XII. List of enclosures :

1. Advertisement dated 23.2.1989 for three posts to be filled by Direct recruitment.
 2. Extract of the amended Recruitment and Promotion Rules dated 30.11.1987.
 3. Extract of 1977 Rules for recruitment and Promotion on the post of Chief Research Assistant/ Chief Inspector (Chemical)
 4. Applicants' representation dated 29.5.1989,
 5. Order dated 9.6.1989 rejecting the representation of the Applicant.
 6. Advertisement for the post of Assistant Development Officer (Chemical), Directorate General of Technical Development.
 7. Advertisement for the post of Asstt. Directors Grade I (Chemical), Small Industry Development Organisation.
 8. Advertisement for the post of Dy. Directors (Chemical) in the Department of Industrial Development.
- RE: Review*

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Verification

I, Dr. R.K. Tiwari, son of Sri R.S. Tiwari, aged 37 years, working as Senior Research Assistant in the Office of Metrological and Chemical Directorate, R.D.S.O., Lucknow, resident of B142/2 Manak Nagar Lucknow

do hereby verify that the contents of paras are true to my personal knowledge and paras

believed to be true on legal advice and that I have not suppressed any material fact.

RP Tiwari

Date : 11.8.1989.

Signature of the applicant.

Place: Lucknow.

V K Singh
Bhattacharya

Bhattacharya

TV Chawla

Bhattacharya

Chawla

Das

AK Banerjee

Sukanya

RP Tiwari

S. J.

Kaur

S. J.

X/17
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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BENCH, LUCKNOW

O.A. No. 204 of 1989

K.K. Singh and 13 others Applicants
Versus

Union of India and 3 others Respondents

LIST OF ENCLOSURES

1. Advertisement dated 23.2.1989 for three posts to be filled by direct recruitment. 17-19
2. Extract of the amended Recruitment and Promotion Rules dated 30.11.1987. 20-22
3. Extract of 1977 Rules for recruitment and promotion on the post of Chief Research Assistant/Chief Inspector (Chem.) 23-25
4. Applicants' representation dated 29.5.1989. 26-28
5. Order dated 9.6.1989 rejecting the representation of the applicant. 29-30
6. Advertisement for the post of Assistant Development Officer (Chemical), Directorate General of Technical Development. 31-33
7. Advertisement for the post of Assistant Directors Grade I (Chemical), Small Industry Development Organisation. 34-35
8. Advertisement for the post of Dy. Directors (Chemical) in the Department of Industrial Development. 36-37

(17)

R/24

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BRANCH, LUCKNOW

O.A. No. 1 of 1969

K.K. Singh and 13 others, Applicants

Versus

Union of India and 3 others, Respondents

ANNEXURE NO 1

Attested/True Copy

L. P. SHUKLA
L. P. SHUKLA
Advocate

Director General, Research Designs and Standards Organisation, Ministry of Railways; Manak Nagar, Lucknow-226011, invites applications for the following categories of posts so as to reach him latest by 31.3.89. Applications must be completed with attested copies of certificates in support of age, caste, qualifications and detailed experience on plain paper with the crossed IPO of Rs. .50 paise for SC/ST and Rs. 20/- for others. Ex-servicemen are not to pay anything for this purpose, drawn in favour of Accounts Officer, RDSO, payable at GPO, Lucknow. Postal orders should be of after the date of advertisement. Vacancies, whether reserved or unreserved, may increase or decrease depending on the actual positions at the time of conducting selections. Experience can be relaxed at the discretion of Selection Board in the event of poor response. Candidates possessing higher qualifications/experience will be given preference. If suitable SC/ST candidates do not become available, unreserved community candidates may be considered against reserved posts. Requisite experience would be counted only from after the date of notification of results and acquiring basic qualification. The prescribed age limit and period of experience will be reckoned as on 31.3.89. Upper age limits are relaxable as per rule. Candidates on appointment are liable to serve in TA as per extant orders. Separate applications with separate postal orders should be submitted for each category of post and photographs affixed on each application with full signatures of the candidates on the photographs. On appointments candidates can be posted in any branch of RDSO, in India. Successful completion of 5 years approved apprenticeship course on Zonal Rlys/Production Units will be taken as equivalent to Diploma. Late and incomplete applications and the applications submitted through proper channel if not received within the last date of receipt of application will not be considered under any circumstances. This Administration reserves the right to reject any application and no enquiry or correspondence will be entertained in this connection. Free Railway Passes for from and to journeys will be issued to SC/ST candidates.

DK (Linen)

CATEGORY -1 : Publicity Inspector, Scale Rs.1600-2660 (RPS) Vacancy - One (reserved for SC) Age Limit 20 to 30 years. Qualifications (i) Graduate from a recognised Indian University or other Universities recognised by Ministry of Education (ii) Should be Diploma Holder in Journalism/ Public Relation with 3 years experience in Journalism/ Public Relation work. (iii) Experience in Publicity work is preferable (iv) Should have a good personality, a flair for publicity work and ability to express himself.

Attested/True Copy

CATEGORY -2 : Chief Research Asstt (Met)/Chief Inspector (Met) Scale Rs. 2000-3200 (RPS) Vacancy - Five (reserved for SC-1, & ST-1), Age Limit : 25 to 35 years. Qualifications : L. L.B. (Met) Degree or its equivalent in Metallurgical Engg. or a Advocate

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1/20

Ans

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL.

LUCKNOW BRANCH, LUCKNOW

O.A. No.

1989

K.K. Singh and 13 others Applicant

Versus

Union of India and 3 others Respondents

ANNEXURE No 2

RK Dikwani
Attested/True Copy

Subjunctive

21

A26

GOVERNMENT OF INDIA MINISTRY OF RAILWAYS
RESEARCH DESIGNS & STANDARDS ORGANISATION

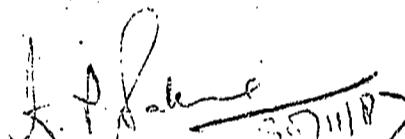
Office Order No. 23 of 1987.

Sub:- Rules for Recruitment & Promotion of Group 'C'
Staff in RDSO.

One copy each of the revised rules for Recruitment & Promotion for the posts of JRA(Met) and JRA(Chem), scale Rs.1400-2300, SRA(Met) and SRA(Chem) scale Rs.1640-2900 and CRA/CI(Met) and CRA/CI(Chem), scale Rs.2000-3200(RPS) for M&C Dte, is enclosed.

2. These revised rules will replace the existing R&P Rules and will be applicable from 6.11.87. All future recruitment and promotions will be made strictly in accordance therewith.

3. These rules may please be given wide publicity amongst the staff.


(Dr.K.P.Saksena)
for Director General.

DA : As above.

Lucknow-226011.
Date 30.11.1987.
(File No. A/R/RT/TS

DISTRIBUTION

1. As usual for office orders.
2. Notice Board.
3. RDSO Class III Staff Association.

RK Dhami
Attested/True Copy
Neelam Singh
L. P. SHRIKRA
Advocate

22

22

1. Designation & scale of pay: Chief Research Asstt. (Chem)/Chief Inspector/Chem. 650-900 (RS)/ 2000-3200 (RPS).

2. Dte./Wing in which post exists:

3. Method of recruitment:

50% of the sanctioned posts by promotion of eligible departmental candidates on selection basis and the remaining 50% by transfer of suitable staff from Zonal Rlys./Production units or by Direct recruitment both, on selection basis.

4. Minimum qualifications and/or experience.

i) for promotion of

departmental candidates.

ii) for regular/temporary staff of RDSO.

iii) for transfer from zonal rlys./production units.

Three years service as SRA/Chem.

iii) for

Degree or its equivalent in Chemical Technology from a recognised Institution covering any one or more of the following fields:

a) Petroleum products b) Paints and Corrosion prevention c) Polymers.

With a minimum of two years' experience in an Industrial or Research & Developmental Organisation, in manufacturing practices, industrial applications, materials specifications, properties of materials and their evaluations in the respective fields.

iv) for direct recruitment:

Same as above.

5. Age limit for direct recrt:

25 to 35 yrs.

6. Channel of promotion:

a) From: SRA/Chem.

b) To: Class II

7. Seniority Group:

M&C Dte.

Attested True Copy

R.K. Jiwani

L. P. T. E. I.

Advocate

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4/28

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL,

LUCKNOW BRANCH, LUCKNOW

O.A. No. of 1989

K.K. Singh and 13 others Applicants

Versus

Union of India and 3 others Respondents

ANNEXURE NO 3

R.D. Iwani
Attested/True Copy

A. J. Singh

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GOVERNMENT OF INDIA : MINISTRY OF MANUFACTURES
RESEARCH DESIGNS & STANDARDS ORGANISATION

OFFICE ORDER NO. 9 OF 1977

Sub:- Revised Rules for Recruitment and Promotion of
Group 'C' Staff in R.D.S.O.

A copy of the revised rules for Recruitment and Promotion together with channels of promotion of Group 'C' staff covering the categories from Lab. Assistant to Chief Research Assistant including Senior Inspector (M&S)/Senior Inspector (Chemical), is enclosed. These revised rules will be effective from 1.2.78 and all recruitments and promotions will be made strictly in accordance therewith.

2. Those revised rules may be given wide publicity amongst the concerned staff.

3. Hindi version of these rules will follow.

DA/One copy of revised R&P Rules
together with channel of
promotion charts.

3/12/77
(A.D. Ghoshal)
Krito Maha Niwas Shak.

Lucknow-226011

Dated: 3-12-1977
(File No. A/R/RT/TS(Pt)).

DISTRIBUTION

1. As usual.

2. Notice Board.

Attested/True Copy

Advocate

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Category : Chief Research Assistant.

Scale of Pay : ₹.650-960 (RS).

1. Method of Recruitment: 50% of the sanctioned posts by promotion of eligible departmental candidates on selection basis and the remaining 50% by direct recruitment on selection basis.

2. Minimum qualifications and/or experience:

i) for promotion of : 3 years' service as SRA.
departmental candidates.

ii) for direct recruitment.

a) All CRAs except CRA(Chem) & CRA(Met): Degree or its equivalent in appropriate engineering discipline from a recognised institute with two years' suitable experience or Master's degree in appropriate engineering discipline from a recognised institution.

b) For CRA(Chem): S.I.(Chem) : Degree in Chemical Engineering or its equivalent or Degree of Master of Science in Inorganic/Organic/Industrial/Physical Chemistry, followed by 2 years' experience including period of training, if any, in an approved establishment in the field of Corrosion/Paints/Lubricants/Water Treatment/Rubber/Plastics, as per specific job requirements.

OR

Ist Class B.Sc.(Hons) in Chemistry with 3 years' experience including period of training, if any, in the field of Corrosion/Paints/Lubricants/Water Treatment/Rubber/Plastics, as per specific requirements.

OR

B.Sc. with Physics and Chemistry as compulsory subjects and with not less than 55% marks in aggregate, followed by 4 years' experience including period of training, if any, in the field of Corrosion/Paints/Lubricants/Water Treatment/Rubber/Plastics, as per specific job requirements.

Attested/True Copy / job

Vishwanath
L. P. SHUKLA
Advocate

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13/

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BRANCH, LUCKNOW

Case No. of 1989

K.K. Singh and 13 others Applicants

versus

Union of India and 3 others Respondents

ANNEXURE No 4

Prinam

Attested/True Copy

Naresh Kumar

L. P. SHUKLA
Advocate

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ABY

The Director General,
R. D. S. C.,
Manek Nagar, Lucknow.

(Kind attention : Shri D.N.Singh, DG/
Dr. N.Ananthnarayana, ADG).

(Through Proper Channel)

Sub:- Minimum qualification for direct
recruitment of CRA/CI(Chem.).

Sir,

Since the inception of the M&C Dte. the minimum qualification for direct recruitment of CRA/CI(Chem.) has been B.Sc. with 4 years experience. With this qualification, there had been no technical problem relating to the work of the Directorate sofar. In the recent past, the qualification for the direct recruitment to this category has been drastically revised and a Degree in Technology in one of the following fields has been stipulated as minimum:

- (a) Polymer
- (b) Paint & Protective Coating
- (c) Lubricants & Fuels.

Similar is the case in the Metallurgical discipline also. Though B.Sc. has been the minimum qualification, majority of the staff recruited has had higher qualification such as M.Sc. I-class, some others were even Ph.Ds. With the change in the minimum qualification, even highly qualified staff say with M.Sc. degree and vast experience in railway working for 10-15 years, will be debarred from appearing in the selection for CRA/CI(Chem.), depriving them of any promotional prospects and forcing some of them to retire from the working grade itself. In this connection, we would like to bring the following facts for your kind consideration and favourable orders:

- RP/1/1/1*
- (a) B.Sc. or M.Sc. is the right qualification (minimum commensurate with the job requirements of this Dte. Hitherto there has not been any problem with the staff recruited with this minimum qualification as far as the interests of the administration are concerned).
 - (b) UPSC have considered M.Sc. as equivalent qualification to Degree in Chemical Engg./ Chemical Technology for them. A few of the recent advt. cuttings are enclosed.

