

30/100
CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

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SECTION OFFICER (Judl.)

FROM No. 4
(SEE RULE 42).

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH:

ORDER SHEET

Original Application No: 221/2003

Misc Petition No: _____

Contempt Petition No: _____

Review Application No: _____

Applicants: Mr. N. Daskur

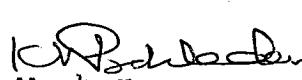
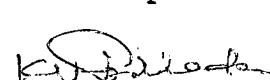
Respondents: U.O. S. P.C.R.S.

Advocate for the Applicants: Mr. M. Chanda

Mrs. S. Seal

Advocate for the Respondents: Ms. B. Seal

CASE

Notes of the Registry	Date	File	Order of the Tribunal
This application is in form but not in time.	26.9.2003	485705	Heard Mr. M. Chanda, learned counsel for the applicant. Issue notice on the respondents to show cause as to why the application shall not be admitted, returnably by 3 weeks. List the case on 28.10.2003 along with O.A.215 of 2003 before Division Bench for admission.
Contra: Petition is filed for Rs. 2000 deposited with the court.	22.9.03.	25/9/03	 Member
This is a Division Bench matter as stated by learned counsel for the applicant Mr. M. Chanda. Office to act accordingly.	28.10.2003	bb	Heard Mr. M. Chanda, learned counsel for the applicant. The application is admitted, call for the record. List the case on 28.11.2003 for order.
By Order			Pendency of this application shall not deter the respondents from considering the case of the applicant for repatriation to the parent department.
I. d. copy above and order dated 26/9/03.		bb	 Member
N.S 26/9/03			 Vice-Chairman

Notice is prepared and sent to Despatch Section for issuing to the respondents.

WS 1/10/03

18.12.2003

Heard Mr. M. Chanda, learned counsel for the applicant.

List on 28.1.2004 for orders.

I.C. Pathak
Member (A)

Order dt. 28/10/03, Sent to [redacted] D/Section, for issuing to both the parties.

mb

20.2.2004

Heard Mr. M. Chanda, learned counsel for the applicant and also Mr. B.C. Pathak, learned Addl.C.G.S.C. for the respondents.

List the case on 9.3.2004 for hearing.

In the meanwhile respondents may go through the Office Memorandum No.2/29/91-Estt.(Pay II), dated 5.1.1994 issued by the D.O.P.T., which is on the subject 'Deputation within India', and then decide on the O.A.

Copy of the order may be served upon the learned Addl.C.G.S.C. for the respondents.

I.C. Pathak
Member

bb

9.3.2004

Heard learned counsel for the parties.

The application is disposed of for the reasons recorded in separate sheets. No order as to costs.

I.C. Pathak
Member (A)

Copy of the order has been sent to the D/see. for issuing to the parties as well as to the D.C.G.S.C.

bb

BS

CENTRAL ADMINISTRATIVE TRIBUNAL, GUWAHATI BENCH.
Original Application Nos. 215, 218, 219, 221 & 222 of 2003.

Date of Order : This, the 9th Day of March, 2004.

THE HON'BLE SHRI K.V.PRAHLADAN, ADMINISTRATIVE MEMBER.

O.A.215/2003:

1. Sri Dilip Kumar Borah
S/o Late Bogiram Borah
P.O: Dagaon, Dist: Nagaon (Assam). Applicant.

- Versus -

1. The Union of India
Through the Secretary, Deptt. of Posts, Govt. of India
Ministry of Communication, Dak Bhawan
Sansad Marg, New Delhi - 110 001.
2. The Director General (Estt.)
Dept. of Posts, India, Dak Bhawan
Sansad Marg, New Delhi - 110 001.
3. The Secretary, Deptt. of Telecommunications
New Delhi-110 001.
4. The Chief Post Master General
N.E.Postal Circle, Shillong-793 003.
5. The Chief Engineer (Civil)
Dept. of Posts, South East Zone
Bangalore.
6. The Superintendent Engineer (Civil)
Postal Civil Circle, Yogayog Bhawan
C.R.Avenue, Kolkata-700 012.
7. The Executive Engineer
Postal Civil Division, R.N.Compound
Shillong-793 001. Respondents.

O.A.218/2003:

1. Sri Sanjib Kr.Maitra
S/o: Byomkesh Maitra
O/o Qtr.No.248(A), West Gotanagar
P.O: Maligaon, Guwahati-781, Dist: Kamrup (Assam). Applicant.

- Versus -

1. The Union of India
Through the Secretary, Deptt. of Posts, Govt. of India
Ministry of Communication, Dak Bhawan
Sansad Marg, New Delhi - 110 001.
2. The Director General (Estt.)
Dept. of Posts, India, Dak Bhawan
Sansad Marg, New Delhi - 110 001.
3. The Secretary, Deptt. of Telecommunication
New Delhi - 110 001.
4. The Chief Post Master General
Assam Circle, Guwahati.

5. The Chief Engineer (Civil)
Dept. of Posts, South East Zone, Bangalore.
6. The Superintendent Engineer (Civil)
Postal Civil Circle, Yogayog Bhaban, 36
C.R.Avenue, Kolkata - 700 012.
7. The Executive Engineer
Postal Civil Division, 1st Floor Amnity Block
Guwahati-1. Respondents.

O.A.219/2003:

1. Sri Harmohan Das
S/o Late Kaliram Das
R/o: Noonmati, P.O: Noonmati
Dist: Kamrup, Assam. Applicant.

- Versus -

1. The Union of India
Through the Secretary, Deptt. of Posts
Govt. of India, Ministry of Communication
Dak Bhaban, Sansad Marg, New Delhi-110001.
2. The Director General (Estt.)
Dept. of Posts, India Dak Bhaban
Sansad Marg, New Delhi-110001.
3. The Secretary, Deptt. of Telecommunication
New Delhi-110001.
4. The Chief Post Master General
Assam Circle, Meghdoott Bhaban, Guwahati. . . . Respondents.

