

50/100

**CENTRAL ADMINISTRATIVE TRIBUNAL**  
**GUWAHATI BENCH**  
**GUWAHATI-05**

(DESTRUCTION OF RECORD RULES, 1990)

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O.A./T.A No. 291/2000

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SECTION OFFICER (Judl.)

balits  
20.12.17

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

CUTTACK BENCH: CUTTACK-5 (FORM NO. 4)

ORDER SHEET. (See Rule-42)

APPLICATION NO. 291/2000

Applicant(s) Sri Nirmal Chetiy and on.

Respondent(s) Union of India and on.

Advocate for Applicant(s) Mr. B.K. Sharma  
Mr. S. Sarma.

Advocate for Respondent(s) C. G. S.C.

Notes of the Registry

DATE

ORDER OF THE TRIBUNAL

26.9.2000

Present: Hon'ble Mr Justice D.N. Chowdhury,  
Vice-Chairman

Heard Mr B.K. Sharma, learned counsel

Since the cause of action and the relief sought for by the applicants are similar the prayer for joining together in this single application under the provisions of Rule 4(5)(a) of the Central Administrative Tribunal (Procedure) Rules, 1987 is allowed.

Heard Mr B.K. Sharma, learned counsel for the applicants. The application is admitted. Issue usual notice. List it for orders on 31.10.00.

Pendency of this application shall not stand in the way of the respondents to consider the case of the applicants alongwith other similarly situated persons for <sup>the</sup> grant of temporary status and regularisation as per the Scheme. For this purpose the applicants may make fresh representation before the authority for such consideration.

Vice-Chairman

nkm

31.10.2000

Mr S. Sarma, learned counsel for the applicants and Mr A. Deb Roy, learned Sr. C.G.S.C. are present. Written statement has not yet been filed. Four weeks further time allowed for filing of written statement. List it for orders on 30.11.00.

Vice-Chairman

Notice has been sent and sent to Despatch Section for issuing the respondents No 1 to 6 vide Despatch No 2236 to 41

13/10/2000  
29/9/00  
29/9/00

① Service report are  
Still awaited.

30.11.00

Four weeks further time is allowed  
for filing of written statement on the  
prayer of Mr A. Deb Roy, learned Sr.C.G.  
S.C.

List on 3.1.2001 for order.

Vice-Chairman

Notice duly served on  
respondent No. 1. 2486.

pg

384 are still awaited

3.1.2001

The respondents are granted fur-  
ther four weeks time to file written  
statement.

List on 2.2.2001 for order.

Vice-Chairman

No. written statement  
has been filed.

pg

No. written statement  
has been filed.

2-2 circuit bench at Shillong,  
Admonished to 2-3.2001.

Mo  
HWS  
22

No. written statement  
has been filed.

7.3.01

List on 4.4.01 to enable the  
respondents to file written statement.

Vice-Chairman

Mo  
3.4.01

in

4.4.2001.

List again on 9.5.01 to enable  
the respondents to file written  
statement.

Vice-Chairman

Notes of the Registry	Date	Order of the Tribunal
No. written statement has been filed.	9.5.01	List after four weeks to enable the respondents to file written statement. List for order is on 20.6.2001.
19.6.01	20.6.01	On the prayer of Mr. A. Deb Roy, Sr. C.G.S.C. four weeks time is allowed for filing of written statement. List on 20.7.01 for orders.
23.7.2001	20.7.01	List the case for hearing. The respondents may file written statement during this period. List on 24.8.2001 for hearing.
W/S has been submitted by the Respondent No. 1 to 6	24.8.01	Heard learned counsel for the parties. Hearing concluded. Judgement delivered in the open court, kept in separate sheets. The application is disposed of in the observations made in the order. No order as to costs.
18/9/2001		
Copy of the Judgement has been sent to the D/Sec. for copy this line to the Applicant as well as to the Sr. C.G.S.C. for the Resp. No. 1 to 6		
Recd Copy to Resp No 2		
21/9		

Vice-Chairman

Member

Vice-Chairman

Vice-Chairman

rd  
13  
10/9/2001

Notes of the Registry	Date	Order of the Tribunal
<p>no record of name and date of birth                      immediate office will be conducted                      List for order to be made                      1005.2.25</p>	<p>10.8.2</p>	
<p>1005.2.25                      10.8.2</p>	<p>10.8.2</p>	
<p>1005.2.25                      10.8.2</p>	<p>10.8.2</p>	
<p>1005.2.25                      10.8.2</p>	<p>10.8.2</p>	
<p>1005.2.25                      10.8.2</p>	<p>10.8.2</p>	
<p>1005.2.25                      10.8.2</p>	<p>10.8.2</p>	

CENTRAL ADMINISTRATIVE TRIBUNAL ::  
GUWAHATI BENCH.

291 of 2000  
O.A./R.A. NO. . . . . of

24.8.2001  
DATE OF DECISION . . . . .

Sri Nirmal Chetty & 2 Ors. . . . . APPLICANT(S)

Mr. S. Sarma. . . . . ADVOCATE FOR THE APPLICANT(S)

- VERSUS -

Union of India & Ors. . . . . RESPONDENT(S)

Mr. A. Deb Roy, Sr. C.G.S.C. . . . . ADVOCATE FOR THE  
RESPONDENTS.

THE HON'BLE MR. JUSTICE D.N.CHOWDHURY, VICE-CHAIRMAN.

THE HON'BLE

1. Whether Reporters of local papers may be allowed to see the judgment ?
2. To be referred to the Reporter or not ?
3. Whether their Lordships wish to see the fair copy of the judgment ?
4. Whether the judgment is to be circulated to the other Benches ?
5. Judgment delivered by Hon'ble Vice-Chairman

CENTRAL ADMINISTRATIVE TRIBUNAL

GUWAHATI BENCH

Original Application No. 291 of 2000.

Date of decision : This the 24th day of August, 2001.

Hon'ble Mr. Justice D.N. Chowdhury, Vice-Chairman.

1. Shri Nirmal Chetry,  
Office Peon, In the office  
of the Executive Engineer,  
Telecom Civil Division,  
Itanagar (A.P.).
2. Shri Suresh Rajkhowan,  
working as casual Office Peon,  
in office of the Executive Engineer,  
Telecom Civil Division,  
Itanagar (A.P.).
3. Sri Tilak Biswakarma,  
Casual Office Peon,  
in the office of the Executive Engineer,  
Telecom Civil Division,  
Itanagar (A.P.).

...Applicants

By Advocate Mr. S. Sarma.

-versus-

1. Union of India,  
represented by the Secretary to the  
Government of India,  
Ministry of Communication,  
Sansar Bhawan, New Delhi-1.
2. The Chief General Manager,  
Telecom, N.E. Telecom Circle,  
Shirillong, Meghalaya.
3. The Chief Engineer (Civil),  
Telecom N.E. Zone, Guwahati,  
Ulubari-7, Assam.
4. The General Manager Telecom  
Itanagar, A.P.
5. The Executive Engineer  
(Telecom Civil Division),  
Itanagar (P. Sector) 791111,  
Arunachal Pradesh.

...Respondents

By Advocate Mr. A. Deb Roy, Sr. C.G.S.C.

Contd..

O R D E R (ORAL)

CHOWDHURY J. (V.C.).