Attested/True Copy

L. P. SHUKLA
Advocate

...2/-

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BRANCH, LUCKNOW

O.A. No. of 1989

K.K. Singh and 13 others Applicants
Versus

Union of India and 3 others Respondents

ANNEXURE NO 5

RD Jiwani

Attested/True Copy

Vishwanath Mehta

L. P. SHUKLA
Advocate

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RDSO/RECIT. SECTION

No. A/R/RT/TS/Ropd

Dated 9.6.39

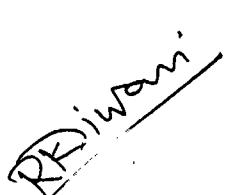
MEMO

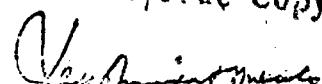
Subject- Minimum qualification for direct recruitment
of CRA/CI(Chem)

With reference to his application dated 29.5.39,
Shri K. Konar is informed that his request has been
considered sympathetically but could not be conceded to.


(N.K. Mallick)
for Director General

Shri K. Konar,
SRA(Chem)
RDSO, Lucknow.


Attested/True Copy


L. P. SRIVASTAVA
Advocate

(31)

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW

C.A. No. of 1989

K.K. Singh and 13 others, Applicants

Versus

Union of India and 3 others, Respondents

ANNEXURE No 6

RK/wnm

Attested/True Copy

A. Subramaniam
Administrator
Central Board of
Revenue

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ADVERTISEMENT NO: B

ITEM NO: 18

Date of publication: 23-2-85

Closing date: 25-3-85 (8-4-85 for applicants from abroad and for those in the Andaman & Nicobar Islands, Lakshadweep, States/Union Territories in the North-Eastern region, Ladakh division of J&K State, Sikkim, Pangi sub division of Chamba, Lahaul & Spiti districts of Himachal Pradesh).

APPLICATIONS NOT ACCOMPANIED BY THE PRESCRIBED FEE WILL BE SUMMARILY REJECTED AND NO REPRESENTATIONS AGAINST SUCH REJECTION WILL BE ENTERTAINED UNDER ANY CIRCUMSTANCES.

No. F.1/48(9)/85-RD
UNION PUBLIC SERVICE COMMISSION
INFORMATION FOR CANDIDATES

Recruitment of Three Assistant Development Officers (Chemicals), Directorate General of Technical Development, New Delhi, General Central Service, Group 'A', Gazzeted Posts are permanent. All the three posts are unreserved.

1. PAY: Rs.700-40-900-E8-40-1100-50-1300.

(Higher initial pay may be granted to specially qualified and experienced candidates).

2. AGE: Not exceeding 35 years on 25-3-85 (Not exceeding 40 years for Scheduled Castes and Scheduled Tribes candidates). RELAXABLE FOR GOVERNMENT SERVANTS UPTO FIVE YEARS.

Age not exceeding 45 years for:

- i) displaced persons who migrated (a) from erstwhile East Pakistan on or after 1.1.64 but on or before 25.3.71 and (b) from erstwhile West Pakistan from 1.1.71 to 31.3.73;
 - ii) repatriates from Burma who migrated on or after 1.6.63 and from Sri Lanka on or after 1.11.64;
 - iii) persons of Indian origin from East African countries of Kenya, Uganda, Tanzania, Zambia, Malawi, Zaire and Ethiopia who migrated to India owing to constitutional changes in those countries; and
 - iv) repatriates of Indian origin from Vietnam who arrived in India on or after July, 1975.
- and not exceeding 50 years for Scheduled Castes/Tribes candidates belonging to these categories.

In case of Indian employees of the Government of Burma discharged owing to constitutional changes in that country, the conditions regarding upper age limit may not be enforced. For others, age limit will be strictly adhered to, save in exceptional circumstances and will in no case be relaxed beyond a limit of three years.

The upper age limit in case of Ex-servicemen and Commissioned Officers including ECOs/SSCOs shall be relaxed by the length of military service increased by three years subject to the condition that on the closing date of receipt of applications (i) the continuous service rendered in the Armed Forces by an Ex-serviceman is not less than six months after attestations and (ii) that the resultant age after deducting his period of service from his actual age does not exceed the prescribed age limit by more than 3 years.

The Engineers who were drafted to serve the Defence Forces under the Compulsory Liability Scheme and already reverted to civil posts after their release from the Army are allowed to deduct not only the number of years put in by them in the Army but also the number of years

Contd...P.2/-

Attested/True Copy

RECORDED

N. Bhupinder Singh
L. P. SHUKLA
Advocate

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BRANCH, LUCKNOW

Case No.

of 1989

K.K. Singh and 13 others

Applicants

Versus

Union of India and 3 others

Respondents

ANNEXURE NO 7

RECORDED
Attested/True Copy

V. Srinivasulu

L. P. T. T. A.
A. C. C.

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K/40

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
LUCKNOW BENCH, LUCKNOW

Case No. of 1989

K.K. Singh and 13 others Applicants

Versus

Union of India and 3 others Respondents

ANNEXURE NO 8

~~RTI~~ Attested/True Copy

Vishweshwar

L. P. SHUKLA

Advocate

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

INDUSTRIAL SERVICE COMMISSION

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region, Ladakh division of J&K State, Sikkim, Pangi sub division of Chamba, Lahaul and Spiti districts of Himachal Pradesh).

ical techniques of production, proper handling of material and correct methods of working. PROBATION: Two years. H.O.: liable to be posted anywhere in India. PROSPECTS OF PROMOTION: Assistant Director.

Age not exceeding 45 years for:
Displaced persons, SC, ST, Ex-servicemen/Commissioned Officers including ECOs/SSCOs and Residents of Assam. For Government Servants relaxable upto 5 years unless stated otherwise.

(i) displaced persons who migrated (a) from erstwhile East Pakistan on or after 1.1.64 but on or before 25.3.71 and (b) from erstwhile West Pakistan from 1.1.71 to 31.3.73;

(ii) repatriates from Burma who migrated on or after 1.5.63 and from Sri Lanka on or after 1.1.64;

(iv) ~~characteristics of Indian origin from Vietnam who arrived in India on or after July 1975.~~ ^{characteristics of Indian origin from countries of Kenya, Uganda, Tanzania, Zambia, Malawi, Zaire and Ethiopia who migrated to India owing to socio-economic changes in these countries; and}

In case of Indian employees of the Government of Burma discharged owing to constitutional changes in that country, the sum not exceeding 20 years for S.I./S.I. districts belonging to these categories.

condition regarding upper age limit may not be enforced. For others, age limit will be strictly adhered to, save in exceptional circumstances and will in no case be relaxed beyond a limit of three years.

The upper age limit in case of Ex-servicemen and Commissioned Officers including ECAs/SSCOs shall be relaxed by the length of Military service increased by three years subject to the conditions that on the closing date of receipt of applications (i) the continuous service rendered in the case of ECAs, by any Ex-serviceman is not less than six months after attestation and

1. TWO SENIOR TECHNICAL ASSISTANTS (AGRICULTURE EXTENSION), M/D AGRICULTURE (DEPTT OF AGRICULTURE & COOPERATION), General Central Service, Group 'B' Non-Gazetted (Non-Ministerial). The posts are temporary but likely to continue on year to year basis. Out of 2 posts, one post is exclusively reserved for SC candidates & other post is unreserved. **PAY SCALE :** Rs. 1640-60-2600-EB-75-2900 (T.E. RS. 1853). **AGE :** Not exceeding 30 years. **EO :** Bachelor's Degree in Agriculture/Agricultural Extension followed by Post-Graduate Degree in any branch of Agricultural Sciences or equivalent.

2. DUTIES : Technical scrutiny and examination of Agri. Extension Training Schemes, Reports, Programme, etc. To bring out technical literature & prepare technical reports, papers, notes, briefs etc. in respect of National Agriculture Extension Project. To assist Senior Officers in the implementation coordination & appraisal of different activities being carried out under Agri. Extension Projects/Programmes at all India level. **PROBATION :** Two years. **HO :** New Delhi, but liable to be posted anywhere in India or abroad in public interest.

2. TWO SHIFT CHEMISTS (CHEMICAL ENGINEER) AND CHEMICAL ENGINEERS (DESIGN) IN THE GOVERNMENT OF INDIA AND ALKALOID WORKS, M/O FINNACE (DEPTT OF REVENUE). General Central Service, Group 'A' Gazetted. Of the two posts, one permanent post is exclusively reserved for SC candidates and one temporary post is unreserved. The permanent post is to be filled initially on temporary basis and temporary post is likely to

ical techniques of production, proper handling of material and correct methods of working. PROBATION: Two years. H.Q.: liable to be posted anywhere in India. PROJECTIONS OF PROMOTION: Assistant Director—Grade-II/Scale of pay Rs. 2000-3500. OTHER CONDITIONS: The candidates will be liable to serve in any part of India. They will also be liable to serve in any Defence Services or post connected with the defence of India for a period of not less than four years including the period of training provided that such persons (i) will not be required to serve as aforesaid after expiry of ten years from the date of such appointment and (ii) will not ordinarily be required to serve as aforesaid after attaining the age of 40 years.

4. ONE DEPUTY DIRECTOR OF TRAINING/VICE-PRINCIPAL/CTIC FOR INSTRUCTORS IN THE DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING, M.O/ LABOUR General Central Service, Group 'A' Gazetted. The post is permanent but to be filled on temporary basis. The post is unreserved. PAY SCALE: Rs. 3000-100-3500-125-4500 (T.E. Rs. 3390). AGE: Not exceeding 40 years. EQ: (i) A degree in Electronics Engineering of a recognised University or equivalent. (ii) 5 years experience in a responsible position in a manufacturing organisation. D.O. Adequate experience in economic assessment of Industrial Units. DUTIES: To assist Director Industrial Adviser in the investigation undertaken by Bureau on various issues pertaining to cost reduction etc. PROBATION: Two years. H.Q. New Delhi but liable to be posted anywhere in India. PROJECTIONS OF PROMOTION: Director—Scale of pay Rs. 3700-5000.

5. TWO DEPUTY DIRECTORS (CHEMICAL/INDUSTRIAL) IN THE DIRECTORATE OF INDUSTRIAL DEVELOPMENT, BUREAU OF INDUSTRIAL COSTS AND PRICES. General Central Service, Group 'A' Gazetted. The posts are permanent but initial appointment will be made on temporary basis. The posts are unreserved. PAY SCALE: Rs. 3000-100-3500-125-4500 (T.E. Rs. 3390). AGE: Not exceeding 35 years. D.O.: (i) Degree in Chemical Engineering or M.Sc. Degree in Chemistry from a recognised University or equivalent. (ii) 5 years experience in a responsible position in a manufacturing organisation. D.O. Adequate experience in economic assessment of Industrial Units. DUTIES: To assist Director Industrial Adviser in the investigation undertaken by Bureau on various issues pertaining to cost reduction etc. PROBATION: Two years. H.Q. New Delhi but liable to be posted anywhere in India. PROJECTIONS OF PROMOTION: Director—Scale of pay Rs. 3700-5000.

6. FOUR DEPUTY DIRECTORS (ELECTRICAL/MECHANICAL/METALLURGY) IN THE DEPARTMENT OF INDUSTRIAL DEVELOPMENT, BUREAU OF INDUSTRIAL COSTS & PRICES. General Central Service, Group 'A' Gazetted. Of the 4 posts (3 permanent & one temporary) one permanent & one temporary posts are exclusively reserved for SC & ST candidates respectively and the remaining 2 are reserved

5 years experience in the field of microprocessors and microprocessors after graduation. (i) Experience in a recognised institution. (ii) Duties : To assist the Director in formulating and implementation of training programmes for various categories of staff members, Supervisors, Foremen etc. PROBATION : Two years. H.O. : liable to serve anywhere in India. PROSPECTS : Offer of promotion to J.D.T. / Principal Scale of pay and posts are unreserved. Permanent posts will be filled initially on temporary basis & temporary post is likely to continue indefinitely. PAY SCALE : Rs. 3000-100-35-30-125-4500 (T.E. Rs. 3280). AGE : Not exceeding 35 years. E.O. : (i) Degree in Mech./Elect. Engineering or degree in Metallurgy from a recognised University or equivalent. (ii) 5 years experience in a responsible position in a manufacturing organisation. D.O. : Adequate experience in economic assessment.

continue indefinitely. PAY SCALE : Rs. 2200-75-2800-E.R.100-400 (T.E. Rs. 2490) AGE: Not exceeding 35 years. EO: 16 Degree in Chemical Engineering/Chemical Technology of a recognised University or

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A 62

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL,
CIRCUIT BENCH, LUCKNOW

Registration No. 204 of 1989 (L)

K.K. Singh and others .. Applicants

Vs.