O.A.221/2003:

1. Md.Newajuddin Laskar
R/o: Vill: Dhanipur, P.O: Sonaimukh
Dist: Cachar, Assam. Applicant.

- Versus -

1. The Union of India
Through the Secretary, Deppt.of Posts, Govt.of India
Ministry of Communication, Dak Bhaban
Sansad Marg, New Delhi - 110 001.
2. The Director General (Estt.)
Dept.of Posts, India. Dak Bhawan
Sansad Marg, New Delhi - 110 001.
3. The Secretary, Deptt. of Communication
New Delhi - 110 001.
4. The Chief Post Master General
Assam Circle, Guwahati.
5. The Chief Engineer (Civil)
Dept. of Posts, South East Zone, Bangalore.
6. The Superintendent Engineer(Civil)
Postal Civil Circle, Yogayog Bhaban, 36
C.R.Avenue, Kolkata - 700 012.

. . . Contd./3

7. The Executive Engineer
Postal Civil Division, 1st Floor Amnity Block
Guwahati-1. . . . Respondents.

O.A. 222/2003:

1. Md.Anwar Hussain
S/o Late Abdul Aziz
R/o Vill: Helcha, P.O: Naligaon
Dist: Barpeta, Assam. . . . Applicant.

- Versus -

1. The Union of India
Through the Secretary, Deptt.of Posts
Govt.of India, Ministry of Communication
Dak Bhaban, Sansad Marg
New Delhi-110001.
2. The Director General (Estt.)
Dept.of Posts, India. Dak Bhawan
Sansad Marg, New Delhi - 110 001.
3. The Secretary,Department of Telecommunication,
New Delhi - 110 001.
4. The Chief Post Master General,
Assam Circle, Guwahati.
5. The Chief Engineer (Civil),
Dept. of Posts, South East Zone, Bangalore.
6. The Superintendent Engineer (Civil), Postal Civil
Circle, Yogayog Bhaban, 36, C.R. Avenue,
Kolkata - 700 012.
7. The Executive Engineer,
Postal Civil Division,
1st Floor Amnity Block,
Guwahati - 1. . . . Respondents.

By Advocates Mr. M. Chanda, Mrs. S. Seal, Ms. B. Seal in all
the O.A.s for the applicants.

Mr. B.C. Pathak, Addl. C.G.S.C. in O.A. No.215/2003 for the
Respondents and Mr. A. Deb Roy, Sr. C.G.S.C. in O.A. Nos.
218/2003, 219/2003, 221/2003 and 222/2003.

O R D E R

K.V. PRAHLADAN, MEMBER (Admn.) :

As the facts and law involved in these cases are
similar, they are taken up together for disposal.

I have heard Mr.M.Chanda, learned counsel for
the applicants in all the O.A.s, Mr.B.C.Pathak, learned Addl.
C.G.S.C. for the respondents in O.A.215/2003 as well as
Mr.A.Deb Roy, learned Sr.C.G.S.C. for the respondents in O.A.
Nos.218, 219, 221 & 222 of 2003 at length.

Considering the facts and circumstances of these

cases, I direct the respondents to repatriate the applicants to their parent departments within one month from the receipt of this order. All arrears of salaries as per I.D.A. scale w.e.f. 1.10.2000 and other allowances shall be paid to the applicants by B.S.N.L. within a period of six months from the receipt of this order and debit is to be raised against the Department of Posts, Government of India.

With this, the applications are disposed of. No order as to costs.

Sd/ MEMBER(ADM)

IN THE ADMINISTRATIVE TRIBUNAL

GAUHATI BENCH : GUWAHATI

(An application under Section 19 of the Central

Administrative Tribunal Act, 1985)

ORIGINAL APPLICATION NO. 221 2003

Md. Newajuddin Laskar

..... **Applicant**

- Versus -

The Union of India & Others

..... **Respondents**

LIST OF DATES AND SYNOPSIS

20.10.87	Applicant appointed as Junior Engineer (Civil) in the Dept. of Telecommunication.
06.08.93	Notification / circular of the Dept. of Telecom regarding deputation allowance.
19.05.94	Office Memo. of Superintendent Engineer, Postal dept. approving for payment of deputation allowance w.e.f. 01.04.93 Group C and D post of P & T Civil Wing who have not opted for final absorption in the Postal Dept.

13.03.97 Order of the Superintendent Engineer stopping the deputation allowances.

19.03.99 Transfer order of the applicant from the office of the O/o the A.E (Civil), P.C.S.D, Silchar to O/o the A.E, T.C.S.D, Dibrugarh issued by the S.E, B.S.N.L.

18.02.02 Regarding permanent absorption of the applicant in B.S.N.L.

25.02.02 The letter of the Secretary, Dept. of Post to the Secretary, Dept. of Telecom citing ongoing project works as reason for not relieving the applicant.

07.08.02 Office Order issued by B.S.N.L regarding grant of I.D.A pay scale.

07.02.01 Letter from the B.S.N.L H.Q, New Delhi to all Chief Engineers for repatriation of all B.S.N.L employees.

09.04.03 Letter of the Chief Engineer B.S.N.L, Guwahati to Supdt. Engineer (C), Postal Civil Circle to release the applicant.

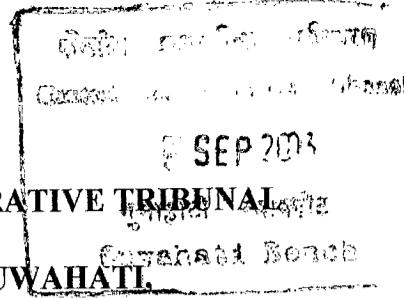
09.04.03 Another Order of the Chief Engineer, B.S.N.L transferring / posting of J.T.O's (C) of B.S.N.L presently working in the Postal Dept. By the said Order the applicant presently working in

Postal Civil Sub Division, Silchar is transferred to C.S.D, Dibrugarh under B.S.N.L.

06.08.03 Letter of the Executive Engineer (HQ),
B.S.N.L. to the Superintendent Engineer, Postal
Civil Circle for release of all J.T.O's.