The issue involved in this application relates to granting of temporary status under the Scheme known as Casual Labourers (Grant of Temporary Status and Regularisation), 1989 prepared by the Department of Telecommunication which were extended from time to time. The applicants claim that they were engaged as casual labour under the respondents from 1991 to 1995. The applicant no.1 was first appointed as Muster Roll worker in the year 1994 and as casual work in the month of June 1995 in the office of the Respondent No. 6. The applicant No.2 also got his appointment in the month of August, 1995 as office peon under the respondent no.6. He was allotted the regular nature of work as regular Gr. D employee and thereafter was engaged as office peon. The applicant No. 3 also got his appointment in the month of July, 1991 as casual labour and was allotted the work of Office Peon under the respondent no.6.

2. The respondents contested the claim and stated that these applicants were never engaged as casual labour, therefore according to the respondents question of grant of temporary status and regularisation did not arise.

3. Heard Mr. S.Sarma, learned counsel appearing on behalf of the applicants and Mr. A. Deb Roy, learned Sr. C.G.S.C. for the respondents.

4. The issue raised in this application involves evaluation of facts. In the circumstances I am of the opinion that the ends of justice will be met if a direction is made to the Respondents to reconsider the case of the applicants in the light of the existing policy of granting temporary status of casual labourers. Accordingly the respondents are directed to reconsider the case of the applicants by giving them

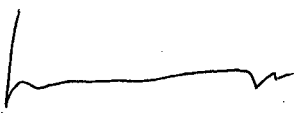
Contd....

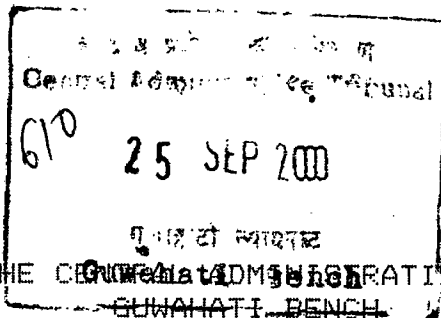


opportunity to place on records the evidence available at their favour. The respondents shall also take note of the records of the relevant records including the Muster Roll and other relevant records. Mr. S. Sarma, learned counsel appearing on behalf of the applicant produced a communication dated 1.09.2000, sent by the Executive Engineer, Telecom Civil division, Itanagar to the Engineer (Civil), to the Superintending Engineer (Civil), Telecom Civil Circle, Shillong vide Memo No. 5(3)TCD-ITN/656 dated 13.9.2000 containing certain information regarding casual labourers. In the said communication the names of applicant nos. 1,2, S/Sri Nirmal Chettry, Suresh Rajkhowan were also included stating their initial engagement with efect from 1.6.1995, 1.8.1995. This communication was sent by the Assistant Engineer,, Telecom Chief Sub Division, Accounts Officer, Telecom civil Division, Itanagar, Executive Engineer, Telecom Civil Division, Itanagar and Superintending Entineer, Telecom Civil Circle, Shillong. The applicant may produce the aforementioned communication before the Respondents, who shall also consider the same while considering the case of the applicants alongwith other relevant documents. The applicants may also file representation individually narrating all the material facts to the concerned authority within two weeks from the date of receipt of the copy of this order and the respondents shall examine the same and pass a reasoned order within a period of three months thereafter.

5. Subject to the observations made above, the application stands disposed of.

6. There shall, however, be no order as to costs.

  
(D.N.CHOWDHURY)  
Vice-Chairman



Title of the case :

291  
D.A. No.....of 2000

BETWEEN

Shri Nirmal Chetry & Ors. .... Applicants.

AND

Union of India & ors. .... Respondents.

I N D E X

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Filed by : S. Sarema Advocate.

Regn.No.:

File : WS7/NIRMAL

Date :

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH : GUWAHATI

11  
Filed by  
Shardha  
Advocate

(An application under section 19 of the Central Administrative Tribunal Act, 1985)

1993

O.A. No. 291 of 20000

Between

1. Shri Nirmal Chetry,  
Office Peon, In the Office of the Executive Engineer,  
Telecom Civil Division. Itanagar (A.P.)
2. Shri Suresh Rajkhowan,  
working as casual Office Peon, in the office of the  
Executive Engineer, Telecom Civil Division, Itanagar (A.P.)
3. Sri Tilak Biswakarma,  
Casual Office Peon, in the Office of the  
Executive Engineer, Telecom Civil Division  
Itanagar, (A.P.)

... Applicants.

- AND -

1. Union of India, represented by the Secretary to the  
Government of India, Ministry of Communication, Sansar  
Bhawan, New Delhi-1.
2. The Chief General Manager, Telecom, N.E. Telecom  
Circle Shillong, Meghalaya.
3. The Chief Engineer (Civil), Telecom N.E. Zone Guwa-  
hati, Ulubari-7. Assam.
4. The General Manager Telecom  
Itanagar, A.P.
5. The Superintending Engineer,  
Telecom Civil Circle.  
Shillong -3.
6. The Executive Engineer, (Telecom Civil Division),  
Itanagar (P. Sector) 791111, Arunachal Pradesh.

... Respondents

al. Incl.

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DETAILS OF THE APPLICATION.

1. PARTICULARS OF ORDER AGAINST WHICH THIS APPLICATION IS MADE.

The present application is not directed against any particular order but has been made against the action of the part of the Respondents in not considering the case of the Applicant for grant of temporary status and regularisation in the light of Apex Court verdict and the scheme prepared pursuant to the said verdict as well as subsequent clarifications issued from time to time by the Respondents. The Applicants through this application prays for an appropriate direction to the Respondents to extend the benefit of the scheme as well as its subsequent clarifications by granting temporary status and subsequent regularisation.

2. JURISDICTION OF THE TRIBUNAL

That the Applicant declares that the subject matter of the present application is well within the Jurisdiction of this Hon'ble Tribunal.

3. LIMITATION

The Applicants declares that the present application have been filed within the limitation period prescribed under Section 21 of the Administrative Tribunal Act 1985.

4. FACTS OF THE CASE

4.1. That the Applicants are citizens of India and as such they are entitled to all the rights and privileges as guaranteed under the Constitution of India and laws framed thereunder.

4.2. That the Applicant No.1 initially got his appointment

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as a casual worker in the in the month of June 1995 in the office of the Respondent No.6. Prior to his such appointment he was appointed as Muster Roll worker in the year 1994. After his afore-said appointment as Casual Worker, he was allotted the work of Office Peon. The applicant although has been appointed as casual worker (Office Peon) but in fact he has been treated as regular Gr-D staff in all respect.

The Applicant No.2 initially got his appointment as casual worker (Office Peon) in the year 1995 (Aug) under respondent No.6. He was allotted the regular nature of work as regular Gr D staff under the respondents. Prior to his such appointment he has been working as Muster Roll Worker under the respondents since 1994. Thereafter his service has been converted to Casual worker and allotted the work of Office Peon.

The applicant No 3 initially got his turn of appointment in the month of July '91 as casual worker and he has been allotted the work of Office Peon under the Respondent No.6. Like the other applicants he was also engaged as Muster Roll worker under the respondents prior to 1991 and thereafter he got the present post of Office Peon on casual basis.

The cause of action and relief sought for by the applicants are similar and hence they pray for joining together in a single application invoking Rule 4(5)(a) of Central Administrative Tribunal (Procedure) Rules 1987.

Since the date of engagement is not in dispute, the Applicants instead of annexing all the certificates, begs to produced the certificate regarding their engagement at the time of hearing of the case.

