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5  
CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH  
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

INDEX

O.A/T.A No. 59/2000

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2  
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## FORM NO. 4

(See Rule 42)

**In The Central Administrative Tribunal**  
**GUWAHATI BENCH : GUWAHATI**

## ORDER SHEET

APPLICATION NO. 59/2000

OF 199

Applicant(s) Sri Dina Barman and others.

Respondent(s) Union of India and others.

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

Mr. S. Barman.

Advocate for Respondent(s) Mr. C. K. Goswami

C.G.S.C.

Notes of the Registry	Date	Order of the Tribunal
Received vide 100 BDR No. 432609 Date 2-2-2000	17.2.2000	Application is admitted. Issue usual notices. Returnable on 16.3.00. Pendency shall not be a bar to the respondents in giving reliefs sought for by the applicants.
21-2-2000	trd 16.3.2000	On the prayer of Mr A. Deb Roy, learned Sr. C.G.S.C the case is adjourned to 31.3.2000 for filing written statement and further orders.
Service of notices prepared and sent to D. Section for issuing of the same to the respondents through Regd. Post with A.D. vide D. Nos. 519 to 521 dt. 21-2-2000.	pg 88 Member (J)	66 Member (A)

## Notes of the Registry

## Date

## Order of the Tribunal

15-3-00

Service Reports are  
available.

31.3.00

Two weeks further time is  
allowed on the prayer of Mr. A. Deb Roy,  
learned Sr. C.G.S.C. for filing of  
written statement. for written statement  
List on 11.4.2000 for written  
statement and further orders.

SD  
15/330-3-00

trd.

1) Service Reports are  
still awaited.

11.4.00

2) W/ statement is not  
seen (nw)

No written statement has been  
submitted. Two weeks further time  
allowed for submitting written  
statement on the prayer of Mr A. Deb  
Roy, learned Sr. C.G.S.C. List for  
written statement and further orders  
on 3.5.00.

62  
Member16-4-2000

30/3 ① Notice duly served  
on R. No. 3.

nkm

② No. W/ statement  
has been filed.

3.5.00

W/S has not been filed. There  
is no adj. adj. to 29.5.00

62  
Member

29.5.00

There is no Bank Today.  
Adj. to 26.6.00.

30/10/2000

① Notice duly served  
R-3 only.

26.6.00

There is no Bank today,  
Adj. to 21.7.00.

② No W/S have been filed  
by the Respondents.

30/10/2000

21.7.00

No service is available. Adj. to  
25.8.00.

62  
1m

25.8.00

No service is available. Adj. to  
31.10.00.

62  
1m62  
1m

Notes of the Registry	Date	Order of the Tribunal
1) Written Statement has been filed on 18/8/2000 at pages from 22 to 38.	31.10.00	present : The Hon'ble Mr Justice D.N. Chowdhury, Vice-Chairman.  It has been stated by Mr A.Deb Roy, learned Sr.C.G.S.C that written statement has already been filed on 2.8.2000. Office to connect the said written statement and report.  List on 7.11.2000 for order.
2. The is ready for hearing - 31/10/2000	pg	Vice-Chairman
<u>6-11-2000</u> No. Written Statement has been filed by the respondent. B6	7.11.00	It has been stated by Mr A.Deb Roy, learned Sr.C.G.S.C that the written statement has already been filed. The case is ready for hearing.  List for hearing on 23.2.2001.
<u>7.11.00</u> Office note dt.6.11.00 is contrary to the records. Office to report about the discrepancy.	23.2.01	On the prayer of Mr.S. Sarma learned counsel for the applicant case is adjourned to 9.4.01 for hearing.
<u>22.2.2001</u> Ref:-Order dtd.7.11.001. With reference the Hon'ble Tribunal order dtd. 7.11.2001 I am to say that dealing Asstt. of the absent of the that day due to heavy work load through overside mistake I write in the note sheet 'No. Written statement has been filed'. But written statement already filed. Lordship's may kindly be excused for the 1st time. I will be careful in future.	1m	<u>ICU Shetty</u> Member Vice-Chairman
<u>22/2</u> Jh 600 500 Ex-100 Accepted 17/3	9:45	There is no dinner break today. The case is adjourned to 17.5.2001. M/S A.L.B. 9:45.
	17.5.2001	On the prayer of Sri U.K. Nair on behalf of Mr. B.K. Sharma, learned counsel for the applicant, the case is adjourned to 18.5.2001 for hearing.
	bb	<u>ICU Shetty</u> Member Vice-Chairman

## Notes of the Registry

## Date

## Order of the Tribunal

written statement  
has been filed.

*3d*  
15/6/01

18.6.01

Judgment delivered in open Court.  
Kept in separate sheets. Application is  
disposed of. No costs.

*IC (Shay)*  
Member

*1*  
Vice-Chairman

lm

*answ  
19/6/01*

12.7.2001  
Copy of the Judgment  
has been sent to the  
Office. for issuing  
The same to the applicant  
as well as to the Dr. Ch. S.  
for the Respondent.

*HS*

CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

O.A.No....59.9f.2000... of

DATE OF DECISION..... 18.6.2001

Shri Dina Barman & Ors.

PETITIONER(S)

Mr. B.K. Sharma, Mr. S. Sarma, Mr. U.K. Goswami

ADVOCATE FOR THE  
PETITIONER(S)

-VERSUS-

Union of India & Ors.

RESPONDENT(S)

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

ADVOCATE FOR THE  
RESPONDENT(S)

THE HON'BLE MR.JUSTICE R.R.K.TRIVEDI, VICE-CHAIRMAN

THE HON'BLE MR.K.K.SHARMA, ADMINISTRATIVE MEMBER

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 ?

Judgment delivered by Hon'ble VICE-CHAIRMAN

18/6/2001

X

CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Original Application No.59 of 2000

Date of Order: This the 18th Day of June 2001.

HON'BLE MR.R.R.K.TRIVEDI, VICE-CHAIRMAN  
HON'BLE MR.K.K.SHARMA, ADMINISTRATIVE MEMBER

Shri, Dina Barman & Ors. .. ... Applicant.

All the applicants are at present working in the Group D capacity in Postal Stores Depot, Guwahati under Chief Postmaster General, Assam Circle, Guwahati.

By Advocate Mr.B.K.Sharma, Mr.S.Sarma, Mr.U.K.Goswami.

-Vs-

1. Union of India, Represented by the Secretary to the Govt. of India, Ministry of Communication, Deptt. of Posts, New Delhi.
2. The Director General, Postal Services, New Delhi.
3. The Chief Postmaster General, Assam Circle, Meghdot Bhawan, Guwahati.

... Respondents.

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

O R D E R

R.R.K.TRIVEDI: (VICE-CHAIRMAN, (J):

By this application under Section 19 of the Administrative Tribunals Act 1985, the applicants have prayed for direction to the respondents to promote the applicants under Time Bound One Promotion(TBOP) Scheme with retrospective effect from the date on which the applicants have completed 16 years of continuous service with all consequential benefits. The applicants are serving as Group 'D' employees (Non Test Category) under the respondent No.3 Post Master General, Assam Circle. The respondents have filed the written statement.

contd/-2.



The Time Bound One Promotion Scheme was introduced by the Government of India by order dated 17.12.1983. It is provided that the officials who have completed 16 years regular service in the operatives cadres covered under the scheme as on 30th Nov. 1983 as well as officials which have been completed 16 years of service from 1.12.83 to 31.3.84 will be given the promotion. The action will be initiated by the heads of Circles to convene the Departmental Promotion Committee Meetings to consider the case of the officials. As the applicants were not considered for promotion under the TBOP Scheme, accordingly they have filed this O.A.

The respondents have filed the written statement wherein they have denied the claims of the applicants. It has been submitted that as the applicants belong to Non-Test Category Group 'D' Class, they could not be promoted under the TBOP Scheme, as claimed by the applicants. It has also been stated that the Government issued clarification by order dated 13th September 1991, 6th Nov. 1991 and 15th June 1993 under which 20 % of the Non-Test Category staff will get the selection under the Scheme as per agreement reached between staff side and officials side in 1974. It is also stated that such employees will get in-situ promotion to the next higher scale. The copies of the Government orders, referred above, have been filed as Annexure -A(1) to the Written statement.

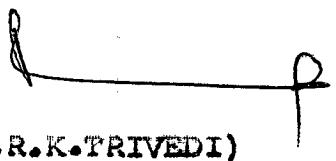
We have heard Mr. S. Sarma learned counsel appearing on behalf of the applicant and Mr. A. Deb Roy, Sr. C.G.S.C. for the respondents and perused the documents filed. In our opinion though the applicants are not entitled for the benefits of the scheme of TBOP as claimed but their

claim may be considered under the subsequent orders issued by the Government. After they satisfied the conditions provided therein.

Application is accordingly disposed of finally, with direction to the respondents Nos. 2 & 3 to consider the claim of the applicants in the light of the Government orders dated 13th Sept. 1991, 6th Nov. 1991 and 15th June 1993. ~~Accordingly we dispose of the application.~~ There shall, however, be no order as to costs.

K.K.Sharma

(K.K.SHARMA)  
ADMINISTRATIVE MEMBER

  
(R.R.K. TRIVEDI)  
VICE CHAIRMAN

LM

130  
14 FEB. 2000  
Guwahati Bench

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Title of the case : O.A. No. 59 of 2000

Between

Shri Dina Berman & Ors. ....Applicant.