Union of India and others .. Respondents

Written Statement on behalf of Respondents
No. 1 to 4

I, S. Bhatia, s/o late Shri U.C. Bhatia, aged about 54 years presently posted as Deputy Director/Estt.-I in the office of Research, Designs and Standards Organisation (hereinafter called RDSO), Ministry of Railways, Lucknow most respectfully sheweth as under:

- PT
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4C
1. That I am presently posted as Deputy Director/Estt.-I in the office of Research, Designs and Standards Organisation, Ministry of Railways at Lucknow and have been duly authorised by Respondents 1, 2, 3 and 4 for filing this reply in the ~~xx~~ instant case. I have gone through the petition under Section 19 of the Central Administrative Tribunal Act, 1985 filed by the applicants and thus I am fully acquainted with the facts and circumstances of the case deposed below:-
 2. Before dealing with the para-wise reply,

579/89
Dy. Director Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-6

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the undersigned is placing the entire background or brief history of the case herein below:

2.1 That R.D.S.O. is a separate functional Unit of the Ministry of Railways (Railway Board) responsible for research and technological developments in all facets of railway working. R.D.S.O. functions as adviser and consultant to the Railway Board, the Zonal Railways, Production Units. Its principal aim is to promote progressively standardisation of rolling stock, track, bridges and structures and all equipments used by the Railways. The other important function of this Organisation is to undertake research pertaining to all spheres of railway working.

2.2 For conducting the research and development activities, the works are being conducted by various Technical Directorates and Metallurgical and Chemical Directorate is one of the Directorates which is mainly engaged in research, development, test & trials pertaining to metals & alloys, rubber and plastics, paints-lubricants, ultrasonic testing besides rendering consultation and technical advice on these items to Railway Board, Zonal Railways & Production Units and different Design Directorates of R.D.S.O., undertaking developmental inspection of materials and framing of related standards. This Directorate consists of 2 Wings - one is Metallurgical and the other is Chemical.

27/9/88

Dy. Director Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-5

Highly qualified technical officers and staff are required to be employed to conduct the research & development work.

2.3 The tremendous spurt in the traffic by the turn of the ~~century~~ - both passenger and freight - nearly double of the present level - has thrown a challenge to the Organisation. The steps required to be taken by the Organisation in meeting this challenge cannot be through conventional means - which had been by and large adopted so far. The Organisation has laid down Corporate goals and has outlined measures in achieving the same. One of the important means of achieving this objective is through upgradation of Technology & improving the Technical expertise of its Personnel to befit the requirements of a sophisticated Scientific & Technical body, which is planned to be final shape of this Organisation. In this context the Metallurgical & Chemical Dte. in dealing with frontier areas in regard to development of new materials - will have to play a significant role.

2.4 In the Metallurgical & Chemical Directorate, Class I Technical Officers are recruited by the Railway Board Ministry of Railways but so far as the appointments and postings of Class III Technical staff are concerned, these are made with the approval of the competent authority to whom the powers have been delegated by the Director General/RDSO and the Recruitment and Promotion Rules for these posts are also framed by the RDSO itself and approved at the level of Director General, RDSO.

2.6 So far as the departmental candidates ~~were~~ were concerned, Sr. Research Assistant scale Rs.550-900/RS (Rs. 1640-2900/RPS) with 3 years' service as Sr. Research Assistant were eligible for promotion against departmental quota.

2.7 For direct recruits, the minimum qualification & experience was as under:

Degree in Chemical Engg. or its equivalent or
Degree of Master of Science in Inorganic/
Organic/Industrial/Physical Chemistry, followed
by 2 years' experience including period of
training, if any, in an approved establishment
in the field of Corrosion/Paints/Lubricants/
Water Treatment/Rubber/Plastics, as per
specific job requirements.

OR

Ist Class B.Sc.(Hons.) in Chemistry with 3 years' experience including period of training, if any, in the field of Corrosion

By Director Establishment,
R. D. S. O., Ministry of Railways
Alambagh, LUCKNOW-3

Paints/Lubricants/Water Treatment/Rubber/Plastics,
as per specific job requirements.

OR

B.Sc. with Physics and Chemistry as compulsory subjects and with not less than 55% marks in aggregate, followed by 4 years' experience including period of training, if any, in the field of Corresion/Paints/Lubricants/Water Treatment/Rubber/Plastics, as per specific job requirements.

2.8 These Rules were revised in the year 1987
Vide Office Order No. 23 of 1987 dated 30-11-87 (Copy of Annex 2
in consultation with RDSO Class III Staff Association, according to which the posts of Chief Research Assistant/Chief Inspector(Chem.) scale Rs.650-960(RPS)/
2000-3200(RPS) in the Metallurgical & Chemical Directorate were to be filled as follows:

Method of recruitment	: 50% of the sanctioned posts by promotion of eligible departmental candidates on selection basis and the remaining 50% by transfer of suitable staff from Zonal Railways/Production Units or by direct recruitment both on selection basis.
-----------------------	--

Minimum qualifications and/or experience:

i) for promotion of departmental candidates 3 years service as Sr. Research Asstt./Chem.

ii) for transfer from Zonal Railways/ Production Units & for direct recruits. Degree or its equivalent in Chemical Technology from a recognised Institution covering any one or more of the following fields:

579/89
Dy. Director Establishments,
R. D. S. C., Ministry of Railways,
Alambagh, LUCKNOW-4

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ii) - contd.

a) Petroleum products, (b) Paints and Corrosion prevention
(c) Polymers.

With a minimum of two years' experience in an Industrial or Research & Developmental Organisation, in manufacturing practices, industrial applications, materials specifications, properties of materials and their evaluations in the respective fields.

2.9 The sanctioned and working strength of Chief Research Assistant/Chief Inspector(Chem.) scale Rs.650-960(RS)/Rs.2000-3200(RPS) as on 23-8-88 i.e. the date of placing the requisition on Recruitment Section of RDSO for filling the posts against direct recruitment quota was as under:-

Category	Sanctioned strength	Working strength	Remarks
Chief Research Asstt./ Chief Inspector (Chem.) scale Rs.2000- 3200(RPS)	24	24*	There is a short-fall of 10 direct recruits against which 3 posts only have been advertised. Even after filling up these 3 posts, still there will be a short-fall of 7 posts
		<p>* (i) Departmental - 19 (ii) Departmental - 3 (adhoc) (iii) Direct recruits - 2</p> <hr/> <p>24</p>	

2.10 As indicated above, three posts(1 reserved for S/C) were advertised by the Recruitment Section of R.D.S.O. vide Notification dt. 23-2-89 (copy at

379/89
Dy. Director Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-5

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Annexure-I of the Petition). In all 77 applications were received in response to advertisement and call letters were issued to 6 eligible candidates to appear in the test & interview on 22nd and 23rd August, 1989 but in the meantime Hon'ble Tribunal passed interim orders dt. 16-8-89 directing that the petitioners shall also be permitted to participate in the test irrespective of the new rules and with further direction that the results of the test/interview to be held on 22nd & 23rd August, 89 shall not be declared for a period of 14 days. The case has been listed on 5-9-89 for further orders. It is now proposed to hold the test on ~~12th~~ 13th & 14th Sept. 1989.

2.11 It is submitted for the information of the Hon'ble Tribunal that it is the policy of the Department that just to induct the best talent from the open market, higher qualifications and lesser age in comparison to the departmental candidates are prescribed so that along with experienced departmental candidates, best talent from outside is also available to conduct the highly technical works as mentioned in paras 2.1, 2.2 & 2.3 above. As such, the departmental candidates whose quota is already full cannot claim their share against the outside quota also but can only compete in the selection with the outsider candidates as "outsider candidate" provided they fulfil the requirements of eligibility.

AUG

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3. Detailed para-wise comments on the application are given below:-

4. That Paras I, II, III & IV of the Application

call for no comments as it is a matter of record, except that against item III word violation of 50:50 ratio is wrong.

5. That in reply to the contents of para V of the application, it is stated that the revised R & P Rules were notified during 1987 vide Office Order No. 23 of 1987 i.e. one year before the actual advertisement and the petitioners have not represented earlier against deletion of M.Sc., B.Sc.(Hons.) & B.Sc. from the R&P Rules for direct recruits. The application is not within the time-limit. As such, it is liable to be dismissed on this score alone.

6. As regards para VI(1), the same are admitted to the extent that except Sh.C.K. Mukhopadhyay, offg. Chief Res. Asstt./Chem. who is only M.Sc.Pt.I, the position as brought out in respect of others is factually correct.

7. As regards para VI(2), no comments are called for except that the posts of Sr.Research Asstt.(Chem.) are filled in by promotion of departmental candidates on selection basis.

8. The contents of para VI(3) call for no comments.

9. As regards para VI(4) it is submitted that as already brought out in the history (Pmz 29) of the cases out of 24 sanctioned posts,

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Dy. Inspector Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-5

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22 posts are being operated by departmental candidates and only 2 posts by direct recruits. The shortfall of 10 posts meant for direct recruits is required to be filled to achieve the ratio of 50% as per R&P Rules. Therefore, the contention of the petitioners stating that the 3 posts advertised to be filled by direct recruitment are in violation of the R&P Rules is wrong.

10. The contents of para VI(5) call for no comments.

11. As regards paras VI(6) & (7), the contentions made therein are admitted. The qualifications have been revised in the year 1987 & incorporated in the Revised R&P Rules in consultation with the Class III Staff Association of RDSO which is the recognised Association and represents the Class III staff and have been approved by the Director General/RDSO who has got full powers to frame and revise the R&P Rules for Class III staff of the Organisation. While framing the revised rules, the challenge and the Corporate goals which have to be achieved through upgradation of technology and meeting the technical expertise of its personnel to befit the requirements of Scientific & Technical Body which is expected to be the final ~~shape~~ shape of this Organisation have been kept in view.

12. As regards para VI(8) it is admitted that the petitioners had made representations

7/18
Dy. Director (Establishment)
R. D. S. O., Ministry of Railways
Alambagh, LUCKNOW-5

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on 29-5-89 but keeping in view the position as brought out above, it was considered that there is no justification to alter the qualifications etc. prescribed and the petitioners were replied accordingly.

13. As regards para VI(9) it is submitted that the details of the employees who have submitted the applications have not been given and unless the full details indicating the name of the applicants, the date on which they submitted the applications and the authority to whom they sent their applications are given, no comments can be offered.

14. As regards para VI(10), the position given in para 12 above is reiterated.

15. In reply to the contents of para VI(11) of the application, it is stated that under the delegated powers, the competent authority has the power to amend the Recruitment and Promotion Rules at any time depending upon the need of the Organisation. The advertisement in question is based on the revised Recruitment and Promotion Rules presently in vogue. According to these rules, the Petitioners have no claim to 50% direct recruitment quota unless they possess the qualifications stipulated therefor. Proposals are initiated from time to time on many policy matters and unless they are finalised and notified, no cognisance

579/89
By Director Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-6

thereof can be taken to claim discrimination. In view of this, there has been no violation of any constitutional guarantee as claimed by the Applicants.

16. As regards para VI(12), it is admitted that the promotion to the next promotion grade in the Gazetted cadre is made from both the Wings i.e. Chemical & Metallurgical from amongst the Chief Research Assistants/Chief Inspectors/ Chem. & Met. from a common seniority list. Since the 50% posts of Chief Research Assistant meant for departmental candidates are already filled from the departmental candidates only and the 3 posts which had been advertised are in the share of the outside candidates (in fact we have to fill in 10 posts by direct recruitment) it is not understood as to how the applicants ~~were~~ are bound to suffer if all the 3 posts of Chief Research Assistant/Chief Inspector(Chem.) are filled by direct recruitment.

17. In reply to the contents of para VI(13) of the Application, it is stated that the contention of the Petitioners that the posts in question belong to Research projects in the subject of Chemistry alone in RDSO is denied. These are required for Research and Developmental Projects and other related activities in various technological disciplines e.g. Petroleum Products, Paints and Corrosion Prevention, Polymers etc.

.....
Dy. Director Establishment,
R. D. S. C., Ministry of Railways,
Alam Bagh, LUCKNOW-3

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where a sound background and knowledge in the specialised fields by way of Degree Course in Chemical Technology disciplines are required. These requirements can best be understood by Administration alone based on the past experience and future needs taking into account the technological advancement occurring every day. The Recruitment and Promotion Rules have been revised in 1987 keeping the above aspects in view. The Recruitment and Promotion Rules framed by ~~xix~~ other Departments as mentioned by the Applicants are based on their requirements and cannot be made applicable to the Metallurgical and Chemical Directorate of RDSO. This apart, the Service Commissions are only recruiting agencies and do not lay down Recruitment and Promotion Rules for the posts advertised by them. These rules are framed and finalised by the concerned Departments as per their specific requirements.

Since the Recruitment and Promotion Rules and also the service conditions obtaining in RDSO cannot be compared with other Departments the cases cited in this para by the petitioners cannot be accepted.

18. As regards para VI(14), it is again reiterated that as per revised R & P Rules, 1987, 3 posts of Chief Research Assistants have been ~~advertised~~ ^{correctly} ~~in the share of~~ ^{against} ~~and there is~~ the 50% quota for direct recruitment.

3/9/88
Dy. Director
D. S. C.
Almora

no violation of the rules and the action taken by this Organisation in advertising the posts is in perfect order. Since the quota of the departmental candidates is already overflowing, no injury has been caused to the departmental candidates and they have no cause for grievance.

