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JUDGMENT  
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RANGANATH MISRA, J.

1. Special leave granted in both the applica-  
tions.

Union of India, the Director-General of All India Radio and the Union Public Service Commission are appellants in one appeal and two officers belonging to the cadre of Assistant Station Engineers in the All India Radio are the appellants in the other. Both the appeals are directed against the decision of the Administrative Tribunal, New Delhi Bench dated 23rd of January, 1987.

2. Twenty-six officers belonging to the cadre of Assistant Station Engineers or holders of other equivalent posts in the All India Radio had applied to the Delhi High Court challenging the inter-se seniority list published on 30th of April, 1977, and asked for a direction for preparation of a fresh seniority list taking into consideration the length of regular service. There was also a prayer for a direction that the recruitment Rules of 1972 should be deemed to have applied to all persons recruited or appointed after 30.9.1972 and inter-se seniority of appointees subsequent to 30.9.1972 should be regulated by the Rules. The writ petition was transferred to the Administrative Tribunal under s.29 of the Act.

3. The post of Assistant Station Engineers ('ASE' for short) is one of the junior-most Class I posts in the Engineering wing of the services under the All India Radio. Upto 1952 there were no rules for recruitment and appointments have been cent-per-cent promotional from the lower cadre of Assistant Engineers. On 5.12.1962, recruitment rules were finalised by the Union Public Service Commission providing 25% for direct recruitment and 75% of promotional appointments, but the same were never brought into force as the reorganisation of the Engineering cadre was in contemplation. The matter was again examined and fresh recruitment rules were notified on 30th of September, 1972, now providing 60% direct recruitment and 40% confined to promotional avenues. During the 10 year period between 1962 and 1972, in the absence of recruitment rules the proportion of recruitment was being debated. It may be stated that within these 10 years 93 direct recruits were appointed being 14 in 1964, 25 in 1969, 29 in 1970 and 27 in 1971. During this period there were 345 promotees. The Tribunal examined the matter at considerable length and came to hold that it would be 'equitable dispensation of justice to fix the inter-se seniority between the direct recruits and the promotees on the basis of length of continuous service

followed by regular appointment to that grade. Where a part of such continuous service in the grade followed by regular appointment was of ad-hoc or temporary nature and even in excess of the quota fixed, that period of service would also count for seniority subject, however, to the only condition that service would be that the appointment has been made on the basis of a regularly constituted selecting body and was not fortuitous nor out of turn'.

4. We have heard learned counsel for the parties and are of the view that in the facts and circumstances appearing in the case the guideline indicated by the Tribunal is fully justified. We may now proceed on the footing that there were no rules in force prior to 1972 and we see no justification to accept the stand taken before us to the contrary. Counting continuous length of service for fixation of seniority is a well-accepted rule when the service rule does not prescribe a mode of fixing inter-se seniority. The test adopted by the Tribunal appears to be just and we do not propose to interfere.

5. The appeals are accordingly dismissed and the direction made by the Administrative Tribunal shall now be implemented by the Union of India and its authorities within six months from today. There shall be no order as to costs.

.....J  
( RANGANATH MISRA )

New Delhi,  
November 29, 1988.

.....J  
( M.N. VENKATACHALIAH )

REGISTERED

CENTRAL ADMINISTRATIVE TRIBUNAL  
BANGALORE BENCH  
\* \* \* \* \*

Commercial Complex (BDA)  
Indiranagar  
Bangalore - 560 038

Dated : 13 OCT 1988

APPLICATION NO.

1488 to 1502

/88(F)

W.P. NO.