AND

Union of India & Ors. ....Respondent.

I N D E X

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Filed by :

Uk Goswami

Advocate.

File by :  
the Applicants  
through : *Utkal Gyanavani*  
Advocate

BEFORE, THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

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

O.A.No. .... 59 .... of 2000

BETWEEN,

1. Shri Dina Barman
2. Shri Maram Ch. Das
3. Shri Chakradhar Sarma
4. Shri Kamaleswar Das
5. Shri Bhabon Ch. Rabha

..... Applicants.

All the applicants are at present working in the  
Group-D capacity in Postal/Stores Depot, Guwahati under  
Chief Postmaster General, Assam Circle, Guwahati.

VERSUS

1. Union of India, Represented By the Secretary to the  
Govt. of India, Ministry of Communication, Deptt. of  
Posts, New Delhi.
2. The Director General, Postal Services, New Delhi.
3. The Chief Postmaster General, Assam Circle, Meghdoot  
Bhawan, Guwahati.

..... Respondents.

PARTICULARS OF THE APPLICATION

PARTICULARS OF THE ORDER AGAINST WHICH THIS  
APPLICATION IS MADE:

The instant application is made against the denial

of promotion to the applicants who have completed 16 years of service taking in to consideration the scheme namely Time Bound One Promotion (TBOP) scheme, which was circulated by an order No.31-26/83-PE-1 dated 17.12.83. This application is also directed against the action of the respondents in not disposing of the representations filed by the applicants.

**2. LIMITATION:**

The applicants declare that the instant application has been filed within the limitation period prescribed under section 21 of the Central Administrative Tribunal Act, 1985.

**3. JURISDICTION:**

The applicants further declare that the subject matter of the case is within the jurisdiction of the Administrative Tribunal.

**4. FACTS OF THE CASE:**

4.1. That all the applicants are citizen of India and as such they are entitled to get all the rights, privileges and protection as guaranteed by the Constitution of India and laws framed thereunder.

4.2. That all the applicants are holders of 'Br-D' posts under the respondents No.3 and they are presently working in the Postal Stores Depot, Guwahati. The Applicants in the instant application has prayed for a common relief against the similar cause of action and accordingly they pray before the Hon'ble Tribunal to allow them to join together in a single application.

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invoking the power under Rule 4(5)(a) of the Central Administrative Tribunal Procedure Rules 1987,

4.3. That all the applicants have completed more than 16 years of service in the said capacity. They were initially appointed under the respondents in various dates in the same Deptt. and they are still working in the same capacity. For better appreciation of the factual position, a chart is given below, containing the date of entry and the posts presently holding by them.

	Name	Date of Entry	Post
1.	Shri Dina Barman	05.05.81	Peon
2.	Shri Maram Ch. Das	11.11.78	Peon
3.	Chakradhar Sarma	11.06.77	Chowkidar
4.	Shri Kamaleswar Das	01.06.77	Chowkidar
5.	Shri Bhaben Ch. Rabha	01.11.78	Chowkidar

4.4. That the applicants state that the union of the Postal employees raised a demand to the respondents for granting promotion to them. The respondents after due consideration of the matter issued a letter vide No.31-26/83-PE-1 dated 17.12.83 by which a scheme has been circulated in the name and style "Time Bound One Promotion" (TBOP) Scheme. By the said scheme it has been stipulated that employees who have completed 16 years of service on regular basis will be entitled to get up-gradation of pay and promotion.

A copy of the said scheme circulated vide order dated 17.12.83 is annexed herewith and marked (as

Annexure-A.

4.5. That the applicants beg to state that as per the Annexure-A scheme, they are entitled to get their promotion as they have completed 16 years of service. It is pertinent to mention here that as per the said scheme the employees who have completed 16 years of regular service are entitled to get the said promotion. The applicants as per their more than 16 years of continuous regular service, are entitled to get the promotion. To that effect the applicants have submitted a representation jointly on 28.11.97 praying for their such promotion.

A copy of the said representation dated 28.11.97 is annexed herewith and marked as Annexure-B.

4.6. That under the same office of the respondents, there are two groups of employees, namely test category and non-test category. However, both the category are under the same Gr-D category. The respondents while issuing the said TBOP scheme have extended the benefit to the test category only. The respondents could not have differentiate the same nearly on the ground of names of categories. In fact there is no difference between test and non-test category under the Gr-D category. Both the sets of employees belonging to test and non-test category are liable to perform same nature of duties and responsibilities, and their pay is also identical.

4.7. That the respondents have introduced the aforesaid Annexure-A scheme for grant of time bound one promotion to the employees for lifting their stagnation basically in pay structure. In the said scheme there is no mention that the test category as well as non test category, are two different categories.

The applicants further beg to state that, in any case, if the said scheme create any hurdle such promotion of the applicants on the ground of their being born on non-test category, by the instant application, they challenges the legality of the said scheme on the ground that the same is violative of Article 14 and 16 of the Constitution of India.

4.8. That the applicants beg to state that at the time of preparation of the said scheme, the official respondents only took into consideration the matter of promotion on the ground of stagnation of the services of Gr-C and D employees, who have completed considerable length of service. It is also stated that the said scheme came in to force pursuant to a meeting (Joint Consultancy Meeting in short JCM) which was held between the staff side as well as official side. The only consideration of the preparation of the said scheme was to reduce the stagnation of the employees who have completed a considerable length of service.

4.9. That the applicants beg to state that some of the similarly situated employees like that of the applicants, who are also belongs to non-test category have been given the benefit of the said scheme. the

respondents have granted the said benefit to also some of the employees who are presently working in the Postal Stores Depot, namely (a) Sri Nakul Ch. Saikia Jamadar and (2) Sri Garbeswar Kalita Jamadar. It is pertinent to mention here that said Shri Nakul Ch. Saikia and Shri Garbeswar Kalita were initially recruited in the non test category. However, after completion of 16 years of service they have been granted with the benefit of the time bound one promotion (TBOP) scheme.

The applicants crave leave of the Hon'ble Tribunal for a direction to the respondents for production of records pertaining to the case at the time of hearing.

4.10. That the applicants submit that as per the scheme they are entitled to get the benefits of the aforesaid scheme by which other similarly situated persons like that of the applicants have been benefited. As stated above there is no intelligible differentiation between the test and non test category in regard to the duties and responsibilities. Hence there is no question of treating both the categories differently. It is further stated that the aforesaid TBOP scheme has come in to force for welfare of the employees of the Postal Deptt. who have been stagnating for years together in the same post and the scheme provides that upgradation in terms of financial benefits only. In fact the applicants who are presently holding the post of Peon and Chowkidar, after their promotion under TBOP scheme, they will continue to be terms as Peon and Chowkidar respectively.

however, the applicants pay will be upgraded only.

4.11. That the applicants submit that some of the similarly situated employees like that of the applicants who are also holders of non test category posts have been granted the benefit under the said scheme, and hence the Respondents can not deny the said benefit to the applicants. The aforesaid discriminatory action on the part of the respondents in not granting the promotion under the TBOP scheme is arbitrary and violative of principles of natural justice and administrative fairplay. same is also violative of Article 14 and 16 of the Constitution of India and laws framed thereunder.

4.12. That the applicants beg to state that in a single organisation some of the employees are getting higher pay whereas others have been denied the same, which is not sustainable in the eye of law. On the other hand the aforesaid action on the part of the respondents is also violative of Article 23 of the Constitution of India as the aforesaid action leads to forced labour.

4.13. That the applicants filed this application bonafide and to secure ends of justice.

#### 5. GROUNDS FOR RELIEF WITH LEGAL PROVISION:

5.1. For that the entire action/inaction on the part of the respondents in not granting the promotion to the applicants under the TBOP scheme is illegal, arbitrary and violative of Article 14 and 16 of the

Constitution of India and hence same is liable to be set aside and quashed with a further direction to the Respondents to promote the applicants under the said scheme with retrospective effect.

5.2. For that the respondents have prepared aforesaid TBOP scheme for welfare and upliftment of the employees of Postal Deptt. by which all the employees have been granted with promotion after completion of 16 years of service and denial of the same to the applicants is not sustainable in the eye of law and same is liable to set aside and quashed.

5.3. For that the respondents have granted the benefits of TBOP scheme to the similarly situated persons like that of the applicants and hence the same benefit can not be denied to the applicants without any basis.

5.4. For that the applicants who belong to Non test category can not be met to suffer on their being born in non test category. Whereas similarly situated persons like that of the applicants have been granted with the said benefit. In the event of the matter, the applicants through this application has challenged the legality and validity of the said scheme.

5.5. For that the main object of preparation of the said TBOP scheme was only to lift the stagnation of the employees who have completed a considerable length of service and hence there could not have been any distinguishing criteria like test and non test category

etc. and the only eligibility criteria should have been the length of service.

5.6. For that there has been gross violation of Art 14 and 16 of the Constitution of India, in differentiating the class/ category while granting the benefit under the TBOP scheme and hence the entire action on the part of the respondents are not sustainable in the eye of law and appropriate direction is required to be given to the respondents for extending the benefit of the said scheme.

5.7. For that the action/inaction on the part of the respondents in creating two different grades namely Test and Non-Test category and denial of the benefits of the TBOP scheme to Non-test category employees who have been performing the similar duties and responsibilities is not sustainable to the eye of law and the same is liable to set aside and quashed.