19. In view of the above and the circumstances explained above, the grounds & reliefs sought for by the petitioners are not maintainable and the instant petition which is not only devoid of any merit but also no good ground has been put forth by the petitioners for any interference of this Hon'ble Tribunal and as such the applicants are not legally entitled for any relief claimed and the instant petition is, therefore, liable to be dismissed.

The Hon'ble Tribunal, as such, may kindly pass orders to vacate the stay
Granted vide order dt. 16.8.89
Lucknow
Dated: 5-9-89

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of
Deponent
Director Establishment,
R. D. S. O., Ministry of Railways,
Alambagh, LUCKNOW-5

Verification

I, S.Bhatia, son of late Sh.U.C.Bhatia, aged about 54 years working as Dy.Director/Estt-I in the office of Research, Designs and Standards Organisation, Ministry of Railways, Lucknow do hereby verify that the contents of paras 1 ~~to 19~~ of the instant reply are true to my personal knowledge and belief and those of paras 2 to 19 are true based on knowledge derived from the perusal of the available records relating to the instant case kept in the official custody of the Respondents. Nothing material has been concealed and nothing stated therein are false.

Lucknow

Dated: 5-9-89.

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Dependent Section 10(1)(b) of the RTI Act, 2005
R. D. S. Section 10(1)(b) of the RTI Act, 2005

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW

O.A. No. 204 of 1989 (L)

K.K. Singh & others Applicants

Versus

Union of India & others Respondents

Rejoinder to the written statement on behalf of respondent Nos. 1 to 4.

The applicants most respectfully beg to state as under :-

- Rejoinder
K.K. Singh
01/01/1990*
1. That para 1 of the written statement needs no reply.
 2. That para 2.1 of the written statement needs no reply.
 3. That in reply to para 2.2 of the written statement it is stated that the Met. and Chem. Directorate consists of Metallurgical and Chemical Wings and the Chemical Wing consists of :

- Filed today
SWS
3/10/91*
- (1) Rubber and Plastics
 - (2) Paints and Corrosion Prevention
 - (3) Lubricants and Fuels
 - (4) Water Treatment
 - (5) Chemical Consultation

R.D. Iwan

It may be mentioned here that persons with degree in Science, that is, M.Sc. and B.Sc. are working not only on the post in question but also in the higher posts of Dy. Director and as. Jt. Director (Chem.)

and are conducting the research and development work in the Directorate.

4. That in reply to para 2.3. of the written statement it is stated that in order to realise the aims and objects of meeting the new challenges and in dealing with frontier areas in the Strategy for Railway Technology Development Plan qualification of B.Sc. has been mentioned for the post of Scientific Assistant and M.Sc./Ph.D. for Scientists/Officers. There is no material on record to indicate that persons with Science degree are unable to perform the required work. It may be further mentioned that there is no change in the nature of job requirement as evident from the latest list of duties drawn up by the department as against the old set of duties. A photostat copy of the extract of the Strategy for Railway Technology Development Plan for 1987 is filed as Annexure No. 9 to this rejoinder.

5. That para 2.4. of the written statement as stated is denied. None of the Class I posts is filled up by direct recruitment except that of Joint Director/Rubber. All the Class I posts have been filled up by transferring the railway cadre officers either recruited as Chemists or Metallurgists through U.P.S.C. on the basis of the qualifications which include a Science degree or promoted from class II railway cadre. The appointment and posting of Class III staff is made by the Director General, RDSO. Thus the 1987 R & P Rules

R.D. Diwani

arbitrarily eliminate the degree of M.Sc. as prescribed qualification for eligibility which was so far valid.

6. That para 2.8 of the written statement is admitted. It is stated that according to the old Rules the degree in Chemical Engineering or M.Sc. or B.Sc. with 65 marks was the prescribed qualification whether the post in question was sought to be filled up by promotion or direct recruitment under the prescribed quota.

7. That para 2.6 of the written statement is not denied.

8. That in reply to para 2.7 of the written statement it is submitted that the qualifications prescribed under the Rules referred to will be evident from a perusal of the same.

9. That para 2.8 of the written statement as stated is denied. It is denied as alleged that the Class III staff Association agreed to or gave its consent to the change in qualifications under the proposed Rules. In fact the Class III Staff Association represented against the change in qualifications as proposed but it was completely ignored. The change in 1987 R&P Rules is, therefore, wholly arbitrary and without any rational basis. The 1987 R&P Rules files as Annexure No.2 to the application as circulated by office order No.23 of 1987 are at variance with the position indicated in para under reply in so far as clause 4 (II) has

PK Dhirani

been purposely omitted and sub paras (III) and (IV) have been combined which is misleading.

10. That para 2.9 of the written statement as stated is denied. The backlog of posts as mentioned in para under reply is wholly misconceived. The question of backlog of posts amounts to depriving the applicants of their chance of promotion in respect of the posts presently sought to be filled up by direct recruitment and also to deprive the applicants from competing for the said posts directly in the open field by changing the qualifications and eliminating the Science degree altogether. The action is wholly arbitrary and amounts to discrimination.

11. That in reply to para 2.10 it is stated that the applicants were illegally and arbitrarily excluded from the process of selection by changing the qualifications and eliminating the qualification of a Science degree. The action of the respondents in not allowing the applicants to participate in the selection test, both in written and interview, was deliberately malafide and in disregard of the interim order passed by this Hon'ble Tribunal. This interim order was also subsequently confirmed on 12.9.1989 after hearing the parties. In spite of this no selection test was held on September 13th and 14th, 1989 as scheduled with the malafide intention of not allowing the applicants to appear in the selection test.

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12. That para 2.11 of the written statement as stated is denied. The averments made in para under reply

are self contradictory and are at variance even with the 1987 R&P Rules which eliminate the Science degree for the purpose of eligibility. The averments regarding best talent from open market, higher qualifications and lesser age are vague and misconceived and have no nexus with the elimination of the Science degree under challenge in the present case. It is reiterated that the applicants are fully qualified and eligible for competing in open selection for the post in question. Contrary averments are denied.

13. That paras 3 and 4 of the written statement need no reply.

14. That para 5 of the written statement is denied. The new 1987 R&P Rules were not circulated to the staff as per the provisions of the Establishment Rules and as such there was no occasion to make representation against the proposed Rules. It is submitted that the office orders are required to be noted by the staff concerned which was not done in the present case. It is further stated that there is no justification for eliminating the higher qualification of M.Sc. in Chemistry from the 1987 R&P Rules. The M.Sc. degree is treated as equivalent to the degree in Chemical Technology by the U.P.S.C., D.R.D.O. and other similar institutions for the purpose of research and development set up under the railways. It is denied as alleged in para under reply that the application is not within time limit.

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15. That in reply to para 6 of the written statement averments made in para VI(1) of the application

are reiterated. Sri C.K. Mukhopadhyay is Senior Research Assistant, possesses a degree of B.Sc. (Hons.) with Physics, Chemistry with 55%marks and as such is fully eligible under the old Rules.

16. That in reply to para 7 of the written statement averments made in para VI(2) of the application are reiterated. It is reiterated that all the posts at all levels are filled on the basis of selection.

17. That para 8 of the written statement needs no reply.

18. That para 9 of the written statement as stated is denied. The averments regarding the backlog of posts to be filled up by direct recruitment are misconceived and are denied. It is reiterated that the vacancies as and when they arise are to be filled up in accordance with the Rules under 50:50 quota fixed for promotees and direct recruits. The averments regarding filling up the backlog of posts is, therefore, illegal and arbitrary.

19. That para 10 of the written statement needs no reply.

20. That para 11 of the written statement as stated is denied and the averments made in paras VI (6) and (7) of the application are reiterated. It is reiterated that the 1987 R&P Rules changing the prescribed qualification for the post in question is wholly illegal and arbitrary. It is denied as alleged that the ~~matter~~ same has been done with consultation and approval of

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the Class III staff association of RDSO. On the contrary the proposed change in the Rules was opposed by the Association which suggested the retention of B.Sc./M.Sc. degree in Chemistry alongwith B.Met./B.Chem. degrees. The proposal of the Association was, however, ignored to the detriment of the applicants. Even the principle of five years margin period as directed in the Railway Board's letter No.E(GP) 85/11/78 dated 29.3.87 addressed to the Director General, RDSO, for Group A and B which are higher class services has been disregarded. It is relevant to point out that in the case of Sri Faiz Mohammad working as JRA/Chem. who had a M.Sc. degree in Chemistry and subsequently acquired Ph.D. degree, the Director General, RDSO, himself commended the work of Sri Faiz Mohammad to the Executive Director, Railway Board, for sanction of extraordinary leave. According to the Director General, the qualification sought to be acquired by Dr. Faiz Mohammad would be ideally suited to new work culture of RDSO. It is pointed out that even Dr. Faiz Mohammad has not been considered eligible for selection to the post in question under the changed Rules. A photostat copy of the letter of the Director General dated 2.3.1988 recommending the case of Dr. Faiz Mohammad is filed as Annexure No. 10 to this rejoinder.

21. That in reply to para 12 of the written statement averments made in para VI(8) of the application are reiterated. It is reiterated that the applicants' representation was not considered in the facts and circumstances indicated in the application.

RK Iwani

22. That para 13 of the written statement as stated is denied and the averments made in para VI (9) of the application are reiterated. It is reiterated that the applicants submitted their application in response to the advertisement through proper channel within the prescribed date. A few applicants have submitted their applications through proper channel in consequence to this Hon'ble Tribunal's order dated 16.8.1989.

23. That para 14 of the written statement is denied and the averments made in para VI(10) of the application are reiterated. It is reiterated that the applicants representation dated 29.5.1989 was rejected by a cryptic non speaking order dated 9.6.1989.

24. That para 15 of the written statement is denied and the averments made in para VI (11) of the application are reiterated. It is denied as alleged that the 1987 R&P Rules are not in conformity with the need of the organisation as evident from the New Policy Profile indicated in "Strategy for Railway Technology Development" for restructuring RDSO. The Director Met. & Chem. has himself through a note dated 26.7.1988 proposed for revision of R&P Rules. A photostat copy of the proposal stipulating the M.Sc. degree in Chemistry as equivalent to degree in Chemical Technology is filed as Annexure No. // to this rejoinder.

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Annexure No. //

25. That in reply to para 16 of the written statement it is stated that if admittedly on promotion to the next higher Class II post of Asstt. Research Officer

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both in Chemical and Metallurgical Wings the said posts in both the wings are merged there is no rational basis for making a distinction in the prescribed qualifications for promotees and direct recruits in the lower posts of Chief Research Assistant/Chief Inspector. The policy in this regard to change the rule is, therefore, arbitrary and leads to discrimination.

26. That para 17 of the written statement is denied and the averments made in para VI(13) of the application are reiterated. The averments made in para under reply are self contradictory. It is reiterated that in the higher post in RDSO there is no officer having qualification in the technological discipline in Petroleum products or paints and corrosion who can guide research in these subjects of Chemistry. Most of the officers in Chemical wing have metallurgical bases. In this connection it is relevant to point out that the RDSO is being restructured on the lines of DRDO (Defence, Research and Development Organisation) where the qualification of M.Sc. in Chemistry is accepted as equivalent to a degree in Chemical technology. Even the Railway Diesel Locomotive Works for the purpose of recruitment puts the M.Sc. degree at par with degree in Chemical Technology. Even the Class I posts in RDSO are filled from among the railway cadre officers belonging to the railway units like D.L.W. where M.Sc. degree in Chemistry is considered equivalent to degree in Chemical technology. Photostat copies of the advertisements in support of the aforesaid contention treating the M.Sc. degree

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at par with degree in Chemical Technology are filed
Annexure Nos. 12 as Annexure Nos. 12 to this rejoinder.

27. That para 18 of the written statement is denied and the averments made in para VI(14) of the application are reiterated. It is reiterated that the alleged backlog of posts is illegally sought to be filled up by direct recruitment. Contrary averments made in para under reply are denied.

28. That para 19 of the written statement is denied. The application is maintainable on the facts and grounds stated therein and it is liable to be allowed and the applicants are entitled to the reliefs prayed for therein.

Verification

I, Dr. R.K. Tewari, son of Sri R.S. Tewari, aged 37 years, working as Senior Research Assistant in the office of Metallurgical and Chemical Directorate RDSO, Lucknow, resident of B-142/2 Manaknagar, Lucknow, do hereby verify that the contents of paras 1 to 27 are true to my personal knowledge and paras 28 believed to be true on legal advice and that I have not suppressed any material fact.

Date :

Place : Lucknow.

R.K. Tewari
Signature of the applicant.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

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LUCKNOW BENCH, LUCKNOW.