4.3. That the applicants initially appointed as a Muster Roll worker in the year 1994 and their services were put under the casual establishment in the year 1995 & 1991 and as such they are entitled to get the benefit of the scheme prepared pursuant to a verdict of Hon'ble Supreme Court. The applicants beg to state that since 1991 & 95, each year they have been continuously working for more than 240 days and as such they fulfill all the required qualifications as described in the scheme and its subsequent clarifications issued from time to time. Till date they have been working as casual worker but the Respondents have not yet granted them temporary status and other benefits as described in the scheme as well as its subsequent clarifications.

4.4. That the Applicants beg to state that some of the casual workers of the Department of Post had approached this Hon'ble Supreme Court and the Hon'ble Supreme Court after hearing the parties was pleased to issue a direction to the official Respondents thereto to prepare a scheme. Claiming similar benefit another set of casual workers working in the Telecommunication department also approached the Hon'ble Supreme Court seeking a similar direction and the said matter was also disposed of by a similar order and direction has been issued to the Respondents to prepare a scheme on rational basis for the casual workers who has been working continuously for one year and who have completed 240 days of continuous service.

A copy of the order of the Hon'ble Supreme Court is annexed herewith and marked as Annexure-1.

4.5. That the Applicant begs to state that the Respondents thereafter issued an order vide No. 269-10/89-STN dated 7.11.89 by which a scheme in the name and style "casual laborers" (grant

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of temporary status and regularisation scheme 1989) has been communicated to all heads of Departments. As per the said scheme certain benefit have been granted to the casual workers such as conferment of temporary status, wages and daily rates etc..

A copy of the order dated 7.11.89 is annexed herewith and marked as Annexure-2.

4.6. That the Applicants state that as per the direction contained in Annexure-1 judgment of the Hon'ble Supreme Court and Annexure-2 schemes they are entitled to take a benefit including temporary status and subsequent regularisation. The Applicants fulfill required qualifications mentioned in the said judgment and as such they are entitled to all the benefits as described in the aforesaid scheme.

4.7. That the Applicant begs to state that after issuance of Annexure-2 schemes dated 7.11.89 the Respondents issued an order vide No. 269-4/93-STN-II dated 17.12.93 by which the benefit conferred to the casual workers by the said scheme has been clarified.

4.8. That the Applicants beg to state that of the Respondents thereafter have issued various orders by which modification/clarifications has been made in the aforesaid Annexure-2 scheme dated 7.11.89. By the aforesaid clarifications the Respondents have made the scheme applicable to almost all the casual workers who have completed 240 days continuous service in a year. To that effect mention may be made order dated 1.9.99 issued by the Government of India Department of Telecommunication by which the benefit of the scheme has been extended the re-

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cruitees up to 1.8.98.

A copy of the said order dated 1.9.99 is annexed and marked as Annexure-3.

4.9. That the applicants beg to state that some of the similarly situated employees like that of the Applicant had approached this Hon'ble Tribunal by way of filing OA No. 299/96 and 302/96 and the Hon'ble Tribunal was pleased to pass an order dated 13.8.97 directing the Respondent to extend the benefit of the said scheme. ✓

A copy of the order dated 13.8.97 is annexed herewith and marked as Annexure-4.

4.10. That the applicants being aggrieved by the said action submitted numbers of representations to the concerned authority i.e. Respondent No. 2 for grant of temporary status and regularisation but till date nothing has been done so far in this matter. The Applicant instead of annexing all the representations begs to produce all the representations at the time of hearing of the case.

4.11. That the applicants beg to state that under similar facts situation numbers of casual workers had approached this Hon'ble Tribunal by way of filing various OAs and the Hon'ble Tribunal after hearing the parties to the proceeding was pleased to dispose of the said OAs by a common judgement and order dated 31.8.99 directing to the Respondents to consider their cases in the light of Hon'ble Apex Court verdict as well as the scheme and its subsequent clarifications issued from time to time.

A copy of the said judgment and order dated 31.8.99 is annexed herewith and marked as Annexure-5.



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4.12. That the applicant beg to state that their cases are covered by the aforesaid judgement of this Hon'ble Tribunal. It is stated that pursuant to the aforesaid judgment and order dated 31.8.99 the Respondents have initiated proceedings for filling up at least 900 posts of DRM under Assam Circle. However, the Respondents have only taken into consideration those casual labourers who had approached this Hon'ble Tribunal and in whose favour the Hon'ble Tribunal has given the direction. The applicant has been pursuing the matter before the Respondents but the Respondents have shown their helplessness in absence of any order of this Hon'ble Tribunal. It is therefore the applicants have come under the protective hands of this Hon'ble Tribunal, praying for an appropriate direction from this Hon'ble Tribunal to the Respondents to consider their cases for grant of temporary status and regularisation in accordance with the verdict of the Hon'ble Apex Court as well as the scheme and its subsequent clarifications issued from time to time.

4.13. That the applicants beg to state that the Respondents have acted illegally in not considering the case of the applicants only on the ground of not having an order from this Hon'ble Tribunal. The law is well settled that in a given case if any law is laid down for one set of employees, same is applicable to all the similarly situated employees. However, in the present case the Respondents have acted illegally in differentiating the applicant with others and for that the entire action of the Respondents is liable to be set aside and quashed.

4.14. That the applicants beg to state that as per the direction of the Hon'ble Apex Court (Annexure-1) they are enti-

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tled to all the benefits described in the Annexure-2 schemes dated 7.11.89. The direction of the Hon'ble Apex Court is very clear and Respondents now cannot shift their burden by taking the ground of not having any order from this Hon'ble Tribunal. The judgment and order of the Hon'ble Apex Court is applicable to all the casual employees working under the Telecommunication departments and as such the applicants are also entitled to all the benefits as has been granted to others similarly situated employees like that of them.

4.15. That the applicants beg to state that presently they are the only earning members of their family and the Respondents are making a move to terminate their services in absence of any order from this Hon'ble Tribunal. It is therefore the applicants pray for an appropriate interim order directing the Respondents not to terminate their service during the pendency of this OA. It is noteworthy to mention here that till date they have been working as casual worker under the Respondent No. 3 and other the said Respondents there are as many as 12 vacancies are in existence under the Group D Establishment one of which posts are being occupied by the present applicants. It is therefore the balance of convenience lies very much in favour of the applicants in passing the aforesaid interim as prayed for and there is every likelihood that in case their interests are not protected by way of passing an appropriate interim order as prayed for, the Respondents may disengage them causing irreparable loss and injury.

5. GROUND WITH LEGAL PROVISIONS

5.1. For that the entire action on the part of the Respon-

*A. D. D.*

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dents in not granting the temporary status to the Applicant violating the provisions contained in the Annexure-1 judgment and order passed by the Hon'ble Apex Court is illegal and arbitrary and same are liable to be set aside and quashed.

5.2. For that action of the Respondents in treating the Applicant not at par with the other similarly situated employees to whom the benefit of the scheme has already been granted is violative of Article 14 and 16 of the Constitution of India. The Respondents being a model employer should have extended the said benefit to the Applicant without requiring him to approach this Hon'ble Tribunal, more so when they themselves have allowed the said benefit to one set of their employees. In any case the Respondents cannot differentiate their employees in regard to employment as has been done in the instant case. Hence the entire action of the Respondents is illegal and not sustainable in the eye of law.