5.8. For that in any view of the matter the action/inaction of the respondents are not sustainable in the eye of law and liable to set aside and quashed.

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

#### 6. DETAILS OF REMEDIES EXHAUSTED:

That the applicants declare that they have exhausted all the remedies available to them and there is no alternative remedy available to them.

7. MATTERS NOT PREVIOUSLY FILED OR PENDING IN ANY OTHER COURT:-

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

8. RELIEF SOUGHT FOR:-

Under the facts and circumstances stated above, the applicants most respectfully prayed that the instant application be admitted records be called for and after hearing the parties on the cause or causes that may be shown and on perusal of records, be grant the following reliefs to the applicants:-

8.1. To direct the respondents to promote the applicants under the TBOP Scheme with retrospective effect i.e. the date on which they have completed 16 years of continuous service with all consequential service benefits including arrear salary etc.

8.2. To set aside the TBOP scheme in case the said scheme creates any hurdle for extending the benefit of the said scheme to the applicants.

8.3. Cost of the application.

8.4. Any other relief/reliefs to which the applicants is entitled to under the facts and circumstances of the case and deemed fit and proper.

**9. INTERIM ORDER PRAYED FOR:**

That in view of the aforesaid facts and circumstances the applicants do not pray for any interim order at this stage.

**10.**

**11. PARTICULARS OF THE I.P.O.:**

1. I.P.O. No. **09 457609**

2. Date **2-2-2000**

3. Payable at **Guwahati**

**12. LIST OF ENCLOSURES:**

As stated in the Index.

VERIFICATION

I, Shri Dina Barman, aged about 40 years, son of I. Barman at present of Peon at the Office of the Postal Stores Depot, Guwahati, do hereby solemnly affirm and verify that the statements made in the accompanying application in paragraphs 1 to 3, 4 to 43, 45 to 48 and 5 to 12 are true to my knowledge and those made in paragraph 44 are true as per legal advice. I have not suppressed any material facts.

I, am the Applicant No. 1 in the instant application am as such fully acquainted with the facts and circumstances of the case and also I am authorised by the other Applicants to swear this verification.

And I sign this verification on this the 4th day of February 2000.

*Dina Barman*  
*Signature*

# ANNEXURE - A

- 13 -

NO. 31-26/RR.DPTT  
INDIAN POSTS & TELEGRAPH DEPARTMENT  
OFFICE OF THE DIRECTOR GENERAL OF POSTS & TELEGRAPH  
.....

22 DEC 1983

20, Sanchay Bhawan, New Delhi

To

All Heads of Circles (Postal)

Sir,

The issue of giving time bound promotion to regular employees in the operative cadre in the P&T Department has been under consideration of the Departmental Council (JCM). The Government have agreed to a time-bound one promotion scheme in the basic operative cadre in the P&T Department. An agreement on this scheme has been signed between the official side and staff side in the P&T Departmental Council of JCM on 30.11.1983. A copy of the agreement with the staff side alongwith its enclosures is forwarded for information.

The following instructions are hereby issued in connection with implementation of the above mentioned scheme in the P&T Department.

(1) The scheme will come into effect from 30.11.1983. All officials belonging to basic grades in Group 'C' and Group 'D' to which there is direct recruitment either from outside and/or by means of limited competitive examination from lower cadres, and who have completed 16 years of service in that grade will be placed in the next higher grade. Officials belonging to operative cadres listed in the Annexure A-I to the agreement will be covered under the scheme.

(2) The Heads of Circles/Divisional Superintendents, Heads of other functional units will take immediate action to identify the officials who have completed 16 years of regular service in the cadre's covered under the scheme as on 30.11.83 as well as the officials who will complete 16 years of service from 1.12.83 to 31.3.84.

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Thereafter, action will be initiated by the Heads of Circles to convene departmental promotion committee meetings to consider promotion of the officials in the operative cadres to the next higher scale of pay. The Departmental Promotion Committee which will be constituted in accordance with the existing instructions applicable to the different cadres will assess the fitness of the identified officials for promotion to the higher scale of pay. The formalities in this regard should be completed within a period of 3 months. The promotions to the next higher scale of pay will be granted from the date following the date on which the identified officials complete 16 years of regular service. In case of officials who have completed 16 years of service before 30.11.83, the promotions to the next higher scale of pay will take effect from 30.11.1983.

(3) Special efforts should be made at all levels to take quick and prompt action which should be monitored by the Head of the Circle so that the DPC formalities are completed and promotion orders issued latest by 29.2.84.

(4) With effect from 1.4.84 onwards the Heads of Circles/ Divisional Sup'ts./Heads of functional units will identify the officials belonging to the cadres covered under the scheme, who will complete 16 years of service upto 31st March of the next year. The Departmental Promotion Committee meeting will be convened before 30th June to consider fitness of the officials completing 16 years of service in the grade during the year. Officials who complete 16 years of service on a date later than that of convening of the meeting of the DPC will be placed on the approved list and will be promoted to the next higher scale of pay immediately on completion of 16 years of service, subject to their being found fit by the DPC and subject to normal rules relating to promotion. In respect of the officials who complete 16 years of service between the period from 1st April to the date the meeting of the DPC is convened, they will be placed in the next higher scale of pay from the date following the date they complete 16 years of service subject to their being found fit by the DPC.

(5) As soon as the departmental promotion committees finalise the lists of officials who are to be promoted to the next higher grade, the Head of the Circle will ensure that the basic grade posts are upgraded to the Higher scale by issue of a formal sanction, distributing the higher posts to different units so that such officials can be placed on the higher grades.

(6) For promotions under the time-bound one promotion scheme the normal orders relating to reservation for SC/ST communities will not apply unless any specific order in this regard is subsequently issued.

(7) The pay of the officials on their being placed in next higher scale of pay under the scheme will be fixed under FR 22-C.

(8)

Officials on promotion to the higher scale of pay on completion of 16 years of service will maintain their inter se seniority in the lower grade for purposes of promotion to supervisory posts justified on standards. This is to protect the interest of the senior officials who may not be eligible for promotion in a particular year for non-completion of 16 years of regular service, but are promoted on the basis of recommendation of a subsequent DPC. In case, however, an official who is considered unfit by a DPC (on completion of 16 years of service), he will lose seniority vis-a-vis the officials promoted to the higher scale of pay on the basis of the recommendations of that DPC.

(9)

In the operative cadres covered by the scheme a 5% reduction will be effected in the sanctioned posts by the Head of the Circle/Divisional Officer/Heads of independent functional units. The reduction will be done in respect of the basic grade posts covered under the scheme e.g., Time Scale Assistants, Postmen, Group 'D' etc. on a divisional basis. In other words, the 5% cut will not be effected office-wise. The total number of posts in a division will be taken into account and with immediate effect the total number of posts will be reduced by 5%. While calculating the reduction, fraction of .5 and above will be rounded off to the next higher integer. The Divisional Supdt. will ensure that the reduction is suitably distributed among various offices so that the service is not dislocated. It may be noted that as a result of this while there may not be any physical reduction of staff strength in smaller units, in bigger units the number of posts reduced may be more than 5%.

(10)

Similarly, in respect of supervisory posts, which are sanctioned on the basis of prescribed norms as well as posts which are sanctioned outside the basic grades as per prescribed norms (e.g., Supervisory LSG posts, Mail Overseer/ Sorting Postmen etc.) the number of sanctioned posts will be reduced by 15% on divisional basis. While calculating the reduction, fraction of .5 and above will be rounded off to the next higher integer. Here again the reduction should be suitably distributed among the different offices. The exercise referred to in this para and the previous para will have to be completed before 31-12-83 and a certificate should be given by the Head of the Circle personally, addressed to the Deputy Director General (P) (By name) that this has been done.

11. As per the agreement with the staff side in the JCM existing officials regularly appointed to any basic grade, will not be retrenched from Service as a result of 5% cut in the basic posts as mentioned in the previous paragraphs. If there are not sufficient vacancies in a Division to cover 5% reduction in the basic grade posts by 31-12-83, the posts may be continued to the extent necessary in order to keep the officials in Service. As and when vacancies arise as result of new creation, retirement, etc. the extra posts retained should be adjusted against them.

12. The posts in operative and supervisory cadres will continue to be sanctioned on the basis of present norms until further orders. However, while taking up proposal for sanction of establishment in the different offices, care will be taken to see that the reduction of posts ordered in the year 1983-84 is duly taken into account and the staff reduced in a particular office even beyond 5% is not created again in the next review of the establishment.

13. After introduction of the scheme, the posts justified on prescribed standards, both in the basic and the supervisory grades, may continue to be sanctioned on the basis of the existing norms. On 1st April of every year, a 5% reduction in the basic grade posts and 15% in supervisory posts as described in paras 9 and 10, above will be effected in respect of the posts sanctioned during the previous financial year. It is clarified that the 5% and 15% cuts referred to in paras 9 and 10 in respect of posts existing on 30.11.83 will be effected immediately on receipt of this letter, in any case not later than 31.12.83 on 1.4.84 a similar reduction will be made in respect of posts sanctioned between 1.12.83 and 31.3.84. Thereafter the reduction will be effected on the 1st of April every year in respect of the additional posts sanctioned during the previous financial year.