D.A. No. 204 of 1989 (L)

K.K.SINGH&OTHERS ;.....APPLICANTS

VERSUS

UNION OF INDIA& OTHERS.....RESPONDANTS

ANNEXURE NO. - - - - - 9

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
**RESEARCH DESIGNS AND STANDARDS
ORGANISATION**
LUCKNOW

**STRATEGY
FOR
RAILWAY TECHNOLOGY DEVELOPMENT**

RK Divani

JUNE, 1987

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7. To effectively play the characteristically revised role for effecting synergy in railway technology development, measures as needed are identified to reorganise the RDSO in terms of work culture, quality of man-power and in-house investigational test facilities.
8. The quality of manpower is an essential component for implementation of the strategy. A new policy profile for manning RDSO has been prepared which envisages:-
a) Elimination of lower level and under-qualified categories;
b) Creation of Railway Specialists Group of Project Leaders;
c) Providing incentives for grooming a scientific and technical cadre;
d) Adoption of new criteria for posting Directors and consideration of tenure along with incentives; and
e) Remove bottlenecks in procurement and procedures for development of prototypes and limited service trials.
9. The new strategy proposed entails only 0.6% of the investments, visualised in the corporate plan, for the Railways.

RD/Divam

SUMMARY OF RECOMMENDATIONS

1. Instead of present strategy of import of proven technology, it is time to change for adoption of a new strategy viz. import state of art technology, develop know-why, adapt for manufacture of prototype of next generation depending almost wholly on indigenous technology (Part I, para 5.5).
2. Five missions are recommended viz. —
 - I. On mixed traffic routes, operation of 4500T freight services at 100 kmph.
 - II. On mixed traffic routes, operation of passenger service upto 200 kmph on inter-city routes.
 - III. Heavy haul freight trains with 18000T trailing loads at 75 kmph on dedicated routes.
 - IV. Upgradation of meter gauge systems covering passenger and freight services and transhipment facilities.
 - V. Development of capacity for absorbing futuristic technologies (Part I, para 7.3.1).
3. A structured set up through technology development groups is recommended to achieve Synergy involving the three components - RDSO, Industry and Centres of learning and high technology applications (Part I - paras 8.1, 8.5).
4. For purposeful time-bound implementation of the missions, mission coordinators of appropriate level will have to be provided - two at the Addl General Manager level and three at the level of Senior Administrative grade, by suitable upgradation Part I - para 8.5).
5. To streamline and rationalise procedures so as to cut down delays for sanctioning and funding of projects, a Governing Council is recommended to be set up under the chairmanship of Chairman, Railway Board with all Railway Board Members as well as DG/RDSO, as its members and Executive Director (E&R) Railway Board as its Secretary (Part I - para 8.10).

R.D. Tiwari

6. For processing various identified key technologies, it is recommended to provide a 50 km stretch of High Technology Route. (Part I - para 9).
7. For Mission V - Blue Sky Areas , futuristic bogie, self stabilising track structure, linear propulsion motor, remote sensing and control through satellite and magnetic levitation are recommended, for which initial techno-economic surveys are proposed (Part I - para 11).
8. RDSO is to be developed as the centre of excellence in the fields of Rail-Wheel interaction, Train-Track Dynamics, Dynamic Structural Designs of bogies, shells, OHE, Bridge & Track structures. For this, besides acquisition of investigative test facilities, institutional tie-up arrangements with other advanced Railway Research Centres ,like AAR, British Rail, French National Railway, German Federal Railway, as may be possible by suitable protocol agreements, is recommended. (Part I - para 12.2).
9. A new work culture for RDSO, with, emphasis on computer aided design, drafting, information storage and retrieval, is recommended (Part I - para 11.6).
10. It is recommended that modularly structured project groups be organised to suit the quality and quantum of R&D work in RDSO (Part II - para 6).
11. It is recommended that scientific and technical team will consist of Engineers, Scientists and Specialists, eliminating categories like Draftsman and Lab Assistant. (Part II - para 8.1, 8.2).
12. It is recommended that project leaders for the Railway technologies should be headed by hand-picked Railway specialists, having a flair for research & drawn from cadres of the organised Railway Engineering Services (Part II - para 7.3.2).

RK Iwani

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13. A structured training programme is recommended for development of Railway Specialists (Part II - para 8.3.2 and Annexure A).

14. For quality improvement, higher qualifications are recommended as under:-

Engineers

- | | |
|----------------------|----------------------|
| Senior Scale & above | - Master's Degree. |
| Group B | - Bachelor's Degree. |
| Assistants | - Diploma. |

Scientists

- | | |
|------------------------|---------------------|
| Junior Admn Grade | - Ph.D. |
| Senior Scale & Group B | - Master's Degree. |
| Assistants | - Bachelor's Degree |

This is recommended to be achieved by a policy, incorporating some lateral inductions and some deputations. Lateral induction upto 20% of the Group B cadre will be effected by direct recruitment. 10% of the JA grade posts will be made ex-cadre, to allow deputation of engineers/scientists from CSIR/IIT/Industry to RDSO or from RDSO to them, to work on identified collaborative projects.

15. It is recommended that Directors and Mission Coordinators are specially selected for their outstanding records and given tenure of at least 3 years with 30% of basic pay as special allowance, as applicable to personnel of training institutions (Part II - para 9.4).

16. Project leaders heading Research & Design teams will be given incentives by granting of 30% of basic pay as special allowance instead of the normal special pay granted to others and also may enjoy accelerated promotions with approval of Governing Council (Part III - para 8.6.).

17. A structured training programme during the first year of their tenure is recommended for the senior administrative personnel drafted into RDSO to provide right type of expert guidance (Part II - Para 9.5).

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18. Keeping in view the quality of work of R&D it is recommended that officers' (thinkers) percentage be increased from 16% to 38% and work to a reduced strength of the order of 1425 as against existing 1768 engaged in R&D work (Part II - Para 10.2.3 and Annexure B).
19. Assessment based promotions from Junior Assistant to Chief Assistant level and from Group B to Senior Scale are recommended on flexible complementing principle (Part II - para 11).
20. Documentation service is recommended to be computer based and access to international data bases for technical information is to be provided (Part II - para 12.1).
21. Greater devolution of power to project leaders is to be provided in matters relating to procedures for developmental orders and procurement of material for executing projects. Computerised formats for expeditious processing of indents, their scrutiny, and placement of order are to be evolved. Project leaders are also to be given adequate powers to act as their own Stores Officer ~~the development~~ items. (Part II - para 13.6).
22. Those who are not found to be capable of adjustment to the new structure are recommended to be accommodated (i) in other Railway establishments in their corresponding grade treating them as surplus cadre; (ii) ⁱⁿ the establishment needed for construction and maintenance of the high tech route and accelerated service test facility; and (iii) by retirement if willing, with attractive benefits. (Part II - para 14.1).

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culture. Specifically, an attempt has been made to:

- 1) classify the work quality-wise and quantify the same;
- 2) identify the quality requirements of the personnel to handle the workload and structure the same; and
- 3) identify the training and re-orientation programmes to adjust/upgrade the existing manpower.

3. Quality of Personnel and Work Culture

3.1 The scientific and technical cadre, for the five important (inspection activity excluded) activities, is currently managed by the total of 1746 staff comprising

- | | | |
|----|--|------|
| 1) | Engineers & scientists
(including Chief Assts
Sr Assts & Jr Assts) | 1467 |
| 2) | Draftsmen & Lab Assts | 279 |

3.1.1 Basic Qualification

An academic degree, by itself does not necessarily confirm the requirement as a base material for R&D work. Except in exceptional cases, where publications are available in support of the quality of attainments of a particular person, it is a 'near true axim that a person, who has acquired a high academic qualification such as a Masters or a Ph.D., is best likely to fit in the R&D work.

Among the engineers, those with a basic engineering qualification of a degree or diploma, and, scientists with a qualification of Bachelor of Science, the percentage of qualified people is 36%. For higher quality of R&D work, where more than qualification is required, such as Master's Degree or a Ph.D., their number is only about 50, representing 3%.

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course in the specialisation, relevant to their own discipline and exposure for obtaining advanced state-of-art knowledge through association with industries and a placement with advanced railway systems. A draft scheme is enclosed for approval of Board (Annexure A).

8.4 For other categories, upto the nominal senior scale, the cadre will be normally entirely from the RDSO cadre, except in special cases depending on the nature of project or special requirement envisaged for a short duration of only a year or two, deputation from other scientific/academic/industrial institutions could be considered.

8.4.1 The nominal grades envisaged in the different streams and their basic qualifications to be aimed at are suggested as under:-

<u>Engineer</u>	Senior scale & above	Masters,
	Group B	Bachelor's Degree,
	Junior/Senior/Chief Assistant	Diploma.
<u>Scientist</u>	JA Grade	Ph.D.,
	Senior Scale	M.Sc.,
	Group B	Masters.
	Chief/Senior Asst	Bachelor's Degree.

While the initial qualification to the lowest cadre, in scientific stream, is a Bachelor's degree in respective discipline and in engineering stream, is a Diploma, for the higher levels higher qualifications of Masters or Ph.D., have been indicated as desirable. This is to be achieved in three ways viz. (i) by encouraging the engineers and scientists, while working in RDSO, registering for higher research/academic/technical qualifications; (ii) by a positive action of selection to pick up promising employees to be deputed to other academic/research institutions on deputation as full time scholars for acquiring special-

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of their promotion being due, as also to give accelerated promotion to a really outstanding person for his contributions, to judge which, certain well defined norms are to be laid down.

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	New Technical Product Development/or NORM development.		Modifying existing Product Technology	
	Software	Hardware	Software	Hardware
Word Load%	25	30	17	28
Matching module type	A	C	A	C
For R&D	Total type A	=	25% + 17%	= 42%
	Total type C	=	30% + 28%	= 58%

Therefore for 60 ELP under one R&D one needs 25 type A units & 35 type C units.

For Consultancy & Service Engineering collection is considered desirable. Normally, 'D' type units working under overall command of A type unit is envisaged. These add workload of 'A' units and hence additional 'A' type units needed to handle the consultancy jobs as short-term projects, is worked out.

There are a max. 20 ECP under this head and 10 units of type 'A' and 20 units of 'D' type are considered adequate considering the nature of work.

For production capacity development works type 'D' unit is considered adequate to handle the jobs but these will be placed under command type relationship with those 'A' type units dealing with consultancy and service engineering. The number of such 'D' type units are estimated to be 20.

For standardisation - 'A' type units are considered essential and for workload of 10 ELPs, 10 type 'A' units are provided.

Type B is a scientific module basically to render assistance to Type A and C Units in the areas of -

Computer software	: 15 units
Chemist & Metallurgists	: 4 "
Mathematics Group	: 2 "
Instrumentation Specialists	: 4 "
Microprocessor based system experts	: 5 "

30 units

To cater for variations in the actual work quantum because of the above assumed norms being not yet proven, it is proposed to provide 30 additional units of 'D' type.

RK Diwam

टेलिग्राफ़ : रेलमानक-लक्खनऊ
Telegrams : 'RAILMANAK' LUCKNOW



A79
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भारत सरकार-रेल मंत्रालय
अनुसंधान अभिकल्प और मानक संगठन

Government of India—Ministry of Railways
RESEARCH DESIGNS & STANDARDS ORGANISATION

पर संख्या NO RM3/GL/117/1
Our Reference.....

संख्या-२२६०९९-दिनांक
LUCKNOW-226011-Dated..... 28.1.1988

The Executive Director
Railway Board

Director
RDSO

Sub: Strategy for Railway Technology Development.

Board have approved in principle, the broad concepts included in the above report. Vide their Memo No 87/ER-I/RDSO(Tech-6) dated 11.12.1987, Board have also set up the Governing Council for RDSO to facilitate implementation of the plan strategy. In this endeavour, it is necessary

- a) to usher in a new work culture, which again entails a radically new staffing pattern;
- b) to nominate Technology Development Groups for achieving synergy involving RDSO, Industry and Centres of Learning of High Technology Applications; and
- c) to nominate Mission Coordinators for purposeful and time-bound implementation of the 5 missions.

2. Enclosed please find 2 memoranda viz. (1) Memorandum for Revision of R&P Rules (covering (a) above) and (2) Memorandum for Nomination of Technology Development Groups and Mission Coordinators along with their assigned duties (covering (b) and (c) above). A copy of the 'Strategy for Technology Development - December 1987' is already available with you. Your valuable suggestions/comments/improvements on these two memoranda may please be communicated to me by 10.2.1988 before these are finalised for submission to the Governing Council.

Rncl: Two Memoranda

N. Ananthanarayana
(N. Ananthanarayana)
Director General

4.

MISSION COORDINATORS

4.1 Towards Mission-oriented working of RDSO, Railway Board have approved the following 5 Missions -

Mission I

- Develop Technology for operation of 4500t freight services at double the existing average speed on mixed traffic routes.

Mission II

- Develop technology for operation of passenger services upto 160 km/h on mixed routes and 200 km/h on dedicated routes.

Mission III

- Develop technology for heavy haul freight trains upto 18,000t trailing loads at 75 km/h.

Mission IV

- Develop technology for upgradation of Metre Gauge systems covering passenger and freight services and transhipment facilities.

Mission V

- Develop capacity for absorbing Futuristic Technologies and the Blue Sky Areas.