Applicant(s)

Shri N. Gajendran & 14 Ors

v/s

To

Respondent(s)  
The Joint Director of Census Operations  
in Karnataka, Bangalore & another

1. Shri N. Gajendran
2. Shri Nagaraja Rao
3. Shri T. Vasudeva Murthy
4. Smt Sree Leela Devi
5. Kum N. Rukmini
6. Shri P.N. Sreerama Reddy
7. Shri Raghavendra
8. Kum M. Sheela
9. Shri N. Rama Rao
10. Shri V.R. Kulkarni
11. Shri B. Srinivasa
12. Shri M. Sundaram
13. Shri M. Vasudeva Rao
14. Shri M. R. Rao
15. Shri M. S. Rao
16. Shri M. S. Rao
17. Shri M. S. Rao
18. Shri M. S. Rao
19. Shri M. S. Rao

Statistical Assistants  
Office of the Joint Director of  
Census Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027

Dr M.S. Nagaraja  
Advocate  
35 (Above Hotel Swagath)  
Ist Main, Gandhinagar  
Bangalore - 560 009

The Joint Director of Census  
Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027

The Registrar General  
Census  
2/A, Mansingh Road  
New Delhi

Shri M. Vasudeva Rao  
Central Govt. Stng Counsel, High Court Bldgs  
SENDING COPIES OF ORDER PASSED BY THE BENCH  
Bangalore - 560 001

Please find enclosed herewith the copy of ORDER/STNCG/CONT'D/ORDER  
passed by this Tribunal in the above said application(s) on 6-10-88.

  
SECTION OFFICER  
RECORDED/RECORDED  
(JUDICIAL)

Encl : As above

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL  
BANGALORE

DATED THIS THE 6th DAY OF OCTOBER, 1988

Present : Hon'ble Sri L.H.A.Rego Member (A)

Hon'ble Sri Ch.Ramakrishna Rao Member (J)

APPLICATION Nos.1488 to 1502/88(F)

1. N.Gajendran,  
2. Nagaraja Rao,  
3. T.Vasudeva Murthy,  
4. Sree Leela Devi,  
5. Kum.N.Rukmini,  
6. P.N.Sreerama Reddy,  
7. Raghavendra,  
8. Kum.M.Sheelaa,  
9. N.Rama Rao,  
10.V.R.Kulkarni,  
11. B.Srinivasa,  
12.M.Sundaram,  
13.Kum.C.S.Saroja,  
14.S.V.Rama Murthy,  
15.S.Sundar Kumar, ...

Applicants

( All the applicants are working in the office of the Jt.Director of Census Operation, Karnataka, Bangalore as Computers).

( Dr.M.S.Nagaraja ... Advocate )

vs.

1. The Jt.Director of Census Operations in Karnataka, 21/1, Mission Road, Bangalore - 27.

2. The Registrar General Census, 2/A, Mansingh Road, New Delhi. ...

Respondents

( Sri M.Vasudeva Rao ... Advocate )



This application having come up before the Tribunal today, Hon'ble Member (A) made the following :

ORDER

The applicants in these applications pray for a

direction to the respondents, to consider their cases for regularisation of their service, with effect from the date they were promoted as Statistical Assistants and to grant them all consequential benefits.

2. The following are the salient facts :

The applicants entered service in the Department of Census, Operations, Karnataka, Bangalore, as Computers, between 1970 and 1980, in the pay scale of Rs.330-560. All these applicants, were promoted to the next higher cadre of Statistical Assistants, in the pay scale of Rs.425-700, in December 1980, except Applicants 13 and 14, who were so promoted on 17.11.1982. The applicants were promoted as Statistical Assistants on an ad hoc basis and have been drawing regular increments in their cadre. As they were working in this capacity for quite long, they requested the concerned authorities to regularise their services in that cadre. According to the applicants, their repeated representations in the matter evoked no response, as a result of which, they were constrained to approach this Tribunal for redressal.

3. Dr. M.S.Nagaraja, learned counsel for the applicants, submits, that the applicants have not been regularised for an inordinately long period, which in some cases extends to as long as 8 years, which is illegal and unjust. He further states, that according to the orders of the Government of India, ad hoc promotions cannot be continued indefinitely for long. He specifically referred to the instructions issued by the Department of Personnel & Administrative Reforms, Govt. of India, in their Office Memorandum dated 15.7.1976, wherein it has been clearly stated, that ad hoc promotions cannot be continued, for a period of more than a

year. He submitted that his clients discharged their duties with diligence and devotion for quite a long period and therefore deserved to be regularised in the department. According to him, there is no provision under the Fundamental Rules for ad hoc promotions, as the only two main categories recognised for promotion are 'officiating' and 'substantive'. Taking the fairly long period of service rendered by his clients, without blemish, Dr.Nagaraja urged, that the respondents be directed to regularise them in the cadre of Statistical Assistants in the available vacancies without further loss of time.