In bigger offices where immediately on introduction of the scheme more than 5% of the sanctioned posts were reduced in order to maintain 5% cut on divisional basis, it has to be ensured that at the subsequent review of establishment of that office only extra posts justified on time-test or prescribed norms will be sanctioned and the extra cut made in that office already is not restored.

For example, in an office if there were 100 posts in basic grade on 30.11.83 and 8 posts are reduced in order to maintain 5% cut on divisional basis, 92 posts would be available with effect from 31.12.83 (latest). If subsequently

-5-

a review of establishment of this office is done and the total number of posts justified comes to <sup>105</sup> 105, than only 3 more posts will be sanctioned for the office making the total effective number of posts as 95.

14. With effect from the date of introduction of the scheme, the officials posted against regular supervisory posts, sanctioned on standards will be entitled to draw special allowance as indicated in Annex 'B' to the agreement.

Only officials who hold supervisory posts will be eligible to draw the special allowance and as such necessary adjustments based on seniority in posting will have to be made. Such of the senior officials as are entitled to hold supervisory posts and have to move out for want of posts in the stations of their posting where they are working at present may be allowed at their option to move out at the end of the current academic year. But they will be eligible to draw special allowance only when they actually work against the supervisory posts. Supervisory posts carrying special allowance which form circle cadre will have to be filled on circle basis based on seniority.

15. The incumbents of posts in promotional grades like Head Postmen/Sorting Postmen/Mail Overseer upto the extent of 10% of the total number of posts in the basic grade after 5% cut from which promotion is made, will be entitled to Rs. 25/- per month as special allowance. Posts in Mail Overseer/Sorting Postmen, etc, cadres upto a limit of 10% of total number of posts in Postmen cadre after 5% reduction should be identified and the officials holding those posts may be given the special allowance. The filling up of these posts may be done on seniority. This will apply to 10% of posts in the case of Mail Guards also.

The incumbents of the posts of Jamadars upto the extent of 10% of the total number of posts in the basic grade of Group 'D' Test category ( including those of Jamadars created by upgradation of Group 'D' posts) after effecting the 5% cut, will be entitled to Rs. 15/- per month as special Allowance. Such posts of Jamadar should be identified and the officials holding these posts may be given special allowance. The filling up of these posts may be done on seniority.

16. With effect from 30.11.83, special pay sanctioned for basic grade post's as charge allowance will be withdrawn. However, special pay on grounds such as for acquiring additional qualifications, for special training and for handling cash etc., will continue so long as these posts are held by the officials in the basic grade unless a special pay is prescribed in the higher scale also.

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17. Annexe 'C' to the Agreement gives particulars of the posts to which a special pay/charge allowance sanctioned at present will be withdrawn with effect from 30.11.83.

18. The posts of single-handed and double handed sub post masters which carry charge allowance at present will henceforth be manned by officials who have completed 16 years of service and have been placed in the next higher scale of pay. In order to avoid inconvenience to the officials consequent on the introduction of the scheme in mid academic session, it is not necessary to deploy such officials against the posts of single handed and double handed Sub Postmaster immediately. Such deployment may be effected at the end of the academic year. Charge Allowance to these posts will, however, stand withdrawn with effect from 30.11.83.

19. For sanction of supervisory posts on standards in higher grades in future the posts justified as per existing standards in the lower grades before reduction will be taken into account.

20. The special allowance for supervisory posts mentioned in paras 14 and 15 above will not have the characteristics of special pay. The special allowance shall not count for any purpose other than pensionary benefits.

21. P.O. & R.M.S. Accountants

P.O. & R.M.S. Accounts, who are in the time scale of pay plus special pay, are also entitled to promotion to the scale of Rs. 425-640 on completion of their total 16 years of service in the clerical grade including the period they worked as Accountants.

However, the officials belonging to P.O & RMS Accounts cadre who have chosen the scale of pay of Rs. 380-620 are not eligible for one promotion on completion of 16 years of service in that scale. They may be given an option to revert to the time scale of pay plus special pay retrospectively with effect from the date they chose the scale of pay of Rs. 380-620. Their pay on reversion to the time scale of pay will be notionally fixed with reference to the pay in the time scale which they would have drawn plus special pay of Rs. 45/- They would be eligible for being promoted to the scale of Rs. 425-640 on the basis of completion of 16 years of service in the time scale of pay. The special pay granted to them on notional basis may be taken into account for fixation of their pay subject to the conditions laid down in Govt. of India's order No. 5 read with Annexure below FR 22 (Swamy's compilation of F.R. & S.R.)

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The excess pay and allowances which they might have drawn in the scale of pay of Rs. 380-620 after fixation of their pay in the time scale on notional basis will not be recovered. The option should be exercised by all concerned within a period of two months from the date of issue of these orders and the option exercised once shall be final.

22. Since it has been decided to give one promotion to all officials who complete 16 years of service in a particular grade, officials who have been transferred under Rule 38 of the P&T, Manual, Vol. IV, in the same cadre, are eligible to count their entire period of service for promotion under the scheme. This will cover even officials who have been transferred from one Circle to another in the same cadre. The question of extending the scheme to officials who have been transferred under Rule 38 from one cadre to another (e.g., from RMS Assistants to PO Assistants) is separately under consideration.

The following further clarifications and instructions are also issued.

- (i) In respect of the cadres which are covered under the scheme of time-bound one promotion, the orders issued vide P&T Dte. No. 31-19/74-PD.I dated 15.6.74 and Ministry of Finance O.M. No. F.7(21)-E.III(A)/74 dated 10.1.1977 will stand withdrawn after 30.11.83.
- (ii) Promotion to the LSG 1/3rd on the basis of departmental examination will be abolished on introduction of the scheme. However, vacancies falling under LSG 1/3rd quota upto 30.12.82 will be filled in accordance with the instructions on the subject.
- (iii) The introduction of the scheme will not effect officials who have already been promoted on regular basis from the basic grades to the next higher grades before 30.11.83 under existing rules. The officials who have already been promoted to the next higher scale of pay before 30.11.83 will ranken block senior to the officials who are placed in the next higher scale in pursuance of the new scheme.
- (iv) The officials who complete 16 years of service and who are promoted to next higher scale of pay will continue to perform operative duties unless they are posted to regular supervisory posts in their turn.

The Heads of Circles and Administrative Units will be personally responsible to ensure implementation of the scheme issued above. They will examine the enclosures to this letter including the Agreement and the instructions contained in the above para very carefully and take all steps for its most expeditious implementation. They will also be responsible to monitor the progress made in the Circle/Administrative Units under their jurisdiction regarding the implementation of the scheme.

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Their attention is specifically drawn to the instructions contained in para 10 regarding the certificate to be sent by them to the ADG (P) by name.

The Heads of Circles/Administrative Offices may take immediate steps to set up a cell within the existing staff to deal with the different matters relating to the scheme of time-bound one promotion in their offices for this purpose.

The Heads of Circles and Administrative Offices will please send a fortnightly progress report to the Directorate in the enclosed proforma regarding implementation of the scheme of time-bound one promotion.

In case of any doubt regarding implementation of the scheme, a reference may be made by Heads of Circles to the ADG (One promotion Cell) in the P&T Dte., which has been specifically constituted to deal with the matters arising out of the implementation of time bound one promotion scheme in the P&T Department.

Receipt of this letter may please be acknowledged to Shri P.H. Venkateswaran, ADG (PE).

Yours faithfully,

Sd/- S.K. Parthasarthy  
Deputy Director General (P)

To,

The Circle Secretary  
AIPEU, Class IV, Assam Circle  
Guwahati- 781 001

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Annexure - B 30

(Through the Branch Secretary, AIPEU, PSD/Guwahati Branch )

Dated at Guwahati- 781 021, the 28th November '97

Sub:- Denying the benifit of promotion under TBOP and BCR scheme introduced by the Department to the non-test category Group'D' officials of PSD/Cuwhati.

Sir,

We are approaching you with the following grievances with request for taking the same with the Department for getting remedy as early as possible.

That Sir, the P&T Department has introduced one scheme since Nov/1983 under which its employees are to get two promotion during service - i.e. 1st is after completion of 16 years of continuous service and the next is after completion of 26 years of service. Accordingly all employees including Test category Group'D' officials are getting the promotions regularly and in time whereas in case of Non-Test category Group'D' official the same has been denied. We the under named Non.Test category Group'D' official of PSD/Guwahati are regular Departmental Group'D' officials and completing the requisite length of service required for these promotions, despite of fulfilling of all required tenure and conditions we are not giving the benifit of the scheme for two promotion referred to above. By Denying ever due promotion the Department has done gross injustice to us. Test and Non-Test category Group'D' officials are in the same cadre and Department has introduced the said promotional scheme for all its employees alive. But ~~they~~ in practice out of the same category of officials- some have given promotion under the scheme and others are being deprived on the plea of Non-Test category. This is in our view is injustice.

Being aggrieved, we the most unfortunate and lowest paid employee of the Department fervently request your goodself to take up our case at Circle/Central level appropriate forum for getting immediately remedy and obliged.

Yours faithfully,

① Sri Nandal Ch Saitia

② Sri Bhaleachhakha

③ Dina-Subman

④ Kamalaswaroop

⑤ Monomoy Ch. Ghosh

⑥ Chakradhori Saman

⑦ S. Kalita.