4.2

For purposeful and time-bound implementation of the Missions, the following officers are recommended to act as Mission Coordinators:

Mission I

- Director Stds Traffic

Mission II

- Director Research

Mission III

- Director Stds Wagon

Mission IV

- Director Stds Motive Power

Mission V

- Director Research

5.

FUNCTION OF MISSION COORDINATORS

5.1

Mission Coordinators will have the specific task of programming the progress of respective missions and associating with the programme of action of the Technology Development Groups and planning of progress

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MEMORANDUM I
TECHNOLOGY DEVELOPMENT GROUPS AND MISSION COORDINATORS
- THEIR COMPOSITION, FUNCTIONS AND APPROVAL THEREOF FROM
GOVERNING COUNCIL

1. PREAMBLE

1.1 Recognising the need for change in the Strategy of Technology Development so as to meet the challenges of the 21st century, the RDSO, Lucknow, is to be re-organised to be a centre of excellence for specialised studies and tests and to act as Principal Agent to effect Synergy with the Industry and Centre of learning.

1.2 In connection with the formulation of a long term plan for Railway Technology Development on an integrated basis, RDSO have submitted a report on Strategy for Railway Technology Development. Board have approved in principle, the broad concepts included in the report, while other aspects requiring policy decisions have to be processed through the Governing Council for RDSO recently set up vide Board's Memo No 87/ER-1/RDSO(Tech) dated 11.12.1987.

2. FORMATION OF TECHNOLOGY DEVELOPMENT GROUPS

2.1 There would be following Key Technology Areas for the Technology Development Groups having Members from RDSO, Industry and Centres of learning.

Key Technology Areas	Member Convenor/RDSO
i) Electric Locomotives/ Train Sets. <i>D P Singh</i>	Director Stds Electrical
ii) Diesel-Electric Locomotives	Director Stds Motive Power
iii) Overhead Equipments	Director Traction Installation
iv) Wagons	Director Stds Wagon
v) Coaches	Director Stds Carriage
vi) Heavy Duty Track Structure	Director Stds Civil
vii) Bridges	Director Stds (Bridges & Structures)
viii) Train Control & Signalling	Director Stds Signal

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MEMORANDUM II

REVISION OF R&P RULES FOR NEW STAFFING PATTERN - METHODOLOGY AND APPROVAL THEREOF

1.

PREAMBLE

1.1 Recognising the need for change in the Strategy of Technology Development for meeting the challenges of the 21st century, the R&D Centre for the Railways (RDSO/Lucknow) is to be reorganised to make it a Centre of Excellence for specialised technology and test facility and for acting as the Principal Agency to effect Synergy with the Industry and other advanced Centres of Learning. A new work culture and staffing pattern is necessary to achieve this.

2.

EXISTING ORGANISATIONAL STRUCTURE

2.1 In the existing RDSO staffing pattern, the channel of advancement for staff engaged in R&D Assistant (Research), Tracer to Senior Design Assistant (Standards and Design) and Senior Technical Assistant to Chief Technical Assistant (Inspection and Consultancy). Currently, entry to the lowest stage in Research and Design Directorates are at the levels of Lab Assistant and Tracer respectively. The qualifications prescribed at present for entry to these cadres is only Matriculation. In subsequent promotions to any grade, no further educational qualification is necessary and only a regular service in the lower grade for 3 years will be required. Due to this reason, quite a sizeable percentage of staff engaged in these cadres are technically non-qualified inspite of the fact that lateral entry is permitted at certain tiers. In the Technology Development Plan recently made out, proposals have, therefore, been made for 'in-house' training or training in outside institutions for the required group of staff to make them technically self-sufficient for coping with the new work culture.

2.2 Similarly, in respect of officers also, the extant method of filling up of these posts does not warrant requirement of high technical qualifications.

RDSO/CM

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FUNCTIONS OF TECHNOLOGY GROUPS

3.1

of -

- Identifying agencies for project programming; and
- Reviewing project implementation reports and recommending action.

3.2

With the approval of the Strategy for Railway Technology Development (December 1987), the Technology Development Groups will have to be set up so that for each key technology areas, identification of the following areas can be done -

- decision regarding import of equipment, designs and transfer of technology ;
- intermediate milestones for project progression and monitoring;
- commissioning and utilisation of relevant infrastructure facilities;
- preparation of financial outlay plan under the Plan Head 'Railway Research' for the next five years, manpower training; and
- Linkages between various projects of different missions and relative priorities amongst them.

3.3

Detailed investigations shall be conducted and necessary identification will be done of the concerned industries and centres of learning to be coordinated with for progressing with the development of relevant technologies. The Member-Convenor will coopt the required Member-Industry, duly consulting Confederation of Engineering Industries.

3.4

After detailed interaction, M.O.U. will be made out with the relevant industries and centres of learning for carrying out collaborative investigations. After the agencies are identified by the Member-Convenor of each Technology Development Group, a detailed plan of action on various aspects specified above will be prepared and submitted to Governing Council by 30.4.1988 for approval .

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COMMITTEES TO FRAME NEW R&P RULES

3.1 To frame R&P Rules for the proposed new pattern, two Committees of 3 officers each at appropriate level are proposed. (For subordinate staff - Committee of 3 JA Officers and for Officers - Committee of 3 HODs.). The Committee should go into the strategy document and frame R&P Rules of Officers and staff at various levels including the training aspects. These R&P Rules would then be got accepted by the Staff and Officers' Federations and UPSC also in case of Officers, and then finalised and sanctioned at appropriate levels. The Governing Council is requested to approve the above line of action.

RE: R&P Rules

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of Technology Missions. Mission Coordinators will also assist Technology Development Groups in progressing of projects linked with their respective missions and in also identifying different sub-projects.

5.2 Mission Coordinators will specifically identify the following by 30.6.1988:

- Milestones for respective missions.
- Completion time of important critical projects.

6. ACTION REQUIRED FROM THE GOVERNING COUNCIL

6.1 A Governing Council for RDSO has been set up to facilitate implementation of the plan strategy. Its composition, function and guidelines for working have been communicated vide Board's reference indicated in Para 1. Setting up of the Governing Council has been with the objective of obtaining speedier decisions and to make RDSO more accountable for the accomplishment of the objectives set forth for the same.

6.2 The following agenda is proposed for consideration and approval of the Governing Council:

- a) Approval of nomination of different Directors of RDSO for various Technology Development Groups and other actions required to be taken thereof; and
- b) Nomination of the Technology Mission Coordinators and other actions required to be taken thereof.

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NEW ORGANISATIONAL STRUCTURE

- 3.1 The new organisational structure envisaged contemplates formation of investigational teams in the form of Modules. The teams would consist of only Engineers, Scientists and Specialists, who can apply themselves to the intricacies of the problems and go into depths of the subject.
- 3.2 In the new work culture, minimum qualification for officers has been fixed up as a technical degree at lowest tier gradually rising to doctoral qualifications for JA grade. To achieve this objective, Institutional Training have been recommended and creation of trainee reserve posts has also been proposed.
- 3.3 As higher qualifications will be necessary for technical and scientific posts in R&D, incentives in the form of Special Pay (viz. 30% of pay, similar to Educational Institutions like IRICEN, IRISET, etc. and which would be more than the special pay drawn by other Railway officers transferred to RDSO) have been recommended.
- 3.4 The proposals also envisage longer tenure of officers in RDSO by higher grade elements with DG/RDSO to be used for giving local promotions.
- 3.5 The new plan also envisages lateral entry into certain technical and scientific posts from outside agencies like IITs, Indian Institute of Science and other higher centres of learning.
- 3.6 The operative paras in the document which bring out the technical and scientific requirement of officers and staff in the new work culture are enclosed as Annexure to this Memorandum.

R.D. Jaiswal

Technical and Scientific requirement of officers and staff in the new work culture - operative paras in the document

<u>Para No</u>	<u>Page No.</u>	<u>Content</u>
1.4.1	35	Inspection staff for Production Units excluded.
1.4.1	35	Service Engineering for designs in Production Units excluded.
6.2	44	Mod. 'A' all posts Ex-cadre. One long-term project (2 years) to 3 to 4 short-term projects (4 to 6 weeks).
8.3	50	Project Leaders should be Ph.D and have flair for R&D with publications, etc.
8.3.1	51	Project Leaders to have 10% from outside bodies - RDSO cadre also to be a part.
8.3.2	51	Railway specialist with 6 years experience. Further training of 6 months (as per Annexure 'A' of the document).
8.4	52	Upto Senior Scale cadre, staff/officers from RDSO.
8.4.1	52	<u>Qualifications:</u>
		<u>Engineer</u>
		Senior Scientist Scale & above Group 'B' JAT/SA/CA
		... Masters ... Bachelor ... Diploma
		<u>Scientist</u>
		JA Grade Senior Scale Group 'B' CA/SA
		... Ph.D. ... M.Sc. ... Master ... Bachelor
8.4.1	52	For in-service people, higher qualification to be obtained by (1) encouragement (2) sending to Institutions; (3) Lateral entry upto 20% at level of Group 'B'.
8.5	53	Quicker promotions in higher grades by selective assessment.

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8.6 53 Special allowance to Railway Specialists. For Railway Officers in other than R&D, usual special pay only.

8.6 54 Reserve of elements under DG's control for local promotions.

9.6 56 Mission Coordinators to be at par with Coordinating HODs. Special Pay of 30%. Initially they should get structured training.

10.1	57	Project Team	Tech. consul tancy & Service Engg.	Stds.	Produc- tion cap.	Sci- entific
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A Module	45	10	10	-	-
B Module	-	-	-	-	45
C Module	35	-	-	-	-
D Module	-	2-	-	25	-
D Module	-	-	-	-	-
(*Buffer side)					

10.2

Trainee Reserves:-

JA Grade	20%
Mission Cor & SA	10%
Sr Scale & below	15%

11.1 58/59 JAT, SA, CA, assessment based promotions.

11.2 59 Group 'B' 20% through UPSC
25% through LDCE
55% through normal selection.

JA 10% ex cadre for scientists
20% from RDSO
70% from Railway Specialist.

11.4 59 208 posts - upto Senior Scale ex cadre for deputation.

Ex-cadre

SS	45	7
JS/Cl.II	45	7
CA	45	7
SA	45	7

180 + 28 = 208

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW.

D.A.204 OF 1989(L)

K.K.SINGH & OTHERS APPLICANTS

VERSUS

UNION OF INDIA & OTHERS RESPONDANTS

ANNEXURE NO ... 10 ...

R.K. Iwam

Dr. N. Ananthanarayana,
Director General

D.O.No.EPR/1711

2.3.1988

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My dear Gopalaji,

Sub: Extraordinary leave to ~~CLVARY~~
railway servant.
Ref: This office letter of even no.
dt.29.2.88.

...

Kindly recollect our discussions during your last visit to RDSO, regarding sanction of extraordinary leave to Dr. Faiz Mohammad. A copy of our letter addressed to Secretary, Railway Board referred to above in this connection is enclosed.

Dr. Faiz Mohd was appointed as JRA/Chem on 12.9.1980 and went abroad on government of India scholarship for higher studies. He has recently returned after completing his Doctorate from the University of Sussex. He has worked abroad under renowned polymer scientists. His work regarding application of polymer chemistry would be very useful for the research being done in RDSO.

As you are aware, RDSO is to be developed as a centre for excellence, and a new work culture is to be ushered. Dr. Faiz Mohd who is a highly qualified scientist would be ideally suited to the new work culture.

I would therefore request you to kindly have the examination of this case expedited with a view to communicate board's approval for resumption of Dr. Faiz Mohd, as JRA/Chem and for covering the entire period of his absence by extraordinary leave.

With best wishes and regards,

DA: As above

Yours sincerely,
Dr. N. Ananthanarayana

RKJiwani
Shri N. Gopalaji,
Ex. Director Corporate Coord.,
Railway Board,
New Delhi.

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW.

D.A.2204 OF 1989(L)

K.K.SINGH & OTHERS.....APPLICANTS

VERSUS

UNION OF INDIA & OTHERS.....RESPONDANTS

ANNEXURE NO ...11...

RE:incom

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:: NAC Directorate ::

Note No. : NAC/ADMIN/III/47.

Date : 26.7.1988.

Sub:- Revision of R&P rules of technical and scientific staff in the light of strategy for technology development "Mongazete" case.

Ref:- JTA-III's note no. Recd/R&P/Rules/88 dt. 20.5.88 & notes of even no. Date 22.6.88 & 30.6.88.

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The proposals for R&P rules for scientific staff of NAC Dte. sent alongwith this office note of even no. dated 14.7.88, were discussed on 18.7.88 with JTA-III & JTR/T and based on the discussions, the R&P rules of the various categories of scientific staff have been revised and are enclosed.

Encl: As above.

SA/-

*Dr. S.P. Manik
J.T. (Rubber)*

SA/-
DNC

SA/-
JTA-III.