5.3. For that the Respondents have acted illegally in not considering the case of the applicants for grant of temporary status in view of order dated 1.9.99 as well as judgment and order dated 31.8.99 passed in similar matters and hence same is liable to set aside and quashed with a further direction to the Respondents to extend the benefits of the said scheme to the applicants including all other consequential benefits.

5.4. For that in any view of the matter the action on the part of the Respondents is not sustainable in the eye of law and liable to be set aside and quashed.

The applicants crave leave of this Hon'ble Tribunal to advance more grounds both legal as well as factual at the time of hearing of this case.

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6.

DETAILS OF THE REMEDIES EXHAUSTED.

That the applicants declare that they have exhausted all the possible departmental remedies towards the redressal of the grievances in regard to which the present application has been made and presently they have got no other alternative than to approach this Hon'ble Tribunal.

7.

MATTER PENDING WITH ANY OTHER COURTS

That the applicants declare that the matter regarding this application is not pending in any other Court of Law or any other authority or any other branch of the Hon'ble Tribunal.

8.

RELIEF SOUGHT:

Under the facts and circumstances stand above the applicants pray that the instant application be admitted, records be called for and upon hearing the parties on the cause or causes that may be shown and on perusal of records be pleased to grant the following reliefs.

8.1. To direct the Respondents to extend the benefit of the scheme and to grant them temporary status as has been granted to the other similarly situated employees like them with retrospective effect with all consequential service benefits including arrear salary and seniority etc.

8.2. To direct the respondents to allow the applicants to continue in their present post after granting temporary status and regularisation..

8.3 Cost of the application.

8.4. Any other relief/reliefs to which the present Applicant are entitled to under the facts and circumstances of the case and as may be deemed fit and proper by the Hon'ble Tribunal.

9. INTERIM ORDER PRAYED FOR:

Under the facts and circumstances of the case the applicants pray for interim order directing the Respondents not to disengage them from their current employment and to allow them to continue in service pending disposal of this application.

10. THE APPLICATION IS FILED THROUGH ADVOCATE:

11. PARTICULARS OF THE POSTAL ORDER :

(I) I.P.O. No.: 29 501887

(ii) Date: 14.9.2K

(iii) payable at Guwahati

12. LIST OF ENCLOSURES : As stated in the Index.

## VERIFICATION

I, Shri Nirmal Chetry, S/o Sri Kali Bahadur Chetry, ,  
aged about 24 years, presently working as casual worker (Office  
Peon) under Executive Engineer, Telecom Civil Division Itanagar  
(A.P), do here by solemnly affirm and state that the statement  
made in this petition from paragraph 41-43, 46, 410 and 412-415 are  
true . to my knowledge and those made in  
paragraphs 44, 45, 48, 49 & 411 are matters records of  
records informations derived therefrom which I believe to be  
true and the rest are my humble submission before this Hon'ble  
Tribunal.

I am the applicant No 1 in the present application and  
I have been authorised by the other two applicants to swear this  
verification.

And I sign this verification, on 23th day of <sup>Sept</sup>~~Aug~~. 2000.



(NIRMAL CHETRY)

Absorption of Casual Labours  
Supreme Court directive Department of Telecom take back all  
Casual Mazdoors who have been disengaged after 30.3.85.

In the Supreme Court of India  
Civil Original Jurisdiction.

Writ Petition (C) No 1280 of 1989.

Ram Gopal & ors. .... Petitioners.

-versus-

Union of India & ors ..... Respondents.

With

Writ Petition Nos 1246, 1248 of 1986 176 , 177 and 1248 of 1988.

Jant Singh & ors etc. etc. .... Petitioners.

-versus-

Union of India & ors. .... Respondents.

#### ORDER

We have heard counsel for the petitioners. Though a counter affidavit has been filed no one turns up for the Union of India even when we have waited for more than 10 minutes for appearance of counsel for the Union of India .

The principal allegation in these petitions under Art 32 of the Constitution on behalf of the petitioners is that they are working under the Telecom Department of the Union of India as Casual Labourers and one of them was in employment for more than four years while the others have served for two or three years. Instead of regularising them in employment their services have been terminated on 30 th September 1988. It is contended that the principle of the decision of this Court in Daily Rated Casual Labour Vs. Union of India & ors. 1988 (1) Section (122) squarely applies to the petitioner though that was rendered in case of Casual Employees of Posts and Telegraphs Department. It is also contended by the counsel that the decision rendered in that case also relates to the Telecom Department as earlier Posts and Telegraphs Department was covering both sections and now Telecom has become a separate department. We find from paragraph 4 of the reported decision that communication issued to General Managers Telecom have been referred to which support the stand of the petitioners.

By the said Judgment this Court said :

" We direct the respondents to prepare a scheme on a rational basis for absorbing as far possible the casual labourers who have been continuously working for more than one year in the

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- 14 -

posts and Telegraphs Department".

We find the though in paragraph 3 of the writ petition, it has been asserted by the petitioners that they have been working more than one year, the counter affidavit does not dispute that petition. No distinction can be drawn between the petitioners as a class of employees and those who were before this court in the reported decision. On principles, therefore the benefits of the decision must be taken to apply to the petitioners. We accordingly direct that the respondents shall prepare a scheme on a rational basis absorbing as far as practical who have continuously worked for more than one year in the Telecom Deptt. and this should be done within six months from now. After the scheme is formulated on a rational basis, the claim of the petitioners in terms of the scheme should be worked out. The writ petitions are also disposed of accordingly. There will be no order as to costs on account of the facts that the respondents counsel has not chosen to appear and contact at the time of hearing though they have filed a counter affidavit.

Sd/-

( Ranganath Mishra ) J.

New Delhi

April 17, 1990.

Sd/-

( Kuldeep Singh ) J.



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CIRCULAR NO. 1  
GOVERNMENT OF INDIA  
DEPARTMENT OF TELECOMMUNICATIONS

## STN SECTION

No. 269-10/89-STN

New Delhi 7.11.89

To

The Chief General Managers, Telecom Circles  
M.T.H.I New Delhi/Bombay, Metro Dist.Madras/  
Calcutta.  
Heads of all other Administrative Units.

Subject : Casual Labourers (Grant of Temporary Status and  
Regularisation) Scheme.

Subsequent to the issue of instruction regarding regularisation of casual labourers vide this office letter No.269-29/87-STC dated 18.11.88 a scheme for conferring temporary status on casual labourers who are currently employed and have rendered a continuous service of at least one year has been approved by the Telecom Commission. Details of the scheme are furnished in the Annexure.

2. Immediate action may kindly be taken to confer temporary status on all eligible casual labourers in accordance with the above scheme.

3. In this connection, your kind attention is invited to letter No.270-6/84-STN dated 30.5.85 wherein instructions were issued to stop fresh recruitment and employment of casual labourers for any type of work in Telecom Circles/Districts. Casual labourers could be engaged after 30.3.85 in projects and Electrification circles only for specific works and on completion of the work the casual labourers so engaged were required to be retrenched. These instructions were reiterated in D.O letters No.270-6/84-STN dated 22.4.87 and 22.5.87 from member (pers. and Secretary of the Telecom Department) respectively. According to the instructions subsequently issued vide this office letter No.270-6/84-STN dated 22.6.88 fresh specific periods in Projects and Electrification Circles also should not be resorted to.

3.2. In view of the above instructions normally no casual labourers engaged after 30.3.85 would be available for consideration for conferring temporary status. In the unlikely event of there being any case of casual labourers engaged after 30.3.85 requiring consideration for conferment of temporary status. Such cases should be referred to the Telecom Commission with relevant details and particulars regarding the action taken against the officer under whose authorisation/approval the irregular engagement/non retrenchment was resorted to.