... 2/-

Categorily, staff are covered for TBOP. The applicants being  
MF OM No. 31-26/83-PE. I dated 17.12.83 all group 'D', Test  
introduction Time Bound One Promotion (TBOP) Scheme under  
to Bte's Letter dated 17.12.83. Consequently on the  
under the scheme are identified in Annexure A(I) attached  
Council of the J.C.M. the categories of staff covered  
Official side and staff side in the P & T Departmental  
to state that as per the agreement made between the  
1. That with regard to para 1, the respondents beg  
the human responses being to submit

WRITTEN STATEMENT

the respondents

Written statement submitted by

IN THE MATTER OF :

... respondents

Union of India & Others

-VS-

... Applicants

Smt Dina Barman & Others

O.A.No. 59 OF 2000

GUWAHATI BENCH

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

Guwahati Bench

18 AUG 2000

55

(A. DEEPTON  
S. C. S. C.  
R. T. Guwahati Bench  
12/12/2000)

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Non-Test Category group 'D' staff working in Postal Store Depot, Guwahati are as such not entitled to the benefit of the said TBOP Scheme. In the absence of the detailed particulars of the representation mentioned in this para, the respondents restrain from furnishing any comment in this regard.

Copy of Memo attached to Dte's letter dated 17.12.83 is annexed hereto and marked as Annexure-A(1)

2. That with regard to paras 2, 3 & 4.1, the respondents beg to offer no comment.
3. That with regard to para 4.2, the respondents beg to state that all the applicants hold group-D(non-test) category posts under the Superintendent of Postal Stores Depot, Guwahati and presently working under the direct control of the Superintendent of Postal Stores Depot, Guwahati. Time Bound One Promotion Scheme is applicable amongst others to group-D test category staff but non-test category group-D staff are not covered by the scheme.
4. That with regard to para 4.3, the respondents beg to state that as per agreement between the staff side and official side, the scheme will cover regular departmental operative employees in the P & T Department as identified in the aforesaid Annexure excluding peons in Circle Office. Postal Stores Depot is a part of Circle office

and as such peons does not come under the purview of this scheme. The Chowkidars are born in non-test category group 'D' cadre for which they also do not come under the purview of this TBOP Scheme. All the five officials mentioned in this para were recruited in the non-test group-D posts only..

5. That with regard to para 4.4, the respondents beg to state that as per the agreement made in between the official side and staff side in J.C.M. mentioned herein above, the category of staff which will be covered under the scheme are detailed in Annexure-A(1). It has specifically been mentioned that group-D Test category will get the benefit of the TBOP Scheme. The applicant being born in group-D Non-Test Category are not covered under the said scheme and as such their submission is not true and liable to be dismissed. This is also admitted in para 4.6 of the application by the applicants.

6. That with regard to para 4.5, the respondents beg to state that against para 4.4, the applicants being Non-Test Category group-D staff are not entitled for TBOP though they have completed 16 years of services. No such representation dated 28.11.97 as claimed to have submitted by the applicants was received by the respondents Annexure-B in the O.A. appears to have been addressed to other than the respondents and hence it has no relativity and liable to be dismissed.

7. That with regard to para 4.6, the respondents beg to

state that the nature of duty of both Test and Non-Test Category of Group-D employees are different. In case of test category the employees require to perform such works which will require literacy knowledge of the employees. The Non-test Category staff do not require to perform such works. They require to guard the govt. properties, sweep the govt. premises etc. for which no literacy is must. As such the contention of the applicants is not based on the principles/orders of the government. For becoming a test category Group-D, a non-test category group-D has to pass through selection method. Until they pass through such selection, they cannot be treated equal to the test category Group-D staff. As such the claim is liable to be rejected. To equate the test and non-test category is a policy matter to be decided by the government.

8. That with regard to para 4.7, the respondents beg to state that the statement made in this para is same as stated in paras 4.4 & 4.6 above.

9. That with regard to para 4.8, the respondents beg to state that the applicants being non-test category Group-D are not entitled to the benefit of TBOP Scheme in accordance with the agreement made between official side and staff side in the JCM.

10. That with regard to para 4.9, the respondents beg to state that the applicants mentioned in this para though

initially born in Non-test Category Group -D were not promoted under TBOP Scheme as mentioned by the applicants. They were promoted under the scheme of Career Advancement of Group-C and Group-D employees as adopted by the Government of India, M.F. OM No. 10(I)/E.III/88 dated 13.9.91 and 6.11.91 and OM No. 2-11/91-PE.II dated 15.6.93 under which 20% of the Non-test Category staff will get selection under the scheme as per agreement reached between staff side and official side in 1974 in Departmental Council ( JCM ). Such employees will get in-situ promotion to next higher scale. The applicants mentioned in this para were given the benefit under this scheme and not under TBOP Scheme.

Copies of OM dated 13.9.91 and 6.11.91 and OM dated 15.6.93 are annexed as A(2) series.

11. That with regard to paras 4.10 & 4.11, the respondents beg to state that the statements made in these paras are as same as made in paras 4.4, 4.5 and 4.9 respectively.

12. That with regard to para 4.12, the respondents beg to state that the contention of the applicants is not true. The official mentioned here in this para were getting the promotion under the scheme other than TBOP Scheme as mentioned in para 4.9 above.

13. That with regard to para 4.13, the respondents beg to offer no comment.

14. That with regard to para 5 ( 5.1 to 5.8 ), the respondents beg to state that in view of the submission in para 4 above,

the grounds applied for are not based on facts and truth. The applicants being born in the non-test category group-D cadre are not entitled to the benefit of the TBOP Scheme and as such the entire ground are not sustainable in the eye of law and liable to be dismissed. However, recently another Scheme namely, Assured Career Progression (ACP) Scheme has been introduced by the government for those officials who are not covered by TBOP Scheme. This has been circulated under D.G.Posts letter No. 22-2/99-PE.I dated 4.1.2000 under which such employees will be benefited. The matter is under process of implementation.

Copy of letter dated 4.1.2000 is annexed as Annexure-A(3)

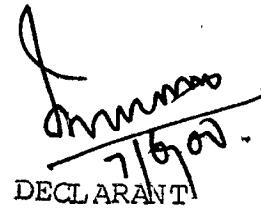
15. That with regard to paras 6 & 7, the respondents beg to offer no comment.
  
16. That with regard to para 8, the respondents beg to state that in view of the facts and circumstances stated paras 1 to 5 above the relief applied for is not just and reasonable and liable to be rejected and the O.A. be dismissed at any cost.

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37VERIFICATION

I, Shri J. Bhattacharya

being authorised do hereby declare that the statements made in this written statement are true to my knowledge, belief and information and no material fact has been suppressed.

And I sign this verification on this seventh  
the day of June 2000.



17/6/00  
DECLARANT

সর্বীশন্দা/Supdt.  
ঢাক বন্দু ভাণ্ডার  
POSTAL STORES DEPOT,  
গুৱাহাটী/Guwahati-781021

28 ANNEXURE - A(1)

20 DEC 1983

No. 31-26/83-P.E. I  
INDIAN POSTS & TELEGRAPHS DEPARTMENT  
Office of the Director General of Posts & Telegraphs

18 DEC 1983

20, Sansar Bhawan, New Delhi

All Heads of Circles (Postal)

Sir,

The issue of giving time bound promotion to regular employees in the operative cadres in the P&T Department has been under consideration of the Departmental Council (JCM). The Government have agreed to a time bound one promotion scheme in the basic operative cadres in the P&T Department. An agreement on this scheme has been signed between the official side and staff side in the P&T Departmental Council of JCM on 30.11.1983. A copy of the agreement with the staff side along with its enclosures is forwarded for information.

The following instructions are hereby issued in connection with implementation of the above mentioned scheme in the P&T Department:

(1) The scheme will come into effect from 30.11.1983. All officials belonging to basic grades in Group 'C' and Group 'D' to which there is direct recruitment either from outside and/or by means of limited competitive examination from lower cadres, and who have completed 16 years of service in that grade will be placed in the next higher grade. Officials belonging to operative cadres listed in the Annexure A-I to the agreement will be covered under the scheme.

(2) The Heads of Circles/Divisional Superintendents/ Heads of other functional units will take immediate action to identify the officials who have completed 16 years of regular service in the cadres covered under the scheme as on 30-11-83 as well as the officials who will complete 16 years of service from 1-12-83 to 30-3-84.

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Thereafter, action will be initiated by the Heads of Circles to convene departmental promotion committee meetings to consider promotion of the officials in the operative cadres to the next higher scale of pay. The Departmental Promotion Committee which will be constituted in accordance with the existing instructions applicable to the different cadres will assess the fitness of the identified officials from for promotion to the higher scale of pay. The formalities in this regard should be completed within a period of 3 months. The promotions to the next higher scale of pay will be granted from the date following the date on which the identified officials complete 16 years of regular service. In case of officials who have completed 16 years of service before 30-11-83, the promotions to the next higher scale of pay will take effect from 30-11-1983.

(3) Special efforts should be made at all levels to take quick and prompt action which should be monitored by the Head of the Circle so that the DPC formalities are completed and promotion orders issued latest by 29.2.84.

(4) With effect from 1.4.84 onwards the Heads of Circles/ Divisional Supdts./Heads of functional units will identify officials belonging to the cadres covered under the scheme, who will complete 16 years of service upto 31st March of the next year. The Departmental Promotion Committee meeting will be convened before 30th June to consider fitness of the officials completing 16 years of service in the grade during the year. Officials who complete 16 years of service on a date later than that of convening of the meeting of the DPC will be placed on the approved list and will be promoted to the higher scale of pay immediately on completion of 16 years of service, subject to their being found fit by the DPC and subject to normal rules relating to promotion. In respect of the officials who complete 16 years of service between the period from 1st April to the date the meeting of the DPC is convened, they will be placed in the next higher scale of pay from the date following the date they complete 16 years of service subject to their being found fit by the DPC.