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1. Category : Junior Scientific Asstt. (Chem).
 2. Scale of Pay : Rs. 1400-2300/- (R.P.S)
 3. Directorate/wing in which post exists : MAC Directorate
 4. Method of recruitment : Direct recruitment
 5. Minimum qualification : First class masters degree in Chemistry or degree in chemical technology or its equivalent from a recognized university/Institution covering any one or more of the following fields:-
 - a) Petroleum Products.
 - b) Paints & Corrosion prevention.
 - c) Polymers.
 6. Age limit : 20 to 30 years.
 7. Channels of promotion : To SRA(Chem) in the scale of pay Rs. 1640-2900 (RPS)
 8. Seniority group: MAC Directorate

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1. Category	:	Senior Scientific Asstt.(Chem)
2. Scale of pay	:	Rs. 1640-2800(RPS)
3. Directorate/wing in which post exists	:	M&C Directorate
4. Method of recruitment.	:	By promotion from Jr. Scientific Asstt(Chem) on selection basis, failing which by direct recruitment.
5. Minimum qualification and experience	:	<p>i) For departmental candidates one year experience as JSA(Chem)</p> <p>ii) For direct recruitment:</p> <p>First class masters degree in chemistry or degree in chemical technology or its equivalent from a "recognise" university/ institution covering any one or more of the following fields:-</p> <p>a) Petroleum Products.</p> <p>b) Paint & Corrosion prevention.</p> <p>c) Polymers.</p> <p>with a minimum of one year experience in industrial or research & development organisation in manufacturing practice, evaluation of products and their application.</p>
6. Age limit	:	20 to 35 years.
7. Channel of promotion:	:	To CSA(Chem)/CI(Chem) & Class-II (Gr. B)
8. Seniority group:	:	M&C Directorate

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- 1. Category** : Chief Scientific Asstt./
 Chief Inspector(Chem).
- 2. Scale of pay** : Rs. 2000-3200(RPS)
- 3. Directorate/wing** : NAC Directorate
 in which post
 exists.
- 4. Method of recruitment** : a) 50% by promotion from SSA(Chem)
 on selection on basis.
 b) 50% by direct recruitment.
- 5. Minimum qualification
 and/or experience**
 - i) For promotion of : 2 years experience as SSA(Chem)
 Departmental
 candidate
 - ii) For regular/tempo-
 rary staff or NPSO : No applicable.
 - iii) For transfer from : Not applicable
 zonal Railways.
 - iv) For direct recruit-
 ment. First class masters degree in
 chemistry or degree in chemical
 technology or its equivalent
 from a recognise University/
 Institution covering any one
 or more of the following
 fields:
 - a) Petroleum Products.
 - b) Paint & Corrosion preven-
 tion.
 - c) Polymers.
 with a minimum of two
 years experience in industry
 or research and development
 organisation in manufacturing
 practices, evaluation of
 products and their applica-
 tion.
- 6. Age limit** : 20 to 35 years
- 7. Channel of promotion** : To Class-II(Gr.B)
- 8. Seniority group** : NAC Directorate

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

LUCKNOW BENCH, LUCKNOW.

D.A.204 OF 1989(L)

K.K.SINGH & OTHERS APPLICANTS

VERSUS

UNION OF INDIA & OTHERS RESPONDANTS

ANNEXURE NO ... 12 ...

Rajivani



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS

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RESTRUCTURING OF RDSO

RESEARCH DESIGNS AND STANDARDS ORGANISATION
MANAKNAGAR, LUCKNOW-226011

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JULY - 1985

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In this context it would be meaningful to look at the R & D training facilities of Defence, who have worked very seriously on this issue and have a broad based training programme and are implementing them meticulously. A separate Directorate has been provided to deal with training in the Defence R & D organisation.

Defence Organisation have gone in as early as in seventies to establish centres for advanced Research in Electronic devices, Radar, etc. in different IITs in addition to sending their officers for training. RDSO should make a serious start on the training programme of its officers and also allow them to function on a much longer tenure than hitherto. In this connection, the following model is proposed.

4.2 Proposed Model of Tenure and Training:

4.2.1 Presently the officers of the level of Dy. Directors and Jt. Directors in the RDSO are either inducted on transfer from Railways or are promoted from the level of Assistant Research/Assistant Design Engineers of the RDSO cadre who are in turn promoted from the group 'C' staff. Except in Architectural and M & C Directorates, there is no lateral entry of engineers or scientists for pursuing important research investigations.

4.2.2 The officers of RDSO, who are either on deputation from the Railways or belong to RDSO cadre are not at present sponsored by the Administration for higher education. At the most, they are deputed for some short-term specialised courses/

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Railway

Indian Railways
Diesel Locomotive Works
Varanasi

DATE OF PUBLICATION: 15.7.1989

Closing Date: 24.7.89

EMPLOYMENT NOTICE NO. 1/89-90.

Applications are invited from eligible SC/ST candidates for recruitment to the following posts for Diesel Locomotive Works:—

Category no.	Category/post and scale of pay.	Age	No. of posts			Training	Stipend	Desired qualification
			SC	ST	Total			
1.	Asstt. Shop Supdt. (Mech) Rs. 2000-3200	20 to 30 years.	—	1	1	1 years	Rs. 2000/-	Degree in Mech. Engg. or its equivalent from a Recognised university.
2.	Chargeman-B (Mech) Rs. 1400-2300	18 to 25 years	1	1	2	2 ..	Rs. 1320/-	Matriculation with diploma in Mech. Engg. preferably with Diploma in Electronics from a Recognised Institution.
3.	Ch/man-B (Elect.) Rs 1400-2300	18 to 25 Years.	3	1	4	2 ..	Rs. 1320/-	Matriculation with Diploma in Electronics from a Recognised Institution.
4.	Tr. Junior Chemical & Metallurgical Asstt. Rs. 1350-2200	18 to 25 Years.	—	2	2	1 yr.	Rs. 1350/-	B.Sc. with Physics or Chemistry with 45% marks.
5.	Chemical and Metallurgical Asstt. Rs. 1400-2300	22 to 30 Years.	—	1	1	—	—	1. Degree in Metallurgy/Chemical Engg. or M.Sc. Degree in Chemistry/Applied Chemistry from a recognised University.
6.	Skilled Artisan Rs. 950-1500	18 to 25 Years	1	4	5	—	—	Matriculation with ITI in FTR/Machinist Trades and VIII class with ITI in Welder Trade from a recognised Industrial Training Institution.
7.	Depot Store Keeper-III Rs. 1400-2300	18 to 28 Years	—	1	1	6 months	Rs. 1400/-	Matriculate with Diploma in Mech Engg. or Elect. Engg. or material Management or Production Technology from a recognised Institution.
8.	Inspector of Works Gr. III Rs. 1400-2300	20 to 30 Years	4	—	4	1 yr.	Rs. 1400/-	Matriculate with Diploma in Civil Engg from a recognised Institution.
9.	Staff Nurse Rs. 1400-2600	20 to 35 Years	—	1	1	—	—	Matriculation with Diploma in Nursing 'B' Certificate or 3 years Diploma in General Nursing Course and Midwifery or B.Sc. Nursing. Experience in Rural Areas to be treated as extra qualification. Candidate without family incumbrances is preferable.
10.	Pharmacist Rs. 1350-2200	20 to 30 Years	—	1	1	—	—	Matriculation with Diploma in Pharmacy of State Govt. and registered as Pharmacist under 1948 Act or Graduate in Pharmacy.
11.	Trained Graduate Teacher Gr. II Rs. 1400-2600	18 to 40 Years	2	1	3	—	—	Trained Graduate or equivalent (with English Literature/Physics, Chemistry and Maths) to teach classes VI to X.
12.	Teacher Gr. IV Rs. 1200-2040	18 to 40 Years	—	1	1	—	—	Trained matric to teach/primary Classes I to V.
13.	Clerk Rs. 950-1500	18 to 25 Years.	11	3	14	—	—	High School or Equivalent
14.	Sr. Clerk Rs. 1200-2040	18 to 25 Years	2	2	4	—	—	Graduate from a recognised University.
15.	Stenographer/English Rs. 1200-2040	18 to 30 Years	3	1	4	—	—	Matriculation with 80 words per minute in Shorthand and 40 WPM in Typewriting.
16.	Typist/English Rs. 950-1500	18 to 28 Years.	2	1	3	—	—	Matriculation with speed of 40 words per minute in Typewriting.

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL AT ALLAHABAD

CIRCUIT BENCH, LUCKNOW

M.P. No. 620/91 (L)

O.A. No. 204 of 1989

K.K. Singh & others Applicants

Versus

Union of India & others Respondents

The applicant most respectfully beg to state
as under :-

1. That the applicant is the petitioner in the above noted case. There are some new events which are necessary to be brought to the notice of this Hon'ble Tribunal in the interest of justice. The applicant is authorised to file this application on behalf of other applicants.
2. That in this case counter and rejoinder have been exchanged and the case is ripe for hearing.
3. That the recruitment was held on 28th November, 1990 and the interview was held on 18th Feb., 1991 for the post of CRA/CI (Chem.).
4. That the following candidates have been placed in the panel dated 10.4.1991 :-
 - (i) Sri K.K. Singh s/o Sri M.B. Singh } All the
 - (ii) Sri K.Konar s/o Sri R.S.Konar } applicants
 - (iii) Sri Indu Shekhar Das (S/C) }
s/o Sri B.C. Das.

Filed today

Sri K. K. Singh
14/10/91

K. K. Singh

A photostat copy of the panel dated 10.4.1991
Annexure No. 20 is filed as Annexure No.

5. That the above mentioned persons have been posted as CRA/CI (Chem.) at different places. Vide Staff Posting Order No.89 of 1991 Sri K.K. Singh has been posted at Lucknow, vide Posting Order No.90 of 1991 Sri K. Konar has been posted at Bombay and vide Posting Order No.91 of 1991 Sri Indu Shekhar Das has been posted at Calcutta. Photostat copies of posting order Nos. 89 of 1991, 90 of 1991 and 91 of 1991 are filed as Annexure Nos. 21, 22 & 23 Annexure Nos.

WHEREFORE it is most respectfully prayed that this application may be taken on record in the interest of justice.

Verification

I, K.K. Singh, aged 48 years, son of Sri M.B. Singh, resident of H. 352 Indralok Colony, Kanpur Road, Krishna Nagar, Lucknow, do hereby verify that the contents of paras 1 to 5 are true to my personal knowledge and that I have not suppressed any material fact.

Date :

Sig. of the Applicant.

Place: Lucknow.

K. K. Singh

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ANNEXURE NO. 20

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GOVERNMENT OF INDIA : MINISTRY OF RAILWAYS
RESEARCH DESIGNS & STANDARDS ORGANISATION
MANAK NAGAR : LUCKNOW

NOTICE

As a result of the recruitment held on 28.11.90/18.02.91 for the post of CRA/CI(Chem), scale Rs. 2000-3200(RPS) for M&C Dte. against the advertisement No. Rectt./Advt./89-I Dt. 23.02.89, the following candidates have been placed on the panel provisionally. Their names are given below in order of merit :-

- 1) Shri K.K. Singh, S/o M.B. Singh
- 2) Shri K. Konar, S/o R.S. Konar
- 3) Shri Indu Sekhar Das (S/C), S/o B.C. Das

2. The recruitment/appointment to the above post will be on provisional basis subject to the final decision on Applications No. 204/89 K.K. Singh and others versus Union of India & others and Faiz Md. versus Union of India & another pending before the Hon'ble CAT, Circuit Bench, Lucknow.