3.3. No Casual Labourer who has been recruited after 30.3.85 should be granted temporary status without specific approval from this office.

4. The scheme finalised in the Annexure has the concurrence of Member (Finance) of the Telecom Commission vide No

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SMF/78/98 dated 27.9.89.

5            Necessary instructions for expeditious implementation of the scheme may kindly be issued and payment for arrears of wages relating to the period from 1.10.89 arranged before 31.12.89.

sd/=

ASSISTANT DIRECTOR GENERAL (STN).

Copy to.

P.S. to MDS (C).

P.S. to Chairman Commission.

Member (S) / Adviser (HRD). GM (IR) for information.  
MCG/SEA/TE -II/IFS/Admn. I/CSE/PAT/SPB-I/SR Secs.

All recognised Unions/Associations/Federations.

sd/=

ASSISTANT DIRECTOR GENERAL (STN).

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- 17 -

ANNEXURE

CASUAL LABOURERS (GRANT OF TEMPORARY STATUS AND REGULARISATION) SCHEME.

1. This scheme shall be called "Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Department of Telecommunication. 1989"

2. This scheme will come in force with effect from 1.10.89. onwards.

3. This scheme is applicable to the casual labourers employed by the Department of Telecommunications.

4. The provisions in the scheme would be as under.

A) Vacancies in the group D cadres in various offices of the Department of Telecommunications would be exclusively filled by regularisation of casual labourers and no outsiders would be appointed to the cadre except in the case of appointment on compassionate grounds, till the absorption of all existing casual labourers fulfilling the eligibility qualification prescribed in the relevant Recruitment Rules. However regular Group D staff rendered surplus for any reason will have prior claim for absorption against the existing/future vacancies. In the case of illiterate casual labourers, the regularisation will be considered only against those posts in respect of which illiteracy will not be an impediment in the performance of duties. They would be allowed age relaxation equivalent to the period for which they had worked continuously as actual labour for the purpose of the age limit prescribed for appointment to the group D cadre, if required. Outside recruitment for filling up the vacancies in Gr. D will be permitted only under the condition when eligible casual labourers are NOT available.

B) Till regular Group D vacancies are available to absorb all the casual labourers to whom this scheme is applicable, the casual labourers would be conferred a Temporary Status as per the details given below.

Temporary Status.

i) Temporary status would be conferred on all the casual labourers currently employed and who have rendered a continuous service at least one year, out of which they must have been engaged on work for a period of 240 days (206 days in case of offices observing five day week). Such casual labourers will be designated as Temporary Mazdoor.

ii) Such conferment of temporary status would be without reference to the creation / availability of regular Gr. D posts.

iii) Conferment of temporary status on a casual labourers would not involve any change in his duties and responsibilities. The engagement will be on daily rates of pay on a need basis. He may be deployed any where within the recruitment unit/territorial circles on the basis of availability of work.

iv) Such casual labourers who acquire temporary status will not, however be brought on to the permanent establishment unless they are selected through regular selection process for Gr. posts.

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6. Temporary status would entitle the casual labourers to the following benefits :

i) Wages at daily rates with reference to the minimum of the pay scale of regular Gr.D officials including DA, HRA, and CCA.

ii) Benefits in respect of increments in pay scale will be admissible for every one year of service subject to performance of duty for at least 240 days (206 days in administrative offices observing 5 days week) in the year.

iii) Leave entitlement will be on a pro-rata basis one day for every 10 days of week. Casual leave or any other leave will not be admissible. They will also be allowed to carry forward the leave at their credit on their regularisation. They will not be entitled to the benefit of encasement of leave on termination of services for any reason or their quitting service.

iv) Counting of 50 % of service rendered under Temporary Status for the purpose of retirement benefit after their regularisation.

v) After rendering three years continuous service on attainment of temporary status, the casual labourers would be treated at par with the regular Gr. D employees for the purpose of contribution to General Provident Fund and would also further be eligible for the grant of Festival Advance/ food advance on the same condition as are applicable to temporary Gr.D employees, provided they furnish two sureties from permanent Govt. servants of this Department.

vi) Until they are regularised they will be entitled to Productivity linked bonus only at rates as applicable to casual labour.

7. No benefits other than the specified above will be admissible to casual labourers with temporary status.

8. Despite conferment of temporary status, the offices of a casual labour may be dispensed within accordance with the relevant provisions of the industrial Disputes Act. 1947 on the ground of availability of work. A casual labourer with temporary status can quite service by giving one months notice.

9. If a labourer with temporary status commits a misconduct and the same is proved in an enquiry after giving him reasonable opportunity, his services will be dispensed with. They will not be entitled to the benefit of encasement of leave on termination of services.

10. The Department of Telecommunications will have the power to make amendments in the scheme and/or to issue instructions in details within the framing of the scheme.

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No.269-13/99-STN-II  
Government of India  
Department of Telecommunications  
Sanchar Bhawan  
STN-II Section  
New Delhi

Dated 1.9.99.

To

All Chief General Managers Telecom Circles,  
All Chief General Managers Telephones District,  
All Heads of other Administrative Offices  
All the IFAs in Telecom. Circles/Districts and  
other Administrative Units.

Sub: Regularisation/grant of temporary status to Casual  
Labourers regarding.

Sir,

I am directed to refer to letter No.269-4/93-STN-II dated 12.2.99 circulated with letter No.269-13/99-STN-II dated 12.2.99 on the subject mentioned above.

In the above referred letter this office has conveyed approval on the two items, one is grant of temporary status to the Casual Labourers eligible as on 1.8.98 and another on regularisation of Casual Labourers with temporary status who are eligible as on 31.3.97. Some doubts have been raised regarding date of effect of these decision. It is therefore clarified that in case of grant of temporary status to the Casual Labourers, the order dated 12.2.99 will be effected w.e.f. the date of issue of this order and in case of regularisation to the temporary status Mazdoors eligible as on 31.3.97, this order will be effected w.e.f. 1.4.97.

Yours faithfully

(HARDAS SINGH)  
ASSISTANT DIRECTOR GENERAL (STN)

All recognised Unions/Fedarations/Associations.

(HARDAS SINGH)  
ASSISTANT DIRECTOR GENERAL (STN)

ANNEXURE-4.

CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Original Application No.299 of 1996.

and

302 of 1996.

Date of order : This the 13th day of August, 1997.

Justice Shri D.N.Baruah, Vice-Chairman.

O.A.No.299 of 1996

All India Telecom Employees Union,  
Line Staff and Group-D,  
Assam Circle, Guwahati & Others. .... Applicants.

- Versus -

Union of India & Ors. .... Respondents.

O.A. No.302 of 1996.

All India Telecom Employees Union,,  
Line Staff and Group-D  
Assam Circle, Guwahati & Others. .... Applicants.

- Versus -

Union of India & Ors. .... Respondents.

Advocate for the applicants : Shri B.K. Sharma

Shri S. Sharma

Advocate for the respondents : Shri A.K. Choudhury

Addl.C.G.S.C.

ORDER

BARUAH J.(V.C.)