23.08.01 Letter of the Member (Personal) Dept. of Post written to the Chief Post master General, Shillong for looking into grievances and other demands of the employees and to take early decisions and dispose of the grievances basing on merit of each case.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GAUHATI BENCH, GUWAHATI



ORIGINAL APPLICATION NO. / 2003.

Md. Newajuddin Laskar **Applicant.**

- Versus -

The Union of India and Others **Respondents.**

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Filed by

(Sohali Seal)

Advocate

Filed by ^{In person}
Md. Newajuddin
Laskar the engine
Budheri Seal
Arsh
25/9/03

**IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GAUHATI BENCH, GUWAHATI,**

An application under Section 19 of the Central
Administrative Tribunal Act, 1985.

ORIGINAL APPLICATION NO. / 2003.

Md. Newajuddin Laskar

.....Applicant.

- Versus -

The Union of India and Others

.....Respondents.

DETAILS OF THE APPLICATION

1. PARTICULARS OF THE APPLICANT

Md. Newajuddin Laskar,

S/o,

R/o Vill.Dhanipur, P.O : Sonaimukh,

Dist. : Cachar, Assam.

A Junior Telecom Officer (Civil) under Bharat
Sanchar Nigam Ltd. Presently serving as Junior
Engineer (Civil) in Postal Civil Sub Division, Silchar
under Department of Posts, Govt. of India on deputation.

Contd...

2.

PARTICULARS OF THE RESPONDENTS**1. The Union of India,**

through the Secretary, Dept. Of Posts, Govt. of India.,
 Ministry of Communication , Dak Bhawan, Sansad
 Margh, New Delhi – 110001.

2. The Director General (Estt.)

Department of Posts, India. Dak Bhawan, Sansad
 Margh, New Delhi – 110001.

3. The Secretary, Department of Telecommunication,

New Delhi – 110001.

4. The Chief Post Master General,

Assam Circle, Guwahati.

5. The Chief Engineer (Civil),

Dept. of Posts, South East Zone, Bangalore.

6. The Superintendent Engineer (Civil), Postal Civil

Circle, Yogayog Bhaban, 36, C.R Avenue, Kolkata
 – 700012.

7. The Executive Engineer,

Postal Civil Division, 1st Floor Amnity Block,
 Guwahati – 1.

3. **PARTICULARS OF ORDERS AGAINST WHICH
APPLICATION IS MADE**

3.1. This application is made for recording the applicants new designation ,i.e., Junior Telecom Officer (Civil)in place of Junior Engineer (Civil) in service book w.e.f 14.08.2001 (vide annexure no. 6).

3.2. For the grant of deputation allowance to the applicant w.e.f 01.04.97 which was dropped vide office memorandum dated 13.03.97 (vide annexure no. 4) till he is released from the Dept. of Posts.

3.3. For fixation of pay as per I.D.A Scale of pay given to employees of Bharat Sanchar Nigam Ltd. (B.S.N.L) w.e.f 01.10.2000 as per office Order No. BSNL / 26 / SR / 2002 dated 07.08.2002 (vide annexure no. 9) as well as ACP for 12 years due to the applicant w.e.f 18.11.99 and to pay the same including the arrear salary w.e.f 01.10.2000 with 16% interest till the same is paid.

3.4. For a direction to the respondents for release of the applicant from Dept. of Post to enable him to join his parent department i.e. Bharat Sanchar Nigam Ltd. by implementing various orders / letters / directives of the respondents, B.S.N.L authorities more particularly, as well as on consideration of representation vide annexure no 13 of this application at an early date after clearing all arrear and current dues as applicable.

4. **JURISDICTION OF THE TRIBUNAL**

The applicant declare that the subject matter on which the applicant seeks redressal is within the jurisdiction of the Hon'ble Tribunal.

5.

LIMITATION

The applicant further declares that the application is within the limitation as prescribed under Section 21 of the Central Administrative Tribunal Act, 1985.

6.

FACTS OF THE CASE

6.1. That this application has been filed under provision of Rule 10 of the Central Administrative Tribunal Act, 1985 as the applicant has a number of grievance consequent to one another and begs to seek all the relief which are being prayed for in this instant application.

6.2. That the applicant states that initially the Dept. of Posts and Telecommunication (hereinafter referred to as P & T) was a single department under the Dept. of Communication, Govt. of India and it continued as such for a long period. However due to administrative and other convenience the Govt. of India divided to bifurcate the P & T Dept. into two separate departments i.e Post and Telecommunication and the same was done sometime in the year 1986.

6.3. That the applicant states that he was initially appointed as Junior Engineer (Civil) (hereinafter referred to as J.E) in the Dept. of Telecommunication vide an Order No. 16 (5) 97 / TCC / SH / 1475 dated 20.10.87 issued by the Superintendent Engineer, Telecom Civil Circle,

Shillong. Thereafter the applicant joined the post on 20.11.87 and was posted in O/o A.E. Telecom Civil Sub Division, Aizawl.

The copy of the appointment Order dated 20.10.87 is annexed as **ANNEXURE – I.**

6.4. That the applicant states that, the Govt. of India divided to form a separate Civil Wing Cadre for the Dept. of Post by bifurcating the Post and Telecom Civil Wing by calling of option. Accordingly, a circular was issued by the Dept. of Telecommunication on 06.08.1993. As per the said circular apart from formulation of guidelines on transfer it was also notified that, deputation duty allowance shall be paid to the officials not opting for the Civil Wing of the Dept. of Post but are required to work there in times of orders / instructions of Ministry of Finance.

The copy of notification / circular dated 06.08.93 of the Dept. of Telecom regarding deputation allowance is annexed as **ANNEXURE – 2.**

6.5. That the applicant states that, thereafter the Superintendent Engineer (Civil) Postal (Respondent No. 6) vide an Office Memorandum (O.M) dated 19.05.94 approved for payment of deputation allowance w.e.f. 01.04.93 Group C and D post of P & T Civil Wing who have not opted for final absorption in the Postal Dept. but are required to work in the Dept. of Posts due to experiences of the same and accordingly deputation allowances was paid to the applicant as per applicable w.e.f. 01.04.93.