4. The respondents have filed their reply resisting these applications.

5. Sri M.Vasudeva Rao, learned counsel for the respondents, refuting the contention of Dr.Nagaraja, stated, that the applicants could be considered for regularisation only if there are clear and long-term vacancies in the department and this would be subject to the terms and conditions laid down in the Recruitment Rules, 1984. He stated that at present there are no clear and long-term vacancies in the department. However, he assured that the cases of the applicants would be considered for regularisation as and when clear long-term vacancies arise.

6. We have examined the rival contentions carefully as also the material placed before us. It is pertinent to refer to the instructions of the Government of India in their Letter dated 15.7.1976 reproduced on pages 138 and 139 of Swamy's Compilation of Seniority and Promotion



in respect of Central Government servants, the relevant portion of which is extracted below :

" As the Ministries/Departments are aware, no ad hoc appointments should be made except in short term vacancies. Resorting to ad hoc promotions/appointments on a long term basis, deprives the rightful persons of their promotions for long periods and also tends to create a vested interest for the ad hoc promotees to continue. It is, therefore, suggested that if there are any difficulties in preparing a regular panel, they should be sorted out in inter-departmental meetings at appropriate levels in which, if need be, the Union Public Service Commission should also be associated. Where cases are pending in courts, the Administrative Ministries may have to move the courts to expedite the disposal. In other words, all possible steps should be taken to ensure that as far as possible no appointments are made at all except in short term vacancies."

7. It is evident from these instructions, that it is the policy of the Government of India that ad hoc promotions should not continue inordinately long. It is rather odd, that in the present case, as many as 13 applicants have been working as Statistical Assistants on an ad hoc basis for as long as 8 years. Such a situation is not conducive to the efficiency of the department. We have no doubt however, that the department would endeavour to regularise the services of the applicants as expeditiously as possible, taking into account their long length of service and their merit. Sri Rao informs us that the last date on which an employee who was appointed regularly to the post of Statistical Assistant in the department was 25.2.1983 and that at present, there are no clear vacancies.

8. We direct the respondents to consider the cases of the applicants for regularisation of their services on parity with the aforesaid employee, who was regularised

on 25.2.1983 in accordance with the prevalent rules and regulations, taking into account the past service rendered by them.

9. Applications are disposed of in the above terms.

No order as to costs.

Sd/-

MEMBER (A) 6-2-88

Sd/-

MEMBER (J) 6.10.88



TRUE COPY

*R. Shetty 13/10/88*  
SECTION OFFICER  
CENTRAL ADMINISTRATIVE TRIBUNAL  
ADDITIONAL BENCH  
BANGALORE

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JUDGMENT  
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RANGANATH MISRA, J.

1. Special leave granted in both the applica-tions.

Union of India, the Director-General of All India Radio and the Union Public Service Commission are appellants in one appeal and two officers belonging to the cadre of Assistant Station Engineers in the All India Radio are the appellants in the other. Both the appeals are directed against the decision of the Administrative Tribunal, New Delhi Bench dated 23rd of January, 1987.

2. Twenty-six officers belonging to the cadre of Assistant Station Engineers or holders of other equivalent posts in the All India Radio had applied to the Delhi High Court challenging the inter-se seniority list published on 30th of April, 1977, and asked for a direction for preparation of a fresh seniority list taking into consideration the length of regular service. There was also a prayer for a direction that the recruitment Rules of 1972 should be deemed to have applied to all persons recruited or appointed after 30.9.1972 and inter-se seniority of appointees subsequent to 30.9.1972 should be regulated by the Rules. The writ petition was transferred to the Administrative Tribunal under s.29 of the Act.