Both the applications involve common question of law and similar facts. In both the applications the applicants have

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*Mr*

benefits which are being given to their counter parts working in the Postal Department. The facts of the cases are :

1. O.A. No.302/96 has been filed by All India Telecom Employees Union, Line Staff and Group-D, Assam Circle, Guwahati, represented by the Secretary Shri J.N.Mishra and also by Shri Upen Pradhan, a casual labourer in the office of the Divisional Engineer, Guwahati. In O.A. 299/96, the case has been filed by the same Union and the applicant No.2 is also a casual labourer. The applicant No.1 in O.A. No.299/96 represents the interest of the casual labourers referred to Annexure-A to the Original Application and the applicant No.2 is one of the labourers in Annexure-A. Their grievances are :

2. They are working as casual labourers in the Department of Telecom under Ministry of Communication. They are similarly situated with the casual labourers working in the Department of Postal Department under the same Ministry. Similarly the members of the applicant No 1 are also casual labourers working in the telecom Department. They are also similarly situated with their counter parts in the Postal Department. They are working as casual labourers. However the benefits which had been extended to the casual labourers working in the Postal Department under the Ministry of Communications have not been given to the casual labourers of the applicants Unions. The applicants state that pursuant to the judgment of the Apex Court in daily rated casual labourers employed under Postal Department vs. Union of India & Ors. reported in (1988) in sec.122 the Apex Court directed the department to prepare a scheme for absorption of the casual labourers who were continuously working in the department for more than one year for giving certain benefits. Accordingly a scheme was prepared by the Department of Posts granting benefit

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to the casual labourers who had rendered 240 days of service in a year. Thereafter many writ petitions had been filed by the casual labourers, working under the department of Telecommunication before the Apex Court praying for directing to give similar benefits to them as was extended to the casual labourers of Department of Posts. Those cases were disposed of in similar terms as in the judgment of Daily Rated Casual Labourers (Supra). The Apex Court, after considering the entire matter directed the Department to give the similar benefit to the casual labourers working under the Telecom Department in similar manner. Pursuant to the said judgment the Ministry of Communication prepared a scheme known as "Casual Labourers (Grant of Temporary Status and regularisation) Scheme" on 7.11.89. Under the said scheme certain benefit had been granted to the casual labourers such as conferment of temporary Status, Wages and Daily Rates with reference to the minimum of the pay scale etc. Thereafter, by a letter dated 17.3.93 certain clarification was issued in respect of the scheme in which it had been stipulated that the benefits of the scheme should be confined to the casual labourers engaged during the period from 31.3.1985 to 22.6.1988. On the other hand the casual labourers worked in the Department of Posts as on 21.11.1989 were eligible for temporary Status. The time fixed as 21.11.1989 had been further extended pursuant to a judgment of the Ernakulam Bench of the Tribunal dated 13.3.1995 passed in O.A.No.750/94. Pursuant to that judgment, the Govt. of India issued a letter dated 1.11.95 conferring the benefit of Temporary Status to the casual labourers. The present applicants being employees under the Telecom Department under the Ministry of Communication also urged before the concerned authorities that they should also be given same benefit. In this connection the casual employees submitted a representation dated 29.12.1995 before the Chairman

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,Telecom Commission, New Delhi but to the knowledge of the applicant the said representation has not been disposed of. Hence the present application.

3. O.A.299/96 is also of similar facts. The grievances of the applicants are also same.

4. Heard both sides, Mr.B.K.Sharma, learned Counsel, appearing on behalf of the applicants in both the cases submits that the Apex Court having been granted the benefit of temporary status and regularisation to the casual labourers, should also be made available to the casual labourers working under Telecom Department under the same Ministry. Mr.Sharma further submits that the action in not giving the benefits to the applicants is unfair and unreasonable. Mr.A.K.Choudhury, learned Addl.C.G.S.C for respondents does not dispute the submission of Mr.Sharma. He submits that the entire matter relating to the regularisation of casual labourers are being discussed in the J.C.M level at New Delhi, however, no decision has yet been taken. In view of the above, I am of the opinion that the present applicants who are similarly situated are also entitled to get the benefit of the scheme of casual labourers (grant of temporary Status and Regularisation) prepared by the Department of Telecom. Therefore, I direct the respondents to give the similar benefit as has been extended to the casual labourers working under the Department of Posts as per Annexure-3(in O.A.302/96) and Annexure-4 (in O.A.No.299/96) to the applicants respectively and this must be done as early as possible and at any rate within a period of 3 months from the date of receipt copy of this order.

However, considering the entire facts and circumstances of the case I make no order as to costs.

Sd/- Vice Chairman.

*Attest*  
*PC*

ANNEXURE..

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Original Application No.107 of 1998 and others.  
Date of decision : This the 31 st day of August 1999.

The Hon'ble Justice D.N.Baruah, Vice-Chairman.

The Hon'ble Mr.G.L.Sanglyine, Administrative Member.

1. O.A. No.107/1998  
Shri Subal Nath and 27 others. .... Applicants.  
By Advocate Mr. J.L. Sarkar and Mr. M.Chanda  
- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr. B.C. Pathak, Addl. C.G.S.C.  
.....
2. O.A. No.112/1998  
All India Telecom Employees Union,  
Line Staff and Group- D and another..... Applicants.  
By Advocates Mr.B.K. Sharma and Mr.S.Sarma.  
- versus -  
Union of India and others. .... Respondents.  
By Advocate Mr.Mr.A.Deb Roy, Sr. C.G.S.C.  
.....
3. O.A.No. 114/1998  
All India Telecom Employees Union  
Line Staff and Group-D and another. .... Applicants.  
By Advocates Mr. B.K. Sharma and Mr. S.Sarma.  
- versus -  
The Union of India and others ..... Respondents.  
By Advocate Mr. A.Deb Roy, Sr. C.G.S.C.  
.....
4. O.A.No.118/1998  
Shri Bhuban Kalita and 4 others. .... Applicants.  
By Advocates Mr. J.L. Sarkar, Mr.M.Chanda  
and Ms.N.D. Goswami.  
- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr.A.Deb Roy, Sr. C.G.S.C.  
.....
5. O.A.No.120/1998  
Shri Kamala Kanta Das and 6 others . .... Applicant.  
By Advocates Mr. J.L. Sarkar, Mr.M.Chanda  
and Ms. N.D. Goswami.  
- versus -  
The Union of India and Others . .... Respondents.  
By Advocate Mr.B.C. Pathak, Addl.C.G.S.C.  
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6. O.A.No.131/1998  
All India Telecom Employees Union and another...Applicants.  
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and Mr.U.K.Nair.

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- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr. B.C. Patha, Addl.C.G.S.C.  
.....

7. D.A.No.135/98

All India Telecom Employees Union  
Line Staff and Group-D and 6 others. .... Applicants.  
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and  
Mr.U.K.Nair.

- versus -  
The Union of India and others. ... Respondents.,  
By Advocate Mr.A.Deb Roy, Sr. C.G.S.C.  
.....

8. D.A.No.136/1998

All India Telecom Employees Union,  
Line Staff and Group-D and 6 others. .... Applicants.  
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and Mr.U.K.Nair.

- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.  
.....

9. D.A.No.141/1998

All India Telecom Employees Union,  
Line Staff and Group-D and another ..... Applicants.  
By Advocates Mr.B.K.Sharma, Mr.S.Sarma  
and Mr.U.K.Nair.

- versus -  
The Union of India and others ..... Respondents.  
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.  
.....

10. D.A. No.142/1998

All India Telecom Employees Union,  
Civil Wing Branch. .... Applicants.  
By Advocate Mr.B.Malakkar

- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr.B.C. Pathak, Addl. C.G.S.C.  
.....