The copy of O.M dated 19.05.94 of the Respondent No.6 regarding payment of deputation allowance is annexed as

ANNEXURE – 3.

6.6. That the applicant states that, while the applicant and other deputationist are getting deputation allowances , the Respondent No. 6 vide an order dated 13.03.97 ordered that, those deputationist who completed 4 years of service deputation under the Dept. will not be entitled for deputation allowance beyond 31.03.97 and the applicants deputation allowances was stopped accordingly although he continued to serve on deputation.

The typed copy of the Order dated 13.03.97 issued by the Respondent No. 6 stopping the deputation allowance is annexed as **ANNEXURE – 4.**

6.7. That the applicant states that in the meantime the Dept. of Post vide a letter No. 20 – 15 / 92 CWP / Repatriation dated 28.10.98 requested for repatriation of Junior Engineer who are serving on deputation and in pursuance of the same the Supernatant Engineer Telecommunication issued an office Order dated 19.03.99 for repatriation of Junior Engineers (Civil) working under Postal Civil Wing (including the applicant) to the original unit of Telecom Civil Wing with immediate effect. As per the Order the applicant was transferred from the office of AE (C), P.C.S.D, Silchar to A.E, TCSD, Dibrugarh.

The copy of the transfer Order dated 19.03.99 issued by the S.E, B.S.N.L is annexed as **ANNEXURE – 5.**

6.8. That the applicant states that, while he was working under Postal Dept. on deputation, the Dept. of Telecommunication was converted into Bharat Sanchar Nigam Limited, an enterprise under the Govt. of India (hereinafter referred to as B.S.N.L) and all employees under Telecom Dept. have become employees under B.S.N.L. As the applicant also earlier opted for Telecom Dept. his service also accordingly came under B.S.N.L.

6.9. That the applicant states that, the B.S.N.L authority issued an office Order dated 22.11.2001 accepted absorption of employees in B.S.N.L on various terms and condition. The B.S.N.L also redesignated the post of Junior Engineer (Civil) as Junior Telecom Officer (Civil) w.e.f. 14.08.2001 and the applicants name was included at Serial No.3 of the aforesaid office Order. In pursuance of the aforesaid office Order the Dept. of Telecommunication, Govt. of India vide an Order dated 18.02.2002 regarding precedence Order for permanent absorption of the applicant in B.S.N.L.

The copy of the office Order dated 22.11.2001 of B.S.N.L and the copy of the office Order dated 18.02.2002 of D.T.O regarding permanent absorption of the applicant are annexed as **ANNEXURE - 6 & 7** respectably.

6.10. That the applicant states that although the office Orders had been issued repatriation of employees of D.T.O / B.S.N.L who were serving in B.S.N.L , the Postal Dept. refused to release some employees including the applicant on one pretext or another. The Postal Dept. in a most arbitrary manner denied to release all Group 'C' & 'D' employees on deputation, except six Junior Engineers posted in N.E Region and three in Orissa, which included the applicant also.

The copy of the letter dated 25.02.02 of the Secretary, Dept. of Post to the Secretary, Dept. of Telecom is annexed as ANNEXURE - 8.

6.11. That the applicant states that, in the meantime the B.S.N.L decided to introduce I.D.A pay scale for Non Executive staff (Group C & D) w.e.f. 01.12.2000 who are presently absorbed in B.S.N.L . Accordingly an office Order dated 07.08.2002 was issued by B.S.N.L authority. It may be mentioned herein that the I.D.A scale of pay is much higher than C.D.A scale of pay and many benefits have been included therein. The applicant has annexed herewith only the relevant portion of the aforesaid office Order for the sake of brevity.

The relevant portion of the office order dated 07.08.02 of B.S.N.L regarding grant of I.D.A scale of pay to the employee is annexed as ANNEXURE

- 9.

6.12. That the applicant states that, as some employees of B.S.N.L are still working in the Dept. of Post, the B.S.N.L

Head Quarter at New Delhi vide a letter dated 07.02.2003 asked all Principal Chief Engineers and Chief Engineers of B.S.N.L to repatriate all such employees from Dept. of Post to B.S.N.L and also furnish information in this regard latest by 15.02.2003. In perusal of the aforesaid letter the Chief Engineer, B.S.N.L vide a letter dated 09.04.2003 requested the Superintendent Engineer (Civil) Postal Civil Wing, Kolkata to relieve five employees including the applicant who are working under the Postal Dept.

A copy of the letter dated 07.02.01 of the B.S.N.L H.Q , New Delhi to all Chief Engineers for repatriation of all B.S.N.L employees is annexed as

ANNEXURE – 10.

& the copy of the letter dated 09.04.03 of the Chief Engineer, B.S.N.L, Guwahati to S.E (C), Postal Civil Circle for release of the applicant and 4 other persons is annexed as **ANNEXURE – 11..**

6.13. That the applicant states that, the Chief Engineer, B.S.N.L, issued another Order dated 09.04.2003 transferring / posting of J.T.O (C) of B.S.N.L presently working In Postal Dept. with immediate effect. By the said Order the applicant who is presently working in P.C.S.D , Silchar has been transferred to CSD, Dibrugarh under B.S.N.L

The copy of the transfer / posting Order dated 09.04.03 is annexed as

ANNEXURE – 12.

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6.14. That the applicant states that, as nothing was done to release him, inspite of transfer / posting Order, he submitted a representation dated 10.07.03 to the Executive Engineer (C), Postal Civil Division, for his release from the Dept. and to grant transfer, allowances amounting to Rs. 9000/-.