3. The post of Assistant Station Engineers ('ASE' for short) is one of the junior-most class I posts in the Engineering wing of the services under the All India Radio. Upto 1952 there were no rules for recruitment and appointments have been cent-per-cent promotional from the lower cadre of Assistant Engineers. On 5.12.1962, recruitment rules were finalised by the Union Public Service Commission providing 25% for direct recruitment and 75% of promotional appointments, but the same were never brought into force as the reorganisation of the Engineering cadre was in contemplation. The matter was again examined and fresh recruitment rules were notified on 30th of September, 1972, now providing 60% direct recruitment and 40% confined to promotional avenues. During the 10 year period between 1962 and 1972, in the absence of recruitment rules the proportion of recruitment was being debated. It may be stated that within these 10 years 93 direct recruits were appointed being 14 in 1964, 25 in 1969, 29 in 1970 and 27 in 1971. During this period there were 345 promotees. The Tribunal examined the matter at considerable length and came to hold that it would be 'equitable dispensation of justice to fix the inter-se seniority between the direct recruits and the promotees on the basis of length of continuous service

followed by regular appointment to that grade. Where a part of such continuous service in the grade followed by regular appointment was of ad-hoc or temporary nature and even in excess of the quota fixed, that period of service would also count for seniority subject, however, to the only condition that service would be that the appointment has been made on the basis of a regularly constituted selecting body and was not fortuitous nor out of turn'.

4. We have heard learned counsel for the parties and are of the view that in the facts and circumstances appearing in the case the guideline indicated by the Tribunal is fully justified. We may now proceed on the footing that there were no rules in force prior to 1972 and we see no justification to accept the stand taken before us to the contrary. Counting continuous length of service for fixation of seniority is a well-accepted rule when the service rule does not prescribe a mode of fixing inter-se seniority. The test adopted by the Tribunal appears to be just and we do not propose to interfere.

5. The appeals are accordingly dismissed and the direction made by the Administrative Tribunal shall now be implemented by the Union of India and its authorities within six months from today. There shall be no order as to costs.

.....J  
( RANGANATH MISRA )

New Delhi,  
November 29, 1988.

.....J  
( M.N. VENKATACHALIAH )

CENTRAL ADMINISTRATIVE TRIBUNAL

BANGALORE BENCH

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Commercial Complex (BDA)  
Indiranagar  
Bangalore - 560 038

Dated : 23 DEC 1988

APPLICATION NOS. 1758 to 1765, 1800 to 1807  
AND 1854 to 1862/88(F)

Applicants

Shri M.N. Muralidhara & 24 Ors

v/s

The Director of Census Operations,  
Karnataka, Bangalore & 2 Ors

To

1. Shri M.N. Muralidhara
2. Shri M. Srinivas
3. Shri E. Ramamallappa
4. Shri Nagendra Prasad
5. Shri Zahid Hussain
6. Shri Prabhakar
7. Shri S. Sathyanarayana
8. Shri Arun Kumar Joshi

(Sl Nos. 1 to 8 -

Assistant Compilers  
Office of the Director of  
Census Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027)

9. Shri H.R. Gopala Swamy
10. Smt M.N. Rathna
11. Smt S. Vimala
12. Smt Vasantha Kumari
13. Sri Venkata Narasimhaiah

Respondents

14. Smt B.L. Sarala Devi
15. Shri M.R. Munirathnam
16. Shri P.G. Pradeep

(Sl Nos. 9 to 16 -

Compilers  
Office of the Director of Census  
Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027)

17. Shri A.S. Diwakara
18. Shri S. Adinarayana
19. Shri K.S. Ravi Prakash
20. Shri C.D. Anbhanadan
21. Shri K. Mohan Pai
22. Shri K. Rajaram Pai
23. Shri Prakash Raj Urs
24. Shri P. Ashok More
25. Shri C.G. Gopala Krishnan

(Sl Nos. 17 to 25 -

Compilers  
Office of the Director of Census  
Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027)

26. Dr M.S. Nagaraja  
Advocate  
35 (Above Hotel Swagath)  
1st Main, Gandhinagar  
Bangalore - 560 009

27. The Director of Census Operations  
in Karnataka  
21/1, Mission Road  
Bangalore - 560 027

28. The Registrar General of India  
Ministry of Home Affairs  
2/1, Mansingh Road  
New Delhi

29. Smt G. Lakshmi Devate  
Compiler  
Office of the Director of Census  
Operations in Karnataka  
21/1, Mission Road  
Bangalore - 560 027