(5) As soon as the departmental promotion committees finalise the lists of officials who are to be promoted to the next higher grade, the Head of the Circle will ensure that the higher grade posts are upgraded to the higher scale by issue of a formal sanction, distributing the higher posts to different units so that such officials can be placed on the higher grade.

(6) For promotions under the time-bound one promotion scheme the normal orders relating to reservation for SC/ST community will not apply unless any specific order in this regard is subsequently issued.

the pay of the officials on their being placed in the higher scale of pay under the scheme will be fixed //

8) Officials on promotion to the higher scale of pay on completion of 16 years of service will maintain their inter se seniority in the lower grade for purposes of promotion to supervisory posts justified on standards. This is to protect the interest of the senior officials who may not be eligible for promotion in a particular year for non-completion of 16 years of regular service, but are promoted on the basis of recommendation of a subsequent DPC. In case, however, an official who is considered unfit by a DPC (on completion of 16 years of service), he will lose seniority vis-a-vis the officials promoted to the higher scale of pay on the basis of further recommendations of that DPC.

(9) In the operative cadre covered by the scheme a 5% reduction will be effected in the sanctioned posts by the Head of the Circle/Divisional Officer/Head of independent Functional Units. The reduction will be done in respect of the basic grade posts covered under the scheme e.g. Time Scale Assistants, Postmen, Group 'D' etc. on a divisional basis. In other words, the 5% cut will not be effected office wise. The total number of posts in a division will be taken into account and with immediate effect the total number of posts will be reduced by 5%. While calculating the reduction, fraction of .5 and above will be rounded off to the next higher integer. The Divisional Supdt. will ensure that the reduction is suitably distributed among various offices so that the service is not dislocated. It may be noted that as a result of this, while there may not be any physical reduction of staff strength in smaller units, in bigger units the number of posts reduced may be more than 5%.

(10) Similarly, in respect of supervisory posts, which are sanctioned on the basis of prescribed norms as well as promotional posts which are sanctioned outside the basic grades as per prescribed norms (e.g. Supervisory LSG posts, Mail Overseer/Sorting Postmen etc.), the number of sanctioned posts will be reduced by 15% on a divisional basis. While calculating the reduction, fraction of .5 and above will be rounded off to the next higher integer. Here again the reduction should be suitably distributed among the different offices. The exercise referred to in this para and the previous para will have to be completed before 31-12-83 and a certificate should be given by the Head of the Circle personally, addressed to the Deputy Director General (P) (By name) that this has been done.

11. As per the agreement with the staff side in the JCA, existing officials regularly appointed to any basic grade, will not be retrenched from Service as a result of 5% cut in the basic posts as mentioned in the previous paragraphs. If there are not sufficient vacancies in a Division to cover reduction in the basic grade posts by 31-12-83, the posts may be continued to the extent necessary in order to keep the officials in Service. As and when vacancies arise as a result of new creation, retirement, etc., the extra posts so retained should be adjusted against them.

12. The posts in operative and supervisory cadre will continue to be sanctioned on the basis of present norms until further orders. However, while taking up proposal for sanction of establishment in different offices, care will be taken to see that the reduction of posts ordered in the year 1983-84 is duly taken into account and the staff reduced in a particular office even beyond 5% is not created again in the next review of the establishment.

13. After introduction of the scheme, the posts justified on prescribed standards, both in the basic and the supervisory grades, may continue to be sanctioned on the basis of the existing norms. On 1st April of every year, a 5% reduction in the basic grade posts and 15% in supervisory posts as described in paras 9 and 10, above will be effected in respect of the posts sanctioned during the previous financial year. It is clarified that the 5% and 15% cuts referred to in paras 9 and 10 in respect of posts existing on 30-11-83 will be effected immediately on receipt of this letter, in any case not later than 31-12-83. On 1-4-84 a similar reduction will be made in respect of posts sanctioned between 1-12-83 and 31-3-84. Thereafter the reduction will be effected on the 1st of April every year in respect of the additional posts sanctioned during the previous financial year.

In bigger offices where immediately on introduction of the scheme more than 5% of the sanctioned posts were released in order to maintain 5% cut on divisional basis, it has been ensured that at the subsequent review of establishment that office only extra posts justified on time-test or prescribed norms will be sanctioned and the extra cut made in that office already is not restored.

For example, in an office if there were 100 posts in basic grade on 30-11-83 and 8 posts are released in order to maintain 5% cut on divisional basis, 92 posts would be available with effect from 31-12-83 (last post). If subsequently

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view of establishment of this office is done and the total number of posts justified comes to 103, then only more posts will be sanctioned for the office making the total effective number of posts as 95.

14. With effect from the date of introduction of the scheme, the officials posted against regular supervisory posts sanctioned on standards will be entitled to draw special allowance as indicated in Annex 'B' to the agreement.

Only officials who hold supervisory posts will be eligible to draw the special allowance and as such necessary adjustments based on seniority in posting will have to be made. Such of the senior officials as are entitled to hold supervisory posts and have to move out for want of posts in the stations of their posting where they are working at present may be allowed at their option to move out at the end of the current academic year. But they will be eligible to draw special allowance only when they actually work against the supervisory posts. Supervisory posts carrying special allowance which form circle cadre will have to be filled on circle basis based on seniority.

15. The incumbents of posts in promotional grades like Head Postman/Sorting Postmen/Mail Overseer upto the extent of 10% of the total number of posts in the basic grade after 5% cut from which promotion is made, will be entitled to Rs. 25/- per month as special allowance. Posts in Mail Overseer/Sorting Postmen, etc., cadres upto a limit of 10% of total number of posts in Postmen cadre after 5% reduction should be identified and the officials holding those posts may be given the special allowance. The filling up of these posts may be done on seniority. This will apply to 10% of posts in the case of Mail Guards also.

The incumbents of the posts of Jamadars upto the extent of 10% of the total number of posts in the basic grade of Group 'D' Test category (including those of Jamadars created by upgradation of Group 'D' posts) after effecting the 5% cut, will be entitled to Rs. 15/- per month as Special Allowance. Such posts of Jamadar should be identified and the officials holding these posts may be given special allowance. The filling up of these posts may be done on seniority.

16. With effect from 30-11-83, special pay sanctioned for basic grade posts as charge allowance will be withdrawn. However, special pay on grounds such as for acquiring additional qualifications, for special training and for handling cash etc., will continue so long as those posts are held by the officials in the basic grade unless a special pay is prescribed in the higher scale also.

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17. Annexure 'C' to the Agreement gives particulars of the posts to which a special pay/charge allowance sanctioned at present will be withdrawn with effect from 30.11.83.

18. The posts of single-handed and double handed sub-post-masters which carry charge allowance at present will henceforth be manned by officials who have completed 16 years of service and have been placed in the next higher scale of pay. In order to avoid inconvenience to the officials consequent on the introduction of the scheme in mid academic session, it is necessary to deploy such officials against the posts of single-handed and double handed Sub Postmaster immediately. Such deployment may be effected at the end of the academic year. Charge Allowance to these posts will, however, stand withdrawn with effect from 30-11-83.

19. For sanction of supervisory posts on standards in higher grades in future the posts justified as per existing standard 1-19 in the lower grades before reduction will be taken into account.

20. The special allowance for supervisory posts mentioned in paras 14 and 15 above will not have the characteristics of special pay. The special allowance shall not count for any purpose other than pensionary benefits.

21. P.O. & R.M.S. Accountants

P.O. & R.M.S. Accounts, who are in the time scale of pay plus special pay, are also entitled to promotion to the scale of Rs. 425-640 on completion of their total 16 years of service in the clerical grade including the period they worked as accountants.

However, the officials belonging to 20 & PMS accountants cadre who have chosen the scale of pay of Rs. 380-620 are not eligible for one promotion on completion of 16 years of service in that scale. They may be given an option to revert to the time scale of pay plus special pay retrospectively with effect from the date they chose the scale of pay of Rs. 380-620. Their pay on reversion to the time scale of pay will be notionally fixed with reference to the pay in the time scale period in which they would have drawn plus special pay of Rs. 45/- per month. They would be eligible for being promoted to the scale of Rs. 425-640 on the basis of completion of 16 years of service in the time scale of pay. The special pay granted to them on notional basis may be taken into account for fixation of their pay subject to the conditions laid down in Govt. of India's order No. 6 re. with Annexure below ER 221 Swamy's compilation of P.R. & S.R.

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excess pay and allowances which they might have drawn in the scale of pay of Rs. 380-520 after fixation of their pay in the time scale on notional basis will not be recoverable. The option should be exercised by all concerned within a period of two months from the date of issue of these orders and the option exercised once shall be final.

22. Since it has been decided to give one promotion to all officials who complete 16 years of service in a particular grade, officials who have been transferred under Rule 38 of the R&T Manual, Vol. IV in the same cadre, are eligible to count their entire period of service for promotion under the scheme. This will cover even officials who have been transferred from one Circle to another in the same cadre. The question of extending the scheme to officials who have been transferred under Rule 38 from one cadre to another (e.g. from A/S Assistants to P.O Assistants) is separately under consideration.