The copy of the representation dated 10.07.03 is annexed as **ANNEXURE – 13.**

6.15. That the applicant states that, the All India Junior Engineers Association, Telecom Civil Wing also submitted a representation dated 26.06.03 to the authorities concerned expressing their dissatisfaction about deprivation of some of there members from the benefits available to them. The Association took a serious view in the matter that, some of their members are still working in the Postal Dept. without any deputation allowance and benefits of revised pay scale etc. As such they requested the authority to complete the repatriation process by 31.07.03. But till date the Postal Authority have not shown any interest to release the concerned personal including the applicant.

The copy of the representation dated 26.06.03 of the Association is annexed as **ANNEXURE – 14.**

6.16. That the applicant states that as nothing was done by the Postal Authorities, the Executive Engineer (Admn.), B.S.N.L, Assam Civil Zone, Guwahati vide his letter dated 06.08.03 to the Superintendent Engineer, Postal Civil Circle requested again to take necessary action to relieve all J.T.O's at the earliest.

The copy of the letter dated 06.08.03 of the Executive Engineer (HQ), B.S.N.L. to the Superintendent Engineer, Postal Civil Circle for release of all J.T.O's is annexed as ANNEXURE – 15.

6.17. For that the Govt. of India has been issuing notifications / circulars / guidelines etc. for looking into grievances and other demands of the employees and to take early decisions and dispose of the grievances basing on merit of each case . In this regard the member (Personal), Dept. of Post, Ministry of Communication wrote a D.O letter dated 02.08.2001 to the Chief Post Master General, N.E Region, Shillong stating about expeditious redressal of public grievances of the employees in the department and give proper reply to the employee concerned . In this regard another office Memorandum was issued by the Ministry of Communication addressed to all Post Master General of the country about the recommendation of committee on service litigation regarding representations made by Govt. employees. According to the office Memorandum grievance / representations of an employee should be disposed within 6 weeks and the reply should be communicated within a period of maximum three months. Further it is also stated that the reply should be and if the representation is rejected, the grounds should be clearly indicated. But in this instant case the respondent authority have violated the memorandum / guideline of their own department as well of the Government in not disposing the representations which were submitted from time to time.

The copy of the letter dated 23.08.01 of the Member (Personal) Dept. of Post written to the Chief Post master

General, Shillong is annexed as

ANNEXURE – 16.

The copy of the office Memorandum is

annexed as **ANNEXURE – 17.**

6.18. That the applicant states that he has no grievances against the B.S.N.L authority and as such has not impleaded them as party respondent in the instant application.

7.

GROUND FOR RELIEF WITH LEGAL PROVISIONS

7.1. For that, the applicant was initially appointed under the Department of Telecommunication, he is an employee of the department which has been converted into B.S.N.L and he is governed by the rules and procedures of the Department / organisation including rules for serving on deputation. The respondents has no right to stop his deputation allowances on the plea that the applicant has completed a period of 4 years on deputation. Such action of the respondent authority in depriving his deputation allowance are illegal, arbitrary and against the rules and procedure in force.

7.2. For that, an employee on deputation is governed by the rules and procedure of his parent department. As such the applicant is also entitled to get revised scale of pay etc. like I.D.A scale and other benefits which are being enjoyed by the employees of B.S.N.L. The borrowed department is duty bound to implement the benefits of the deputationist as per his parent department. But the Respondent authority in a very arbitrary manner is depriving the applicant of his due financial benefits

for last couple of year without any reason. This action of the respondent is purely arbitrary in nature and also is violative of the procedure to be followed for an employee on deputation.

7.3. For that, the respondents have violated their own Orders / letters as regards payment of financial benefits like revised pay as per I.D.A scale connected dues to the applicant. They cannot deny the benefits to the applicant at their whims and francies.

7.4. For that, the borrowed department cannot keep an employee on deputation for indefinite period when the parent department want him back and the person concerned also wants to be repatriated. But in this instant case, the respondents are not caring to implement the request of the B.S.N.L authorities as well of the applicant himself and has not released the applicant on one pretext or another. The respondent cannot decide about keeping the applicant indefinitely in the department in violation of the rules and procedure. As such the respondents are duty bound to release the applicant immediately to enable him to join the parent organisation.

7.5. For that, the respondents are duty bound to implement the transfer Order of the applicant which was issued by the parent organisation (B.S.N.L) and release him forthwith after clearing all dues upto date. But the respondents for their own interest do not want to release the applicant depriving him of his legitimate rights and financial benefits which are being enjoyed by his colleagues in the parent organisation. This is nothing but denial of equal opportunity relating to employment and the same cannot be allowed, which is detrimental to the interest of the applicant.

}

7.6. For that, the respondent are neither allowing the applicant to receive revised scale of pay nor releasing him for their own benefits and in the process the applicant is suffering for no fault of his own. This is very much regrettable and cannot be allowed to go on indefinitely in violation of rules and procedure.

7.7. For that, the respondents ought to dispose of the representations submitted by the applicant in terms of their own guidelines / office Memorandum and rules and procedures. But the respondents are sitting over the matter in violation of their own policy/ guidelines and depriving the applicant of his legitimate rights and are not releasing him from the department. This action of the respondents in not listening to the grievances of the applicant should not be allowed to go unnoticed and this Hon'ble Tribunal may be pleased to interfere into the matter and pass appropriate Order in this regard.

7.8. For that in any view of the matter the respondents cannot deny the legitimate right of the applicant to get his revised I.D.A scale of pay, deputation allowances and for his release from the Department of Post.

8.

DETAILS OF REMEDIES EXHAUSTED

That, the applicant filed many representations from time to time, more particularly dated 10.07.03 (**Annexure - 13**) for redressal of his grievances which are yet to be considered and disposed.

9.

**MATTER NOT PENDING IN ANY COURT OF LAW OR
TRIBUNAL**

No application of this case is pending now in any Court or Tribunal filed by the applicant.

10.

RELIEF SOUGHT FOR

In view of the facts and circumstances narrated above, the applicant prays for the following reliefs :

10.1. The applicant prays that this application is made for recording the applicants new designation ,i.e., Junior Telecom Officer (Civil)in place of Junior Engineer (Civil) in service book w.e.f 14.08.2001 (vide annexure no. 6).