30. Shri M. Raghavendra Achar  
Advocate  
1074-1075, Banashankari I Stage  
Sreenivasanagar II Phase  
Bangalore - 560 050

31. Shri M. Vasudeva Rao  
Central Govt. Stng. Counsel  
High Court Building  
Bangalore - 560 001

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Subject : SENDING COPIES OF ORDER PASSED BY THE BENCH

Enclosed Please find herewith a copy of the ORDER passed by this Tribunal  
in the above said applications on 16-12-88.

*Hari*  
SECTION OFFICER  
(JUDICIAL)

Encl : As above

CENTRAL ADMINISTRATIVE TRIBUNAL  
BANGALORE BENCH :BANGALORE

DATED THIS THE 16TH DAY OF DECEMBER, 1988

PRESENT : Hon'ble Shri Justice K.S.Putteswamy ... Vice Chairman  
Hon'ble Shri P. Srinivasan ... Member (A)

APPLICATIONS No.1758-1765/88

1. Shri M.N.Muralidhara,  
S/O Shri S.Nagarajaiah
2. Shri M. Srinivas,  
S/O Shri B.V.Madappa
3. Shri E.Ramamalleppa,  
S/O Shri Mallanna
4. Shri Nagendra Prasad,  
S/O Shri Ranganath
5. Shri Zahid Hussain,  
S/O Shri Abdul Satar
6. Shri Prabhakar
7. Shri S.Sethyanarayana,  
S/O Shri Siddayya
8. Shri Arun Kumar Joshi,  
S/O Shri M.B.Joshi

... Applicante

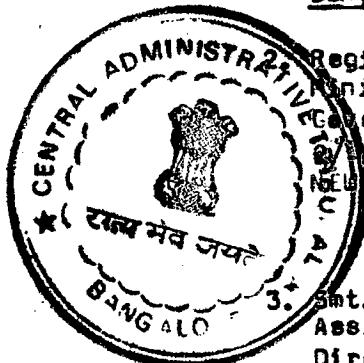
(Dr.M.S. Nagareja, Advocate)

vs.

1. Director of Census Operations,  
Karnataka, 21/1, Mission Road,  
Bangalore-560027.

Registrar General of India,  
Ministry of Home Affairs,  
Government of India,  
21/1, Mansingh Road,  
NEW DELHI.

(Shri M.Vasudeva Rao, Advocate)



3. Smt.Lakshmi Devate,  
Assistant Compiler,  
Directorate of Census Operations,  
21/1, Mission Road,  
BANGALORE-560027.

... Respondents

(Shri M.R. Achar, Advocate)

APPLICATIONS No.1800-1807/88

9. Shri H.R.Gopalaswamy,  
S/O Shri H.M.Ramachandra Rao
10. Shrimati M.N.Ratna,  
D/O Shri M.Narasimha Murthy
11. Shrimati S. Vimala,  
D/O Shri A.D.Srinivasa Iyengar
12. Shrimati Vasantha Kumari,  
D/O Shri Muni Chadda
13. Shri Venkata Narasimhaiah,  
S/O Shri Dass Gouda.
14. Shrimati B.L.Sarala Devi,  
D/O Shri B.T.Lakshminarayanaappa
15. Shri M.R.Munirathnam,  
S/O Shri RamaSwamy

16. Shri P.G.Pradeep,  
S/O Shri Guru Rao

... Applicants

(Dr.M.S. Nagaraj, Advocate)

vs.

1. Director of Census Operations,  
Karnataka, 21/1, Mission Read,  
Bangalore-560027.

2. Registrar General of India,  
Ministry of Home Affairs,  
Mansing Road,  
NEW DELHI.

(Shri M.Vasudeva Rao, Advocate)

3. Smt. G. Lakshmi Devate,  
Compiler, Office of the Director  
of Census Operations, Karnataka,  
Bangalore.

(Shri M.R. Achary, Advocate) ... Respondents

APPLICATIONS No. 1854 to 1862/88

17. Shri A.S.Diwakara,  
S/O Late A.R.Sadashiva

18. Shri S.Adinarayana,  
S/O Late V. Srinivasaiah

19. Shri K.S.Ravi Prakash,  
S/O Shri K.G. Suryanarayana

P.G.