11. D.A. No.145/1998

Shri Dhani Ram Deka and 10 others. .... Applicants  
By Advocate Mr.I.Hussain.

- versus -  
The Union of India and others. .... Respondents.  
By Advocate Mr.A,Deb Roy, Sr. C.G.S.C.  
.....

12. D.A.No. 192/1998

All India Telecom Employees Union,  
Line Staff and Group-D and another ..... Applicants  
By Advocates Mr.B.K. Sharma, Mr.S.Sarma  
and Mr.U.K.Nair.

-versus-  
The Union of India and others..... Respondents  
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.  
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Mr.

13. O.A.No.223/1998

All India Telecom Employees Union,  
Line Staff and Group-D and another ..... Applicants  
By advocates Mr. B.K.Sharma and Mr.S.Sarma.

- versus -

The Union of India and others ... Respondents.  
By Advocate Mr.A.Deb Roy, -Sr.C.G.S.C.

.....

14. O.A.No.269/1998

All India Telecom Employees Union,  
Line Staff and Group-D and another ..... Applicants  
By advocates Mr. B.K.Sharma and Mr.S.Sarma,  
Mr.U.K.nair and Mr.D.K.Sharma

- versus -

The Union of India and others .. Respondents.  
By Advocate Mr.B.C.Pathak, Addl. Sr.C.G.S.C.

15. O.A.No.293/1998

All India Telecom Employees Union,  
Line Staff and Group-D and another ..... Applicants  
By advocates Mr. B.K.Sharma and Mr.S.Sarma,  
and Mr.D.K.Sharma.

- versus -

The Union of India and others .. Respondents.  
By Advocate Mr.B.C.Pathak, Addl. Sr.C.G.S.C.

.....

O R D E R

BARUAH.J. (V.C.)

All the above applicants involve common question of law and similar facts. Therefore, we propose to dispose of all the above applications by a common order.

2. The All India Telecom Employees Union is a recognised union of the Telecommunication Department. This union takes up the cause of the members of the said union. Some of the applicants were submitted by the said union, namely the Line Staff and Group-D employees and some other application were filed by the casual employees individually. Those applications were filed as the casual employees engaged in the Telecommunication Department came to know that the services of the casual Mazdoors under the respondents were likely to be terminated with effect from 1.6.1998. The applicants in these applications, pray that the respondents be directed not to implement the decision of termi-

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nating the services of the casual Mazdoors . but to grant them similar benefits as had been granted to the employees under the Department of Posts and to extend the benefits of the scheme, namely casual Labourers (Grnt of Temporary Status and Regularisation) Scheme of 7.11.1998, to the casual Mazdoors concerned O.A.s, however, in O.A. No.269/1998 there is no prayer against the order of termination. In O.A. No.141/1998, the prayer is against the cancellation of the temporary status earlier granted to the applicants having considered their length of services and they being fully covered by the scheme. According to the applicants of this O.A., the cancellation was made without giving any notice to them in complete violation of the principles of natural justice and the rules holding the field.

3. The applicants state that the casual Mazdoors have been continuing their service in different office in the Department of Telecommunication under Assam Circle and N.E. Circle. The Govt.of India, Ministry of Communication made a scheme known as Casual Labourers (Grant of Temporary Status and Regularisation) Scheme. This scheme was communicated by letter No.269-10/89-STN dated 7/11/89 and it came in to operation with effect from 1989. Certain casual employees had been given the benefits under the said scheme, such as conferment of temporary status, wages and daily wages with reference to the minimum pay scale of regular Group-D employees including D.A. and HRA> Later on, by letter dated 17.12.1993 the Government of India clarified that the benefits of the scheme should be confined to the casual employees who were engaged during the period from 31.3.1985 to 22.6.1988. However, in the Department of Posts, those casual labourers who were engaged as on 29.11.89 were granted the benefits of temporary status on satisfying the eligibility criteria. The benefits were further extended to the casual labourers of the Department

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of Posts as on 10.9.93 pursuant to the judgement of the Ernakulam Bench of the Tribunal passed on 13.3.1995 in O.A. No.750/1994. The present applicants claim that the benefits extended to the casual employees working under the Department of Posts are liable to be extended to the casual employees working in the Telecom Department in view of the fact that they are similarly situated. As nothing was done in their favour by the authority they approached this Tribunal by filing O.A. No.s 302 and 229 of 1996. This Tribunal by order dated 13.8.1997 directed the respondents to give similar benefits to the applicants in those two applications as was given to the casual labourers working in the Department of Posts. It may be mentioned here that some of the casual employees in the present O.A.s were applicants in O.A.Nos.302 and 229 of 1996. The applicants state that instead of complying with the direction given by this Tribunal, their services were terminated with effect from 1.6.1998 by oral order. According to the applicants such order was illegal and contrary to the rules. Situated thus the applicants have approached this Tribunal by filing the present O.As.

4. At the time of admission of the applications, this Tribunal passed interim orders. On the strength of the interim orders passed by this Tribunal some of the applicants are still working. However, there has been complaint from the applicants of some of the O.A.s that in spite of the interim orders those were not given effect to and the authority remained silent.

5. The contention of the respondents in all the above O.As is that the Association had no authority to represent the so called casual employees as the casual employees are not members of the union Line Staff and Group-D. The casual employees not being regular Government servant are not eligible to become members or office bearers to the staff union. Further, the re-

Attorney  
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spondents have stated that the names of the casual employees furnished in the applications are not verifiable, because of the lack of particulars. The records, according to the respondents, reveal that some of the casual employees were never engaged by the Department. In fact, enquiries into their engagement as casual employees are in progress. The respondents justify the action to dispense with the services of the casual employees on the ground that they were engaged purely on temporary basis for special requirement of specific work. The respondents further state that the casual employees were to be disengaged when there was no further need for continuation of their services. Besides, the respondents also state that the present applicants in the O.As were engaged by persons having no authority and without following the formal procedure for appointment/engagement. According to the respondents such casual employees are not entitled to re-engagement or regularisation and they can not get the benefit of the scheme of 1989 as this scheme was retrospective and not prospective. The scheme is applicable only to the casual employees who were engaged before the scheme came into effect. The respondents further state that the casual employees of the Telecommunication Department are not similarly placed as those of the Department of Posts. The respondents also state that they have approached the Hon'ble Gauhati High Court against the order of the Tribunal dated 13.8.1997 passed in O.A. No.302 and 229 of 1996. The applicants do not dispute the fact that against the order of the Tribunal dated 13.8.1997 passed in O.A. Nos.302 and 229 of 1996 the respondents have filed writ application, before the Hon'ble Gauhati High Court. However according to the applicants no interim order has been passed against the order of the Tribunal.

6. We have heard Mr.B.K.Sharma, Mr J.L.Sarkar, Mr.I.

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Hussain and Mr.B.Malakar, learned counsel appearing on behalf of the applicants and also Mr.A.Deb Roy, learned Sr.C.G.S.C. and Mr.B.C. Pathak, learned Sr.C.G.S.C. appearing on behalf of the respondents. The learned counsel for the applicants dispute the claim of the respondents that the scheme was retrospective and not prospective and they also submit that it was up to 1989 and then extended up to 1993 and thereafter by subsequent circulars. According to the learned counsel for the applicants the scheme is also applicable to the present applicants. The learned counsel for the applicants further submit that they have documents to show in that connection. The learned counser for the applicants also submits that the respondents can not put any cut off date for implementation of the scheme, inasmuch as the Apex Court has not given any such cut off date and had issued directin for conferment of temporary status and subsequent regularisation to those casual workers who have completed 240 days of service in a year.