10.2. The applicant prays for the grant of deputation allowance to the applicant w.e.f 01.04.97 which was dropped vide office memorandum dated 13.03.97 (vide annexure no. 4) till he is released from the Dept. of Posts.

10.3. The applicant prays for fixation of pay as per I.D.A Scale of pay given to employees of Bharat Sanchar Nigam Ltd. (B.S.N.L) w.e.f 01.10.2000 as per office Order No. BSNL / 26 / SR / 2002 dated 07.08.2002 (vide annexure no. 9) as well as ACP for 12 years due to the applicant w.e.f. 18.11.99 and to pay the same including the arrear salary w.e.f. 01.10.2000 with 16% interest till the same is paid.

10.4. The applicant prays for a direction to the respondents for release of the applicant from Dept. of Post to enable him to join his parent department i.e. Bharat Sanchar Nigam Ltd. by implementing various orders / letters / directives of the respondents, B.S.N.L authorities more particularly, as well as on consideration of representation vide annexure no. 13 of this application at an early date after clearing all arrear and current dues as applicable.

10.5. To grant any other relief that the applicant may be entitled to.

11. DETAILS OF INTERIM RELIEFS SOUGHT FOR

The applicant prays that pending disposal of the application

11.1. The applicant prays that this application is made for recording the applicants new designation ,i.e., Junior Telecom Officer (Civil)in place of Junior Engineer (Civil) in service book w.e.f 14.08.2001 (vide annexure no. 6).

11.2. The applicant prays for the grant of deputation allowance to the applicant w.e.f. 01.04.97 which was dropped vide office memorandum dated 13.03.97 (vide annexure no. 4) till he is released from the Dept. of Posts.

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dated 07.08.2002 (vide annexure no. 9) as well as ACP for 12 years due to the applicant w.e.f. 18.11.99 and to pay the same including the arrear salary w.e.f. 01.10.2000 with 16% interest till the same is paid.

11.4. The applicant prays for a direction to the respondents for release of the applicant from Dept. of Post to enable him to join his parent department i.e. Bharat Sanchar Nigam Ltd. by implementing various orders / letters / directives of the respondents, B.S.N.L authorities more particularly, as well as on consideration of representations vide annexure no. 13 of this application at an early date after clearing all arrear and current dues as applicable.

12. DETAILS OF POSTAL ORDER

A. Date *22/9/03*

B. Postal Order No. *84 485705 -*

C. Value *Rs 50/-*

D. Payable at *G.H.P. office.*

E. Name of Post Office : G.P.O, Guwahati.

13. LIST OF ENCLOSURES

As per Index.

.....Verification

VERIFICATION

I, Md. Newajuddin Laskar, Son of , resident of Vill. : Dhanipur, P.O : Sonaimukh, Dist. : Cachar, Assam, do hereby solemnly affirm and verify that the statements made in paragraphs 1, 2, 3, 3, 1 to 3, 4, 4, 5, 9..... are true to my knowledge and those made in paragraphs 3, 4, 6, 7, 7, 10, 7, 8, 10, 1 to 10, 4, 11, 1 to 11, 3. records are true to my information derived therefrom which I believe to be true and the rests are my humble submissions made before this Hon'ble. And I have not suppressed any materials, facts in this case.

And I sign this affidavit on this the 25th day of September, 2003 at Guwahati.

Md. Newajuddin Laskar

Signature

DEPARTMENT OF TELECOMMUNICATIONS

Annexure - I.

No. 16(5)87/TCC/SH/1475;

Dated Shillong, the 20-10-87

M E M O

Subject :- OFFER OF PROVISIONAL APPOINTMENT

The undersigned hereby offers Sh/1/SH/1/, Md. Nawajuddin Laskar A PURELY TEMPORARY POSTS OF Junior Engineer(c) on a pay of Rs. 1400/- per month in the scale of Rs. 1400-40-1800-EB-50-2300. The appointee will also be entitled to draw dearness and other allowances at the rates admissible under and subject to the conditions laid down in Rules and orders governing the grant of such allowances in force from time to time.

2. The appointment is provisionally for 6(six) months and is likely to continue. The appointment will take effect from the date. He/She actually joins duty and will continue until further orders. He/She will be on probation for two years if the appointment is continued beyond six months. The probation of two years is also liable to be extended by the appointing authority.

3. No Travelling Allowances will be paid for joining the duty.

4. The appointment carries with it the liability to serve in any part of India, where the Civil Engineering Wing (P&T) may have an organisation or where Civil Engineering Works may exist under other Wings of P&T Department. Other conditions of service will be governed by the relevant rules and orders in force from time to time.

5. The appointment may be terminated at any time without assigning any reasons with a month's notice. The appointing authority, however reserves the right to terminate the service forthwith or before the expiry of the period of notice by making payment of a sum equivalent to the pay and allowances for the period of the unexpired portion of notice. If, however, he/she wishes to resign, he/she will have to submit his resignation and give at least a month's notice and wait for its acceptance by the Government. In case the period of notice is less than one month, he/she will have deposit a sum equivalent to the pay and allowances for the period falling short of one month. But in case he/she goes away without the acceptance of resignation he/she be treated as having been dismissed from service with a disqualification for future employment under Central or State Government.

6. The offer is subject to the conditions that the produces before joining duty a Character Certificate from the head of the Educational Institution last attended by his and a similar Certificate from his/her last employer, if any, duly attested by a stipendiary 1st Class Executive Magistrate i.e. a District Magistrate or a Sub-Divisional Magistrate.

s.p.

contd..... 2/-

7. Original Certificate and Testimonials in support of Educational and Technical Qualifications experience and age should be produced before joining duty. If he/she is a Scheduled Caste/tribe or Anglo Indian, he/she should produce a Certificate to that effect from the Magistrate of the District concerned.

8. He/She will have to pass the Departmental Test in Rates, specifications and Simple Accounts within 2(two) years of his/her appointment, failing which he/she will be allowed ~~not~~ to draw his/her next increment.