20. Shri C.D. Ambanadan,  
S/O Shri Derai Raju
21. Shri K. Mehan Pai,  
S/O Shri Anantha Pai
22. Shri K. Rajaram Pai,  
S/O Shri K. Yashwanth Pai
23. Shri Prakash Raj Urs,  
S/O Shri Gopal Raju
24. Shri P. Ashok More,  
S/O Late P. More
25. Shri G.C. Gopala Krishnan,  
S/O Shri Gundachar

... Applicants

(Dr. M.S. Nagaraja, Advocate)

All the applicants are working as Assistant  
Compilers/Compilers in the office of the  
Director of Census Operations, Karnataka,  
21/1, Mission Read, Bangalore-560027).

vs.

1. Director of Census Operations  
in Karnataka, 21/1, Mission Read,  
Bangalore.

(Shri M. Vasudeva Rao, Advocate)

2. Shrimati G.Lakshmi Devate,  
Compiler, Office of the Director  
of Census Operations, Karnataka,  
21/1, Mission Read,  
Bangalore-560027.

(Shri M.R. Achar, Advocate) ... Respondent

These applications having come up for

hearing today, Shri P. Srinivasan, Hon'ble Member (A)

made the following:

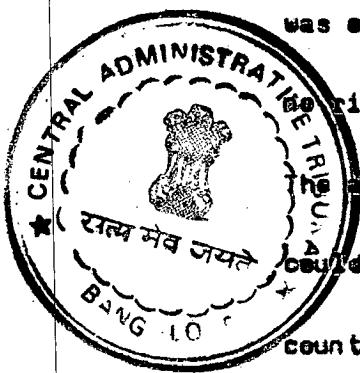
P. S. [Signature]



ORDER

All the 25 applicants in these applications share a common grievance namely that in the gradation list of officials in the grade of Assistant Compiler in the Directorate of Census Operations (DCO), Bangalore, as on 1-7-1987, their seniority has been reckoned with reference to the dates of their regular appointment to that grade and not with reference to the dates from which they were officiating in that grade, albeit on ad hoc basis. Applications No. 1758 to 1765 of 1988 and No. 1800 to 1807 of 1988 were heard together on 13-12-88. Applications No. 1854 to 1862 of 1988 were heard together on 15-12-1988. Since the issue involved in all these applications is the same, they are being disposed of by this common order.

2. All the 25 applicants were appointed as Assistant Compilers on ad hoc basis in the DCO, Bangalore, on various dates from 31-5-1980 to 13-7-1981. The orders of appointment in each case narrated that the appointment was on a purely temporary and ad hoc basis and conferred the right for indefinite continuance upon the appointee. The appointee could not claim regular appointment nor could his service rendered on ad hoc appointment be counted for seniority or for eligibility for promotion to the next higher grade. The appointment in each case was stated to be of short term duration and was likely



P. J. - 18

to be dispensed with in the event of reduction in establishment. The appointment in each case could be terminated by one month's notice from either side or by the appointing authority forthwith before the expiration of the period of notice. Though each one of them was stated to have been appointed on short term duration, they were continued in employment and their appointments were converted into regular temporary appointments with effect from 8-2-1984. A gradation list of Assistant Compilers as on 1-7-1987 was published by the Joint Director of Census Operations, Karnataka, along with his office memorandum dated 17-8-1988. In this gradation list, the applicants were shown at Serial Number 11 onwards on the basis of their regular appointment commencing from 8-2-1984. Their contention is that their regular appointment should count from the dates of their initial appointment on ad hoc basis because they were in continuous employment from the dates on which they were so appointed till their services were regularised with effect from 8-2-1984.