7. On hearing the learned counsel for the parties we feel that the applications require further examination regarding the factual position. Due to the paucity of material it is not possible for this Tribunal to come to a definite conclusion. We, therefore, feel that theb matter should be re-examined by the respondents themselves taking in to consideration of the submissions of the learned counsel for the applicants.

8. In view of the above we dispose of these applications with direction to the respondents to examine the case of each applicant. The applicants may file representations individually within a period of one month from the date of receipt of the order and if such representations are filed individually, the respondents shall scritinise and examine each case in consultation with the records and thereafter pass a reasoned order on

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merits of each case within a period of six months thereafter. The interim order passed in any of the cases shall remain in force till the disposal of the representations.

9. No order as to costs.

SD/- VICE CHAIRMAN

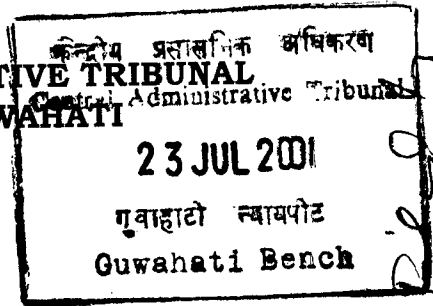
SD/- MEMBER (A)

*Attorney*  
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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH: GUWAHATI

In the matter of :

OA.No 291/2000



Shri Nirmal Chetry & Others ..... Applicants.

Vs.

Union of India & Others ..... Respondents.

(Written statement filed by the respondents 1 to 6 ).

The written statement of the respondent 1 to 6 are as follows :

1. That the copies of the O.A.No.291 of 2000 herein after referred to as an application have been served on the respondents after going through the said application have understood the contents thereof.
2. That the statement made in the application save and except those which are specifically admitted and denied by the respondents.
3. That with regard to the statement made in Paragraph 1 of the application the respondents beg to state that the applicants are not at all eligible for grant of Temporary Status and Regularisation in the light of the scheme and hence the action taken by the respondents is as per the rule.
4. That with regard to the statement made in Paragraaaaph 2 of the application the respondents have nothing to comment.
5. That with regard to the statement made in Paragraph 3 of the application the respondents beg to state that the applicants were never engaged as casual labourers. The law is well settled that, where the very entry in the service is not based on any proper procedure of engagement/appointed such application has no right to claim appointment or regularisation . Law is also well- settled that a person does not hold a civil sanctioned post and consequently he is not a civil servant and as such appointment cannot invoke the jurisdiction of the Central Administrative Act 1985.
6. That with regard to the statement made in Paragraph 4.1 of the application the respondents has nothing to comment.

7. That with regard to the statement made in Paragraph 4.2 of the application the respondents beg to state that the statement made in this Paragraph is not correct. They were never appointed as casual worker and were never put under casual establishment.
8. That with regard to the statement made in Paragraph 4.3 of the application the respondents beg to state that the applicants were never appointed as Muster Roll worker and were never put under casual establishment. The scheme mentioned in this paragraph is not applicable to the applicants. ✓✓
9. That with regard to the statement made in Paragraph 4.4 of the application the respondents beg to state that the Hon'ble Supreme Court of India in Writ Petition (C) No.1280 of 1989 directed to prepare a scheme on a rational basis for absorbing as per possible who have been continuously working for more than one year in the Post and Telegraph Department. This does not reflect anything about consideration for grant of any benefit as per directive of the Hon'ble Supreme Court of India. The applicants were not engaged as casual labourer.
10. That with regard to the statement made in Paragraph No.4.5 of the application the respondents beg to state that the scheme mentioned in this Paragraph of the application, is not applicable to the applicants as they were not all engaged as casual labourer prior to 30.3.1985.
11. That with regard to the statement made in Paragraph No.4.6 of the application the respondents beg to state that the judgement of the Hon'ble Supreme Court and the scheme mentioned in this paragraph by applicants is baseless and ignorant of the fact. The claim is raised only to misguide the Hon'ble Tribunal.
12. That with regard to the statement made in Paragraph No.4.7 of the application the respondents beg to state that the applicants were never appointed as casual worker and the benefit is not applicable to the applicants.
13. That with regard to the statement made in Paragraph No.4.8 of the application the respondents beg to state that the applicants were not engaged as casual labourer and hence the scheme is not applicable to the applicants.
14. That with regard to the statement made in Paragraph No.4.9 of the application the respondents beg to state that the applicants were not at all engaged as casual labour. The OA. Nos. mentioned in

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this paragraph is not applicable to the applicants. The claim of the applicant is baseless and the claim raised by the applicants is only to misguide this Hon'ble Tribunal.

15. That with regard to the statement made in Paragraph No.4.10 of the application the respondents beg to state that the applicants have no right to submit representations because they were not at all engaged as casual labour and were never put under casual establishment.
16. That with regard to the statement made in Paragraph 4.11 of the application the respondents beg to state that the applicants were not engaged as casual labour and have no right to claim any benefit under the scheme.
17. That with regard to the statement made in Paragraph 4.12 of the application the respondents beg to state that the applicants were not appointed as casual labour hence the points raised in this paragraph does not reflect anything in favour of the applicants relating to their regularisation or granting Temporary status in the Department.
18. That with regard to the statement made in Paragraph 4.13 of the application the respondents deny the allegation.. The applicants were not covered by any provision of rule as the applicants were never engaged as casual labourer.
19. That with regard to the statement made in Paragraph 4.14 of the application the respondents beg to state that the points raised by the applicants does not reflect anything in favour of the applicants related to their regularisation or granting temporary status in the Department. The applicants have no right to claim any benefit under any provision of law as they were never engaged as casual labour.
20. That with regard to the statement made in Paragraph 4.15 of the application the respondents beg to state that the applicants were never engaged or appointed as casual labourer. Hence the applicants have no right to claim any benefit as prayed for, and the same is liable to be dismissed.
21. That with regard to the statement made in Paragraph 5.1 to 5.4 of the application the respondents beg to state that none of the ground is maintainable as well as in facts and as such the application is liable to be dismissed.

22. That with regard to the statement made in Paragraph 6 and 7 of the application the respondents have nothing to comment.
23. That with regard to the statement made in Paragraph 8.1 to 8.4 of the application regarding relief sought for, the respondents beg to state that the applicants are not at all entitled to any relief sought for and as such the application is liable to be dismissed with cost.
24. That with regard to the statement made in Paragraph 9 of the application the respondents beg to state that in view of the circumstances no interim order is warranted as prayed for.
25. That with regard to the statement made in Paragraph 10,11,12 of the application the respondents have nothing to comment.
26. That the respondents beg to state that the applicants are not entitled to any of the relief sought for in the scheme as they were never engaged as casual labour and having no requisite qualification for those scheme claimed by the applicants and as such the application is liable to be dismissed with cost.
27. That the respondents submit that in fact there is no merit in this case and as such the application is liable to be dismissed.

VERIFICATION

I.....PRABHAT.....KUMAR.....SINGH.....  
as authorised do hereby solemnly declare that the statements made above in the Petition  
are true to my knowledge, belief and information and I sign the verification on  
this.....16.....day of.....JULY.....2001.

A. M.  
16/7/01  
DECLARANT