9. If any declaration given or information furnished by the candidate is proved to be false or if the candidate is found to have willfully suppressed any material information he/she will be liable to removal from service and such other action as Government deem necessary.

10. If he/she has been employed any where previously he/she will have to submit a discharge certificate from his/her last employer.

11. His/Her appointment will be provisional subject to his/her Character and Antecedents being verified by the police authorities.

12. He/She will have to take an oath of allegiance to the Constitution of India as Established by Law, at the time of taking up the appointment.

13. No person who has more than one wife/husband living or who having a spouse living marries in any case in which such marriage is void by reason of its taking place during the life time of such spouse shall be eligible for appointment to serve ~~a~~ and provided that the Central Govt. may, if satisfied what there ~~are~~ special grounds for so ordering exempt any person from the operation of this rule.

14. He/She will have to undergo Medical Examination by the Civil Surgeon immediately after his/her joining the post of ensure his/her fitness for appointment in this Department. If, however he/she is found Medically unfit his/her services would be terminated after the expiry of the period of one month from the date of communication to him/her if the findings of the Medical Officer, if no appeal for a second Medical Examination is made by him/her during this period or after the case for second Medical Examination is finally decided, if such an appeal is made and accepted.

15. Whenever he/she is put in charge of stores he/she shall have to give Security for the amount fixed by the Department from time to time in cash or through fidelity bond or personal bond or personal surety from two permanent Government servants for the amount of security.

16. He/She shall have to produce all the certificates in original before he/she is allowed to join duty on the offered to him/her.

17. He/She will have to serve the Department for at least for two years after joining to the post offered to him/her. He/She may not be allowed to apply for outside employment except through U.P.S.C. within the probationary period of two years or more as the case may be.

... 3 ...

accepts

If he/she accepts the offer on the terms given above he/she should communicate acceptance and report for duty to the Assistant Engineer, Telecom Civil Sub-Division, Aizawl.

ON OR BEFORE 20-11-87. If no reply is received or the candidate fails to report for duty by prescribed date, the offer will be treated as cancelled.

H. Bagchi
20/10/87

(H. BAGCHI)

Superintending Engineer,
Telecom. Civil Circle,
Shillong.

To

Shri/Smti Md. Mewajuddin Laskar,
Vill: Dhanipur, P.O. Sonaimukh,
Dt : Cachar, Assam,
Pin: 788119.

Copy to :-

1. The General Manager Task Force, North Eastern Telecom. Region, Gauhati with reference to his letter No. TF/NE/Staff-101 dt 29-7-87. for information please.
2. The Chief Engineer(C), Department of Telecom., South East Zone, Calcutta for information please.
3. The Superintending Engineer, Postal Civil Circle "Yogayog Bhawan"(4th floor), Calcutta - 700 012 for information please.
4. The Assistant Director General(CW), Department of Telecom., New Delhi with reference to letter No. 4-6/86-CSE(pt) dt 20-7-87 for information please.
5. The Executive Engineer(Civil), Telecom. Civil Division, Gauhati/Sorhat/Silchar.
6. The Executive Engineer(Civil), Postal Civil Division, Shillong.
7. The Assistant Engineer(Civil), Telecom. Civil Sub-Division, Imphal/Gauhati/Dhanipur/Agartala/Silchar/Shillong/Aizawl/Imphal/Shillong/Gauhati-II/Dibrugarh.
8. The Assistant Engineer(Civil), Postal Civil Sub-Division, Silchar/Gauhati/Tinsukia/Shillong.
9. Shri/Smti/Mrs Md. Mewajuddin Laskar, J.E(C).

10. Personal file.

H. Bagchi
20/10/87

Superintending Engineer,
Telecom. Civil Circle,
Shillong.

s.p.
14/90

Copy of letter no. 10-17/91-CSE dated 26th July 1993 received from K.S. Chandrasenan, Department of Telecommunications, New Delhi addressed to All CAs (Civil/Elect.), Chief Architect of DUT/DOP; All SEs (Civil/Elect.) SAs (Civil/Elect.), Senior Architect of DUT/DOP and others.

Subject: Formation of separate Civil Wing Cadre for the Deptt. of Post by bifurcation of Post and Telecom Civil Wing ceiling of option.

Sir,

In continuation of this of such letters of even Nos. Dated 9-6-1993 and 12-7-93 on the above subject I am directed to say that the Deptt. must have the clarification following :

(i) Transfer Liability

Transfer liability of officials opting for the Civil Wing of Deptt. of Post will remain as at present (in terms of territorial coverage), i.e., those officials whose transfer liability is presently restricted to territorial jurisdiction of the Telecom Circles will continue to retain the same transfer liability in territorial terms.

(ii) Payment of Deputation Duty Allowance

Deputation Duty Allowance shall be paid to the officials not opting for the Civil Wing of the Deptt. of Post but who are required to work in the Postal Civil Wing Units in terms of the orders/instructions issued by the Ministry of Finance on the subject from time to time, consolidated and reproduced under Appendix 5 to the Summary Compilation of P.R. SR. Part-I General Rule.

2. This may please be brought to the notice of all concerned for information and guidance.

Yours faithfully,

SJ/-
(K.S. CHANDRAHASAN),
ASSISTANT DIRECTOR GENERAL (CW)

DEPARTMENT OF TELECOMMUNICATIONS
OFFICE OF THE SUPERINTENDING ENGINEER : TELECOM CIVIL CIRCLE
SHILLONG

9.9.92/7/92/TCC/SH/1632

Dated...../8/93.

Copy for information and necessary action to :-

1. The Superintending Engineer, Telecom Civil Circle, Guwahati.
2. The Superintending Engineer, Telecom Elect. Circle, Guwahati.
- 3-7. The Executive Engineer, Telecom Civil Division, Shillong/Silchar/Dimapur/Guwahati/Jorhat.
- 8-9. The Executive Engineer, Postal Civil Division, Shillong/Guwahati.
- 10-11. The Executive Engineer, Telecom Elect. Division, Shillong/Guwahati.
12. All Asstt. Engineers, Telecom Civil Sub-Division.
13. All Asstt. Engineers, Postal Civil Sub-division. Shillong.
14. All Asstt. Engineers, Telecom Elect. Sub-Division.