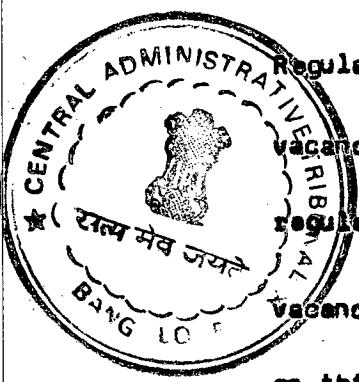
Dr. M. S. Nagaraja, learned counsel for all the applicants, submitted that it is now well settled law laid down by decisions of several Benches of this



P. J. - 42

Tribunal and by the Supreme Court that where continuous ad hoc service is followed by regularisation, the ad hoc service should also be counted for fixing the seniority of such persons in the grade in which they are so regularised.

4. Shri M. Vasudeva Rao, learned counsel for respondents 1 and 2 in applications No. 1758 to 1765 of 1988 and No. 1800 to 1807 of 1988 and for respondent No. 1 in applications No. 1854 to 1862 of 1988 sought to refute the contentions of Dr. Nagaraja. He submitted that in terms of the appointment orders issued to the applicants when they were given ad hoc appointment as Assistant Compilers, they were not entitled to count ad hoc service for the purpose of seniority in that grade. He admitted that ad hoc appointments are not referred to in the Fundamental Rules, but such appointments are governed by instructions issued by the Department of Personnel and Administrative Reforms and are made under certain conditions set down in those instructions.



Regular appointments could be made only when regular vacancies were caused by persons already working on a releasing regular basis as Assistant Compilers release such vacancies by being regularised in higher posts. It was on this basis that the services of the applicants as

P. J. - 162

Assistant Compilers were regularised with effect from 8-2-1984. Only persons who are regularly appointed are entitled to figure in the gradation list and the impugned gradation list was rightly prepared by taking into account the dates on which the applicants were regularised. Smt. Lakshmi Devate, whose name appears at Serial No.9 of the impugned gradation list and whose interests would be affected adversely if these applications were allowed appears as respondent number 3 in the first set of applications and as respondent number 2 in the second set of applications. Shri M.R.Achar, learned counsel, appeared for her. In addition to relying on the arguments of Shri M.V.Rao, he submitted that the applicants should have first challenged the orders conferring regular appointments on them from 8-2-1984 and should have contended that such appointments should have been made from the dates of their initial ad hoc appointments. The substance



of their contention is that service rendered prior to regularisation should also be treated as regular service. Therefore, when orders were made treating their appointments as regular from 8-2-1984, they should have challenged these orders. These orders, not having been challenged at the time, had become final and they cannot now be allowed

*P. S. [Signature]*

to plead that service rendered by them before 8-2-1984 was regular service for the purpose of reckoning their seniority.

5. Before examining the arguments of counsel on both sides of the controversy, it would be useful to see what would be the result if the claim of the applicants were to be allowed by us. The applicants admit that they have no claim for seniority over persons appearing at Serial Numbers 1 to 8 and 10 in the gradation list because they held the post of Assistant Compiler whether on ad hoc basis or on regular basis much longer than any of the applicants. Therefore, their claim of seniority could only affect one person shown as senior to them in the gradation list, Smt. G. Lakshmi Devate, at Serial No.9, who is a respondent in all these applications. Smt. Lakshmi Devate was initially appointed as Assistant Compiler in the DCO, Andhra Pradesh, with effect from 2-5-1980 and her appointment was made regular from that



date itself. She was transferred to the office of the DCO, Bangalore, with effect from 7-2-1983, at her own request on condition that she would accept bottom seniority in the grade in Bangalore. As on that date, none of the applicants were holding regular posts of

P. J. [Signature]

Assistant Compilers while, as already stated, she was a regular incumbent of that post on the date of her transfer. Her seniority was thus fixed immediately below all persons holding regular posts of Assistant Compiler in the Bangalore charge. The case of the applicants is that her service in the grade of Assistant Compiler should be reckoned only from 7-2-1983 when she came over to the Bangalore charge and since the dates of their initial appointment were earlier to that date, they should be senior to her.