The following further clarifications and instructions are also issued.

(i) In respect of the cadres which are covered under the scheme of time-bound one promotion, the orders issued vide M&T Dtd. No. 31-19/74-PG, I dated 15.6.74 and Ministry of Finance O.M. NO. F.7(21)-E.III(A)/74 dated 10.1.1977 will stand withdrawn after 30.11.83.

(ii) Promotion to the LSG 1/3rd on the basis of departmental examination will be abolished on introduction of the scheme. However, vacancies falling under LSG 1/3rd quota upto 30.12.82 will be filled in accordance with the instructions on the subject.

(iii) The introduction of the scheme will not affect officials who have already been promoted on regular basis from the basic grades to the next higher grades before 30.11.83 under existing rules. The officials who have already been promoted to the next higher scale of pay before 30.11.83 will rank on block senior to the officials who are placed in the next higher scale in pursuance of the new scheme.

(iv) The officials who complete 16 years of service and who are promoted to next higher scale of pay will continue to perform operative duties unless they are posted to regular supervisory posts in their turn.

The Heads of Circles and Administrative Officers will be personally responsible to ensure implementation of the orders issued above. They will examine the enclosures to this letter including the Agreement and the instructions contained in the above paras very carefully and take all steps for its most expeditious implementation. They will also be responsible to monitor the progress made in the Circle/Administrative Units under their jurisdiction regarding the implementation of the scheme.

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their attention is specifically drawn to the instructions contained in para 10 regarding the certificate to be sent by them to the DDC (R) by name.

The heads of Circles/Administrative offices may take immediate steps to effect within a cell within the existing staff to deal with the different letters relating to the scheme of time-bound one promotion in their offices for this purpose.

The heads of Circles and Administrative Offices will please send a fortnightly progress report to the Directorate in the enclosed proforma regarding implementation of the scheme of time-bound one promotion.

In case of any doubt regarding implementation of the scheme, reference may be made by heads of Circles to the ADG (One promotion cell) in the P.T. Dept., which has been specifically constituted to deal with the matters arising out of the implementation of time-bound one promotion scheme in the P.T. Department.

Receipt of this letter may please be acknowledged to Shri P. M. Venkataswamy, ADG (P).

Yours faithfully,

*Yours faithfully*  
(S. K. PARTHASARATHY)  
DEPUTY DIRECTOR GENERAL (P)

Copy to: 1. Director of Audit, P.T. Audit Office, Bengaluru-110051.

1. The Director of Audit, P.T. Audit Office.

2. All P.T. Branch Audit Office.

3. All Directors/Dy. Directors of Accounts (Postal).

4. Officer-in-charge, APS Record Office, Kurnool.

5. DPS, Nagpur-440001.

6. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

7. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

8. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

9. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

10. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

11. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

12. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

13. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

14. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

15. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

16. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

17. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

18. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

19. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

20. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

21. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

22. Officer-in-charge, P.T. Cost Check Unit, Bangalore-560001.

*Yours faithfully*  
(S. K. PARTHASARATHY)  
DEPUTY DIRECTOR GENERAL (P)

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32 ANNEXURE-A(2)

EST

অসম সরকার  
O/o Do. Chif. 1/1

16.11.91

Government of India  
Ministry of Communications  
Department of Posts  
Dak Bhawan, New Delhi-110 001  
অসম পরিদৰ্শক

15 JUN 1993

No. 2-11/91-PE.I

Dated:-

To  
P  
All Heads of Postal Circles.

SUB:- Career advancement of Group 'C' and Group 'D' employees-Clarification regarding.

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A reference is invited to this office letter of even number dated 22-10-91 and 17-12-91 vide which the Ministry of Finance (Dept. of Expenditure) OM No. 10(1) / E-III / 88 dated 13.9.91 & 6.11.91 were circulated regarding introduction of the Scheme of atleast one promotion-in-service career of Group 'C' and 'D' employees ( career advancement of Group 'C' and 'D' employees ) on fulfilling the following conditions :-

- (i) Employees should have been directly recruited to a Group 'C' or Group 'D' post;
- (ii) Their pay on appointment to such a post, is fixed at the minimum of the scale; and
- (iii) Employees should not have been promoted on regular basis even after one year on reaching the maximum of scale of such post.

2. The Staff Associations have complained that these orders have not so far been implemented by some Circles with the result the Group 'D' non-test category employees are deprived of in-situ promotion to the next higher scale of pay. In view of this position, the following clarifications are issued:-

- (a) As per the instructions of the Ministry of Finance in cases where promotional grades are available the scheme can be implemented straightforwardly.

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Group 'D' employees in the scale of Rs. 750-940, eligible employees will be considered for in-situ promotion to the next higher scale of Rs. 775-1025. Similarly, employees in the scale of Rs. 775-1025 and Rs. 800-1150 will be considered for promotion to the next higher scale of Rs. 800-1150 and Rs. 825-1200 respectively.

(c) The above scales of pay however, will not be applicable to employees which are already covered by the Time Bound Promotion Scheme.

(d) As per the orders of the Ministry of Finance if recruitment to any category of posts is made both by direct recruitment and by promotion, a promotee will be considered for promotion from the date a direct recruit junior to him in that cadre becomes eligible for in-situ promotion.

(e) The promotion under 20% selection scheme as per the agreement reached with the staff side in 1974 in the Departmental Council (JCM) will also remain in operation.

3. The Heads of circles are requested to implement the Ministry of Finance instructions dated 13.9.91 and 6.11.91 before 31.8.93 in r/o non-test category Group 'D' employees in accordance with the guidelines/instructions of the Ministry of Finance. Separate instructions will follow in respect of Group 'C'.

4. A copy of Ministry of Finance orders dated 13.9.91 & 6.11.91 are enclosed for ready reference.

Hindi version will follow.

( Harinder Singh )  
Dir. (Estt.)

Copy to:-

1. P.S. to MOS(C).
2. P.S. to Secretary (Posts).
3. PS to Member(F)/Member(D)/Member(P)/Member(O)
4. PS to Secy, Postal Services Bd. and Sr.DDG(I&EB)
5. All DDsG/Dir. of Postal Directorate.
6. The Principal Dir. of Audit, P&T Audit Office Delhi.

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7. All Directors/Dy. Directors(Postal) Accounts.
8. Officer in charge, APS Record Office Kampttee.
9. SPB I/ SPB II/ PE II (5Copies)/ PAP/ FAP/ Budget (PA)/ SCT.
10. All recognised unions/associations and federations etc.
11. Dir. Postal Staff College, Ghazibad.
12. All Principals Postal Trg. Centres.
13. Controller Foreign Mails, Bombay.
14. The Federation of All India SC/ST Employees (P&T Deptt., New Delhi) CHQ Flat No E-150 A LIG Flats, GTB Enclave. Delhi - 110097.

( Harinder Singh )  
Dir. ( Estt. )

(19) 35- ANNEXURE, - A (2) Series

Copy of letter No. 10(1)/E.III/00 from Ministry of Finance  
dated 13th Sept., 1991.

OFFICE MEMORANDUM

Sub:- Career advancement of Group 'C' and Group 'D' employees.

The undersigned is directed to say that as a result of the recommendations of the Fourth Central Pay Commission contained in para 23.10 of Part-I of its Report, Selection Grades in Group 'C' and Group 'D' cadres were abolished. The Staff Side of the National Council (JCM) raised a demand for revival of Selection Grades in these cadres on the ground that simultaneous Cadre Reviews to provide for promotional grades/posts were also required to be conducted. The demand of the Staff Side for revival of Selection Grade could not be agreed to. It was also felt that there is not much scope for creation of higher grades/posts in most of the Group 'C' and 'D' cadres because such higher grades/posts can be identified only on functional justification. Keeping this in view, the Government agreed to evolve a scheme whereby group 'C' and 'D' employees may get at least one promotion in their service career.

2. This matter has accordingly been under consideration of the Government for some time past and the President is now pleased to introduce a scheme to ensure at least one promotion in service career to each Group 'C' and 'D' employee. This scheme shall be applicable to (i) employees who are directly recruited to a Group 'C' or to Group 'D' posts; (ii) employees whose pay on appointment to such a post, is fixed at the minimum of the scale; and (iii) employees who have not been promoted on regular basis even after one year on reaching the maximum of the scale of such post. The Scheme will have the following basic features :-

(a) Group 'C' and 'D' employees who fulfil the conditions mentioned at (i), (ii) and (iii) above will be considered for promotion *in situ* to the next higher scale.

(b) Promotion *in situ* will be allowed after following due process of promotion with reference to seniority-cum-fitness.