3. The above panel will remain current upto 21.03.1993.

4. This has the approval of Director (M&C)

Lucknow-226011
Dated: 10/04/1991
File No. Rectt/Advt/CRA/CI(Chem)/89-I

(O.N. DUBEY)
Section Officer (Recruitment)

S0/E-IV

✓ Notice Board

भारत रेलवे : रेल नियम
अनुसंधान अधिकारी द्वारा भानु तंत्रज्ञान
कार्यालय

कार्यालय तंत्रज्ञान/रेल/सीआरएस/केम/89-1 दिनांक 23.2.89 के पुति पात्र एवं रतायन नियमालय के लिये मुख्य अनुसंधान तंत्रज्ञान/मुख्य नियोगी प्राप्तायन। वेतनमान रु 2000-3200/मुख्यमान के बटे लिये 28.11.90/18.02.91 द्वारा आवोजित भर्ती के परिवामध्यम नियमाविज्ञ उम्मीदवारों जो अनंतिम अवधि ते पदमामिका पर रखा गया है। नीचे उनके नाम गुणात्मक में दिये गये हैं :-

1. श्री के. के. सिंह, पुत्र श्री एम. बी. सिंह
2. * श्री कौनार, पुत्र श्री आर. एल. कौनार
3. * इन्दु शेखर दात, पुत्र श्री शी. ती. दात अनुसंधानी
2. उपर्युक्त गद द्वारा भर्ती/नियुक्ति अनंतिम आपार पर होनी और माननीय छेदीय वृत्तान्तानेक न्यायालयित्व सहित होय, जबकि के तमाह लंबित आयोग धन तंत्र 204/89 के. के. सिंह अन्य द्वारा भारत तंत्र तथा इन्द्र, केवल मोहम्मद तथा अन्य द्वारा भारत तंत्र अन्य गणनाम नियोग हो उपर्युक्त द्वारा।
3. उपर्युक्त पदनामिका 23.3.93 तक मान्य रहेगी।
4. इसे नियोग/ पात्र और रतायन का अनुसूदन प्राप्त है।

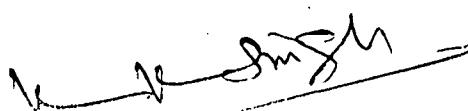
लखनऊ: 226011

दिनांक: 10/04/1991

फाइल नंबर: रेल/सीआरएस/केम/89-1

1. आवोजार नाय द्वारा।
अनुभाग अधिकारी। भर्ती।

संस्कारण : श्री अमिता शर्मा।



In the Central Administrative Tribunal Circuit Bench Lucknow
OANo 204 of 1989
K.K. Singh
v/o 113 others Applicant
Respondent
ANNEXURE NO

A/04

A/105

ANNEXUR NO 21

GOVERNMENT OF INDIA : MINISTRY OF RAILWAYS
RESEARCH DESIGNS & STANDARDS ORGANISATION
MANAK NAGAR : LUCKNOW-226011

STAFF POSTING ORDER NO. 89 OF 1991

With reference to his applications dated 11.04.1990, 26.04.1990 and on the basis of empanelment in the recruitment held on 28.11.90/ 18.02.1991 in this office for the post of CRA/CI(Chem.), scale Rs. 2000-3200(LPS), Shri K.K. Singh working as Diesel Inspector/MP Dte. is offered the post of Chief Research Assistant/Chem., scale Rs. 2000-3200(LPS) on provisional basis, subject to the final decision on application No. 204/89 pending before the Hon'ble Central Administrative Tribunal, Circuit Bench, Lucknow, in M&C Directorate of this Organisation.

2. Shri K.K. Singh is advised that -

- i) his appointment as CRA/Chem. is purely on provisional basis and he will be on probation for a period of one year which will run concurrently with the date of his joining the appointment. The probation period can further be extended at the discretion of the Administration. During the probationary period, he would be liable to be reverted to his original post as SLA/Chem. without assigning any reasons/notice.
- ii) He is also liable to be transferred to any other place where this Organisation has offices or sub-cadre.
- iii) His seniority in the cadre of CRA/CI(Chem.) will be fixed according to his merit position in the panel.
- iv) His application for employment outside this Organisation will not be forwarded for a period of four years from the date of joining.
- v) In all other matters not specifically provided for herein or in the Recruitment Rules, he will be governed by the provisions of the Indian Railway Codes and other extant orders in force/ issued from time to time.

3. Shri K.K. Singh is directed to submit his charge report through his controlling officer to E-IV Section for further action.

M Balasubramniam
(M. BALASUBRAMNIAM)
for Addl. Director General

Lucknow-226011
Dated: 30.04.1991
File No. ART/44

DISTRIBUTION

Sur
SPA to ADG, SPA to DMC, IS/MP, JD/Chem., JD(I/C)/MP, DDF, DIE-I,
DIE-II, SO/MC, SO/MP, SO/Recrt., SO/Pass, SO/Confld., SO/Admin.-I & II,
SO/E-III, CTSA/RSO, Shri K.K. Singh, Diesel Inspector, MP Dte., P/File,
Notice Board

In the Central Administrative Tribunal, Circuit Bench Lucknow

O.A.No. 204 of 1989

A105

V.K. IC Singh
v/o 13 others

Applicant
Respondent
ANNEXURE No.

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RESEARCH DESIGNS & STANDARDS ORGANISATION

ANNEXURE No.22

Staff Posting Order No. 90 of 1991

With reference to his application dt. 29.6.90, 26.4.91 and on the basis of his empanelment in the recruitment held on 28.11.90 and 18.2.91 in this office for the post of Chief Research Asst./CI (Chem.) scale Rs.2000-3200 (RPS), Shri K. Konar working as SRA/Chem. is offered the post of Chief Inspector (Chem.) scale Rs.2000-3200 (RPS) on provisional basis, subject to the final decision on application No. 204/89 pending before the Noble Central Administrative Tribunal Circuit Bench, Lucknow and relieved of his duties w.e.f. 30.4.91 (4N) as SRA/Chem. in this office with instructions to report for duty as CI/Chem. at I&L Cell, RDSO, Bombay.

2. Shri P.D. Sharma, CI/Chem., I&L Cell, Bombay is transferred and posted as CRA/Chem. scale Rs.2000-3200 (RPS) in M&C Directorate, RDSO, Lucknow, on reporting of Shri K. Konar for duty at Bombay.

3. Shri Konar is advised that -

- i) his appointment as CI/Chem. is purely on provisional basis and he will be on probation for a period of one year which will run concurrently with the date of his joining the appointment. The probation period can further be extended at the discretion of the Administration. During the probationary period, he would be liable to be reverted to his original post as SRA/Chem., without assigning any reasons/notice.
- ii) He is also liable to be transferred to any other place where this Organisation has offices or sub-cadre.
- iii) His seniority in the cadre of CRA/CI (Chem.) will be fixed according to his merit position in the panel.
- iv) His application for employment outside this Organisation will not be forwarded for a period of four years from the date of joining.
- v) In all other matters not specifically provided for herein or in the R&P Rules, he will be governed by the provisions of the Indian Railway Codes and other extant orders in force/issued from time to time.
- vi) A 1st class free pass No. 477660 dt. 29-4-91 to cover his journey from Lucknow to Bombay is enclosed.

V.K. Singh

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4. S/ Shri K.Konar and P.D.Sharma are directed to submit their charge report through their controlling officers to E-IV Section for further action.

M. Balasubramanian
(M. Balasubramanian)
for Director General

Lucknow-11
Dt. 30-4-1991
File No ART/44

Unst

DISTRIBUTION:

1. SPA/DMC
2. JD/Chem
3. JS/Rubber
4. DD/Rubber
5. ICF
6. DDE-I
7. DDE-II
8. SO/M&C
9. SO/Rectt.
10. SO/Con.
11. SO/A I & II
12. SO/E-III
13. CTSI/RDSO
14. Shri K.Konar, SRA/Chem, RDSO, Lucknow
15. Shri P.D.Sharma, CI/Chem, I&L Cell, RDSO, Annex Building, 1st Floor, Churchgate Station Building, Western Railway, Bombay-400020.
16. JD/Wagon I&L, RDSO, Bombay. He is requested that Shri P.D.Sharma may be relieved with immediate effect on Shri Konar reporting for duty, with instructions to report for duty as CRA/Chem. in M&C Directorate, RDSO, Lucknow.
17. Notice Board
18. Legal Cell

V. N. S. S.

ANNEXURE NO 23

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RESEARCH DESIGNS & STANDARDS ORGANISATION

STAFF POSTING ORDER NO. 9 | OF 1991

With reference to his applications dt. 12.1.90 and 20.4.91 and on the basis of empanelment in the recruitment held on 28.11.90/ 18.2.91 in this office for the post of CRA/CI (Chem.) scale Rs.2000-3200 (RPS), Shri Indu Sekhar Das (SC), working as SR/Chem. is offered the post of Chief Inspector/Chem. scale Rs.2000-3200 (RPS) on provisional basis, subject to the final decision on application No.204/89 pending before the Hon'ble Central Administrative Tribunal, Circuit Bench, Lucknow. He is relieved of his duties w.e.f. 30.4.91 (AN) in this office, with instructions to report for duty as CI/Chem. at I&L Cell, RDSO, Calcutta.

2. Shri A.Ghosh, CI/Chem, I&L Cell, RDSO, Calcutta is transferred and posted as CRA/Chem. scale Rs.2000-3200 (RPS) in M&C Directorate, RDSO, Lucknow, on reporting of Shri Indu Sekhar Das for duty at Calcutta.

3. Shri Indu Sekhar Das is advised that -

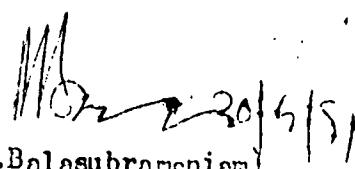
- i) his appointment as CI/Chem. is purely on provisional basis and he will be on probation for a period of one year which will run concurrently with the date of his joining the appointment. The probation period can further be extended at the discretion of the Administration. During the probationary period, he would be liable to be reverted to his original post as SR/Chem. without assigning any reasons/notice.
- ii) He is also liable to be transferred to any other place where this Organisation has offices or sub-cadre.
- iii) His seniority in the cadre of CRA/CI (Chem.) will be fixed according to his merit position in the panel.
- iv) His application for employment outside this Organisation will not be forwarded for a period of four years from the date of joining.
- v) In all other matters not specifically provided for herein or in the Recruitment Rules, he will be governed by the provisions of the Indian Railway Codes and other extant orders in force/issued from time to time.
- vi) A 1Ind class free pass no. 821605 dt. 29-4-1991 to cover his ~~su~~ journey from Lucknow to Howrah is enclosed.

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4. S/ Shri Indu Sekhar Das and A.Ghosh are directed to submit their charge reports through their controlling officers to E-IV Section for further action.

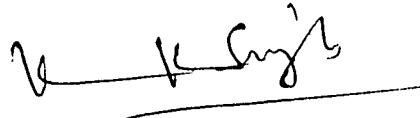
Lucknow-226011
dt. 30.4.1991
File No. ART/44


(M. Balasubramaniam)

for Director General

DISTRIBUTION:

1. SPA/DMC
2. JD/Chem.
3. JD/Rubber
4. DD/Rubber
5. DDF
6. DDE-I
7. DDE-II
8. SO/M&C
9. SO/Rectt.
10. SO/Fess
11. SO/Con.
12. SO/A I & II
13. SO/E-III
14. CRSA/RDSO
15. Shri Indu Sekhar Das, CRA/Chem. I&L Cell, RDSO, Lucknow
16. Shri A.Ghosh, CI/Chem. I&L Cell, RDSO, 3-Kollaghat Street, Calcutta-1
17. Jt. Director/Wagon I&L, RDSO, Calcutta. He is requested that Shri A.Ghosh may be relieved with immediate effect on Shri Indu Sekhar Das reporting for duty, with instructions to report for duty as CRA/Chem. in M&C Directorate, RDSO, Lucknow.
18. Notice Board
19. Legal Cell



In the Central Administrative Tribunal

ब अदालत श्रीमान Circuit Bench Lucknow महोदय

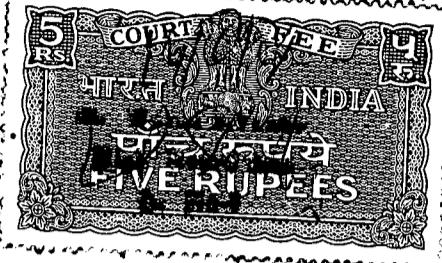
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वादी

(मुद्रा)

का

वकालतनामा



OA No

of 1989

8/10

K.K. Singh & 13 others Applicants

Union of India & 3 others Respondents

प्रतिवादी (मुद्रानेत्र)

नं० मुकदमा सन् १६ पेशी की ता० १६ ई०

ऊपर लिखे मुकदमा में अपनी ओर से

Sri L. P. Shukla, Advocate एडवोकेट महोदय
C-700 Sector C Mahanagar, Lucknow

को अपना वकील नियुक्त करके प्रतिज्ञा (इकरार) करता हूँ और
लिखे देता हूँ इस मुकदमा में वकील महोदय स्वयं अथवा अन्य
वकील द्वारा जो कुछ पैरवी व जवाबदेही व प्रश्नोत्तर करें या अन्य
कोई कागज दाखिल करें या लौटावें या हमारी ओर से डिगरी
जारी करावें और रुपया वसूल करें या सुलहनामा या इकबाल
दावा तथा अपील व निगरानी हमारी ओर से हमारे या अपने
हस्ताक्षर से दाखिल करें और तसदीक करें या मुकदमा उठावें
या कोई रुपया जमा करें या हमारी या विपक्ष (फरीकसानी) का
दाखिल किया रुपया अपने या हमारे हस्ताक्षर-युक्त (दस्तखती) रूपया
रसीद से लेवें या पैसा नियुक्त करे - वकील महोदय द्वारा की
गई वह कार्यवाही हमको सर्वथा स्वीकार है और होगी मैं
यह भी स्वीकार करता हूँ कि मैं हर पेशी स्वयं या किसी
अपने पैरोकार को भेनता रहूगा अगर मुकदमा अदम पैरवी
में एक तरफ़ा मेरे स्विलाफ़ फैसला हो जाता है उसकी जिम्मे-
दारी मेरी वकील पर न होगी । इसलिए यह वकालतनामा
लिख दिया कि प्रमाण रहे और समय पर काम आवे ।

हस्ताक्षर.....

साक्षी (गवाह)..... साक्षी (गवाह).....

दिनांक ११ महीना अगस्त सन् १९८९

K.K. Singh

S. Kumar, Lawyer

S. Kumar

S. Kumar, Lawyer