6. We may now examine the position of the applicants vis-a-vis Smt. Lakshmi Devate. The contention of the learned counsel for the applicants is that on regular appointment, earlier ad hoc service should also be counted for seniority.

They concede that Smt. Lakshmi Devate held regular appointment as Assistant Compiler in Bangalore charge from 7-2-1983.

*M. K. Narasimha*  
On the arguments made on behalf of the applicants, she is *M. K. Narasimha*  
to be allowed to count her earlier continuous service for the purpose of seniority. As already stated, she was



appointed as Assistant Compiler from 2-5-1980 i.e. before any of the applicants were so appointed. That being so, the applicants' claim for seniority over Smt. Lakshmi Devate is on the face of it unjust.

7. When Smt. Lakshmi Devate joined Bangalore charge on 7-2-1983, her seniority was fixed below all persons in the charge holding that post on a regular basis. It seems

*P. S. N. K.*

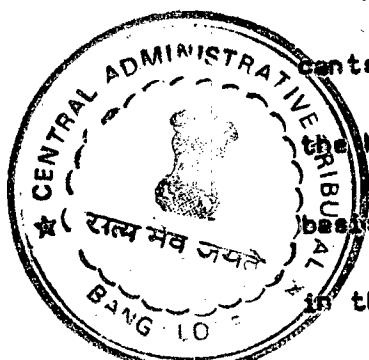
to us, again, unfair that the seniority as fixed should be altered merely because in 1984 the services of the applicants were regularised. It is no doubt true that the Supreme Court has held in the context of recruitment from two independent sources, that continuous officiation in the grade should be the basis for determining the inter se seniority, where no seniority rule promulgated under Article 309 of the Constitution was in existence. Here, Smt. Lakshmi Devate, and all the applicants came from the same source of recruitment, i.e. direct recruitment and what is more, Smt. Lakshmi Devate, held a regular appointment as Assistant Compiler in the Bangalore charge from 7-2-1983 as against 8-2-1984 by the applicants. When comparing the cases of persons recruited from the same source, we see no reason to ignore the dates from which they held regular appointments for determining their inter se seniority. As already pointed out, even on considerations of equity, Smt. Lakshmi Devate, who has a longer length of continuous service than the applicant if one takes into account her earlier service in Andhra Pradesh and whose position of seniority was already fixed when she came on transfer to the Bangalore charge deserves her position of seniority vis-a-vis the applicants to be left undisturbed.



P.D.

8. In the view that we have taken above, we do not consider it necessary to discuss the considerable case law cited by Dr.Nagaraja because the decision rendered in each case essentially turns on the facts of that case. We are satisfied on the facts of this case, that the relative seniority assigned to Smt.Lakshmi Devate and the others was right and just and should not be disturbed.

9. In the course of argument, the main thrust of Dr.Nagaraja was that for promotion to higher posts, there is often prescription of minimum service in the lower grade and his apprehension was that if the ad hoc service rendered by the applicants prior to their regular appointment, were to be ignored for such purposes, their promotion to higher posts might be delayed. It was thus not so much their relative seniority vis-a-vis Smt.Lakshmi Devate, but the possible delay in their promotion to higher grades by not reckoning their ad hoc service for the purpose that is worrying the applicants. We find that some of the applicants along with Smt.Lakshmi Devate have been promoted to the higher post of Computer albeit on a purely ad hoc basis by an order dated 1-10-1984. The names appearing in the said order appear to be in the order of their seniority for the post of Assistant Compiler. From this it seems to us that the apprehension is not well founded.



*P.S. - 1*

Even if it were well founded, a grievance would arise to the applicants only when they are denied promotion to higher posts on the ground that they did not have the minimum service required for the purpose and in coming to this conclusion, their ad hoc service is excluded. That is



altogether a different issue which we cannot decide here.

In the light of the above, we dismiss all the applications. But in the circumstances of the case, parties to bear their own costs.

Sd/-

VICE CHAIRMAN

16/12/1972

Sd/-

MEMBER(A)

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*Hale*  
SECTION OFFICER  
CENTRAL ADMINISTRATIVE TRIBUNAL  
ADDITIONAL BENCH  
BANGALORE  
23/12