(c) The employees will get promotion *in situ* to the next higher scale available to them in the normal line/hierarchy of promotion. Promotions made on the basis of a qualifying or competitive departmental examination or subject to possessing or acquiring higher qualification will not be treated as promotions in the normal line/hierarchy for the purpose of these instructions. In cases where no promotional grade is available, promotional scale will be decided by the Ministry of Finance.

contd/-

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The promotional grade in case of Staff Car Driver  
scale of Rs. 950-20-1150-EB-25-1500 will be Rs. 1200  
EB-30-1000

d) Group 'D' employees will retain the benefit of  
retirement at 60 years even after they are promoted in  
situ to the scale of Rs. 025-15-900-EB-20-1200. On promotion  
in situ to any higher Group 'C' scale, the retirement  
age of 58 will apply.

e) In case recruitment to any category of posts (Group  
of 'D') is made both by direct recruitment and by promotion  
a promoted will be considered for promotion in situ from  
the date of direct recruitment even though in  
his case (in case of promoted) it will be second promotion  
becomes eligible for in situ promotion. It will also be considered  
similarly a direct recruit who was not fixed at the minimum  
of the scale at the time of appointment will also be considered  
for promotion in situ from the date a direct recruit junior  
to him and fixed at the minimum of the scale becomes eligible  
for promotion.

f) Employees given promotion in situ will continue to be  
borne on the seniority list of the higher cadre/post and  
will be considered for functional promotion against  
available vacancies as per provisions of the Recruitment  
Rules.

g) Even though promotion under this scheme, which is in  
situ, may not involve assumption of higher duties and  
responsibilities, the benefit of FR 22(1) (a)(1) (old  
FR 22-C) will be allowed while fixing pay on promotion  
as a special dispensation. However, such benefit will  
not be allowed again at the time of functional promotion  
in the same scale.

h) In case of Group 'D' employees, the stagnation increment(s)  
being drawn will be taken into account in fixation of pay  
in the event of promotion in situ under the scheme on  
a one time dispensation.

3. Each administrative Ministry/Department will identify  
the posts which have no promotional grade in the Ministry/  
Department or Organisations under its control and furnish  
the information relating to designation, scale of pay,  
recruitment, qualification, duties and responsibilities  
attached to each such post alongwith suggestion for  
suitable promotional scale based on comparable promotional  
grades generally available for the posts of that level to  
the Financial Advisor concerned. The Financial Advisors  
of Finance Establishment (Division) will take up the matter with the Ministry  
of Finance (Establishment Division) for prescribing suitable  
promotional grades based on an over-all considerations in  
each such case.

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4. These orders will take effect from 1.4.91.

5. Ministry of Home Affairs etc. are advised to take necessary action to consider eligible Group 'C' and 'D' employees for promotion in situ in accordance with the scheme contained in Para 2 above. They are also advised to furnish details of posts having no promotional grade in accordance with the provisions of Para 3 above at the earliest to the Ministry of Finance. Every subordinate authority should make a reference to Ministry of Finance only through the administrative Ministry concerned with the specific comments of Financial Adviser concerned.

6. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consultation with the Comptroller and Auditor General of India.

Sd/-

(B. KUMAR)  
Under Secretary to the Govt.  
of India

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Annex-A (2) Ser

Copy of letter no. 10(1) E.III/88 from Ministry of Finance  
Dept. of Expenditure, dated 6th Nov., 91.

Office Memorandum

Subject:- Career advancements of Group 'C' and 'D' Employees.

The undersigned is directed to refer to para 2 of this Ministry's Office Memorandum of even number dated 13th September, 1991, on the subject mentioned above which lays down the conditions subject to which promotions can be made in situ. Some Ministries/Dept. have desired clarifications particularly in regard to para 2(d) thereof.

2. It is clarified that in terms of para 2(a) of O.M. dt. 13.9.91, in situ promotion is to be allowed only to the next higher scale available in the line of promotion if the requisite conditions are fulfilled. In other words, subject to the satisfaction of the conditions prescribed in the said O.M., Group 'D' employees in the scale of Rs. 700-920 will normally be considered for in situ promotion to the next higher scale of Rs 775-1025 as that is the next available scale in most of the organisations. So is the case for promotion of employees in the scale of Rs. 775-1025 and above. Similarly, employees in the scale of Rs. 800-1150 are to be promoted to the scale of Rs. 825-1200. However if in any particular organisation promotions of Group 'D' employees are required to be made in a higher scale instead of scale indicated here, in accordance with the Rules of Recruitment, in situ promotion will also be allowed to the scale to which promotions are made in that organisation.

3. It is further clarified that para 2(d) of the O.M. dt 13.9.91 ibid only provides for protection of age of retirement. In other words, if a Group 'D' employees becomes eligible for in situ promotion to the scale of Rs. 825-1200, which is the lowest Group 'C' scales of pay, he will not retire on attaining the age of 58 years but will retire at the age of 60 years.

4. All Administrative Ministries/Deptt./Organisations are requested to ensure strict and correct implementation of the provisions contained in this Ministry's O.M. dated 13-9-91.

Sd/-  
(B.KUMAR)  
UNDER SECRETARY TO  
GOVT. OF INDIA.

23 (10) 37  
GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS  
DAK BHAVAN, NEW DELHI-110 001

ASSAM CIRCLE  
Guwahati-1

ANNEXURE A(3)

Scrn

No. 22-2/99-PE.I

Dated the 4th January, 2000

To

All Chief Postmasters General

Subject: Implementation of Assured Career Progression (ACP) Scheme in Department of Posts.

The Government has accepted the Assured Career Progression (ACP) Scheme for the Central Government Civilian employees as recommended by the Fifth Central Pay Commission, with certain modifications. Accordingly, Department of Personnel and Training has issued Office Memorandum No. 35034/1/97-(Estt.(D) dated August 9, 1999) incorporating the details of implementing the above mentioned scheme.

2. The question of extending the scheme to Postal employees was under examination for some time. After careful consideration of the contents of the aforesaid order regarding the ACP Scheme, the Department of Posts has decided to implement the ACP Scheme in respect of Group 'B' posts and in respect of those Group 'C' & 'D' cadres/posts which are not covered by One Time Bound Promotion(OTBP) Schemes and Biennial Cadre Review Schemes as per the orders issued from time to time.

3. A copy of DOP&T O.M.No. 35034/1/97-Estt.(D) dated 09.08.1999 is enclosed for implementation of the ACP Scheme in respect of all such Group 'B', Group 'C' and Group 'D' cadres/posts in the Department (Postal side) which are not covered by the existing time-bound schemes as indicated in para 2 above. All the Head of Circles/ Units are requested to immediately implement the ACP Scheme in respect of the eligible Group 'C' & 'D' officials, strictly following the guidelines of Department of Personnel and Training stipulated in the aforesaid Office memorandum. In case of any clarification/guidance, the matter may be referred to RE.1 Section of the Directorate.

4. The Screening Committee for the purpose of processing the cases for grant of benefits under the ACP Scheme in accordance with para 6 of DOP&T O.M. No. 35074/1/97-Estt. (D) dated August 9, 1999 should be constituted immediately to consider the cases that have already matured or would be maturing up to March 31, 2000.

5. Implementation of ACP Scheme in respect of eligible Group 'B' cadre/posts which includes constitution of the Screening Committee and conducting the meetings thereof, shall be dealt by the respective section in the Directorate handling the promotions for the Group 'B' cadre/posts.

6. It may be noted that financial upgradation under the scheme shall be given to the next higher grade in accordance with the existing hierarchy in a cadre/category of post without creating new posts for the purpose and in case of isolated posts, in the absence of defined hierarchical grades, financial upgradations shall be given in the immediately next higher (standard/common) pay scales as indicated in Annexure - II of DOP&T orders.

7. The contents of para 5.1, Annexure I of DOP&T office memorandum dated August 9, 1999 should be strictly followed while giving financial upgradation to an employee. The Chief Postmasters General should ensure that the officials who have already availed regular promotion during the prescribed period (12 and 24 years) are not given the respective financial upgradation under the ACP Scheme. The regular promotions availed from the grade in which employee was appointed as direct recruit shall be counted for this purpose.

8. If during the implementation of ACP Scheme in the field units, any difficulty arises due to existence of any other time bound promotion scheme in respect of any cadre/group of post the matter should be referred to the PE.I Section of Directorate.

9. These orders shall take effect from 9th August, 1999 as mentioned in para 3 of DOP&T O.M. dated 9.8.1999.

10. Orders for implementation of ACP Scheme of employees of the Accounts and Finance, Civil Wing (Postel) etc. are being issued separately by the respective wings of the Directorate.

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11. This issues with the concurrence of Internal Finance  
vide Dy. No. F.A.-01 dated 3.1.2000.

*M. Dabral*  
(Modhuri Dabral Sharma)  
Asstt. Director General (Estt.)

Copy to:

1. Secretary(P)
2. Member(O)/Member(P)/Member(R).
3. All Senior DPSG/ All Dy. Director General/Secretary  
(F.S.B.)/ JS & FA.
4. Director, Postal Staff College, Ghaziabad.
5. Chief General Manager, P.I.I., Chanakya Puri,  
New Delhi.
6. Chief General Manager, R.D. Directorate, Malcha  
Marg, New Delhi.
7. The Principal Director of Audit(Postal), Delhi-24.
8. Director of Accounts(Postal), Delhi-24.
9. All Directors of Postal A/Cs.
10. Addl. Director General, Army Postal Service Corps,  
R.K. Puram, New Delhi-110066.
11. Chief Engineer(Headquarters), Civil Wing.
12. Postal Accounts wing.
13. All Directors, Postal Training Centres.
14. Officer in Charge, AFS Record Office, Keppler.
15. All Sections of the Directorate.
16. All recognised Unions/Associations/Forces etc.
17. Guard file.
18. Spare Copies.
19. SPC/ SPC 1/ SPC-II (2 copies) for implementation  
of the orders.

*Ch. A. B. (S. E. T.)*  
(S.E. T. Officer)  
Section Officer (S.E.T.)