E.C. to Superintending Engineer,
Telecom Civil Circle,
Shillong.

CD./6/8.

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS

No. 10-15/92-CWP

Dated: 19/5/1994

OFFICE MEMORANDUM

Subject: - Payment of Deputation Allowance.

1. Consequent on the Formation of Postal Civil Wing with effect from 1.4.1993, Deputation Allowance, as laid down in Appendix 5 of Swamy's Compilation of P.R. and S.R. - Part-I: Control Rules (Ninth Edition) is approved for payment w.e.f. 1.4.1993 to Group 'G' and Group 'D' officials of P&T Civil Wing, who have not opted for final absorption in the Department of Posts, but are required to work in the Civil Wing of the Department of Posts, due to exigencies of Service.

2. This is issued with the concurrence of Postal Financial Advisor under their U.O. No. 1400/PA/94 dated 12.5.94.

(S) M. ANTHONY
SUPERINTENDING ENGINEER(C)114, POSTAL
NEW DELHI-110001.

To:

1. The Chief Engineer (C), Postal South & East Zone, Bangalore.
2. All Dir. of Postmasters General & Postmasters, Boharpur with a copy for their Director of Postal Accounts.
3. Director (FA), Postal Directorate, New Delhi.
4. All Suptd. Engineers (C) / Suptd. Engineers (E) / Sr. Architects / Dptt. of Posts.
5. Suptd. Surveyor of Works (Postal), Dptt. of Posts, New Delhi.
6. All Executive Engineers (C) / Executive Engineers (E) / Architects, Dptt. of Posts with a copy for their Accounts Department.
7. The Accts. Dir. General (C), Dptt. of Posts, New Delhi.
8. All Suptd. Engineers (C) / Suptd. Engineers (E) / Sr. Architects, Dptt. of Posts.

(S) M. ANTHONY
SUPERINTENDING ENGINEER(C)114, POSTAL

Ref. 10-15/92-CWP/DO/Deputation Allowance
Government of India
Ministry of Communications
Department of Posts
Circular No. 1000
(1997)

Dated 10/7/97, 3.97

OPACB MEMO NO. 1000

Subject: Payment of deputation allowance.

Payment of deputation allowance to officials in Group 'C' & 'D' who have opted for the Civil Wing of the Department of Telecommunications, but are required to work in the Civil Wing of the Department of Posts, was approved upto 31.3.96 vide this Office Memo No. 10-15/92-CWP dated 19.5.94, which was subsequently extended upto 31.3.97 vide memo on even no. dated 21.5.95.

The normal period of deputation with deputation allowance is four years. All officials who complete the four year deputation by 31.3.97, and are required to continue in the Civil Wing of the Department of Posts, due to non-issue of orders by 19.5.94, will not be entitled for payment of deputation allowance beyond 31.3.97.

All concerned M.C. to forward accordingly.

M.D.C. to forward following.

(S. MISTRY)
Supplementary Engineer(C) H/IRS.

Copies to:

1. The Chief Engineer(C), South & East Zone, D.O.P., No. 100, 'Sarvatakhali' Hostel, 6th Cross, Andhraigar, Bangalore-560 009.
2. All O.P.D. / P.D. with a space copy for their D.A.(P).
3. Director(P), Posts Directorate, New Delhi-1.
4. All SAs(C) / (B) / (D), D.O.P.
5. The I.A.(P), Dak Bhawan, New Delhi-1.
6. All IAs(C) / (B) / Architects of D.O.P., with a space copy for their DAs.
7. The ADD(C), M.O.T., Sector 67, New Delhi-1.
8. All SAs(C) / (B) / DAs, D.O.T.

(S. MISTRY)
Supplementary Engineer(C) H/IRS.

Dated 19-03-99.

OFFICE ORDER

Consequent upon Department of Post's letter No. 10-15/92-CWP/
Repatriation did 28-10-98, following Junior Engineers (C) working under Postal Civil
Wing are hereby repatriated to their original unit of Telecom Civil Wing with immediate
effect and transferred/posted in the interest of public service.

<u>Sl.No.</u>	<u>Name of official.</u>	<u>Present place of posting.</u>	<u>New place of posting.</u>
1.	Sri Amup Kr. Roy	A.E.(C), PCSD, Silchar.	E.E.(C), TCD, Guwahati against existing vacancy.
2.	Md. Newajuddin Laskar	A.E.(C), PCSD, Silchar.	A.E.(C), TCSD, Dibrugarh vice Sri N.L. Sil.
3.	Md. Tajuddin Choudhury	A.E.(C), PCSD, Guwahati.	A.E.(C), TCSD-I, Jorhat vice Md. Babul Hussain.
4.	Sri S. Das Purkayastha	A.E.(C), PCSD(NER), Silchar.	S.E.(C), TCC, Guwahati. against existing vacancy.
5.	Sri Dilip Kr. Borah	A.E.(C), PCSD, Shillong.	C.G.M.T., Guwahati vice Sri Santanu Choudhury.
6.	Sri Horomohan Das	C.P.M.G., Guwahati.	S.E.(C), TCC, Jorhat against existing vacancy.
7.	Sri Tapan Kr. Borah	A.E.(C), PCSD, Guwahati.	A.E.(C), TCSD, Tezpur against existing vacancy.
8.	Md. Anwar Hussain	A.E.(C), PCSD, Jorhat (Tinsukia section).	A.E.(C), TCSD, Pasighat against existing vacancy.
9.	Sri Sanjib Kr. Maitra	A.E.(C), PCSD, Guwahati.	A.E.(C), TCSD, Kohima against existing vacancy.

19/3/99
Superintending Engineer(HQ),
O/o the Chief Engineer (O),
Telecom, N.E.Zone, Guwahati.

Copy for information and necessary action to:-

- 1-2. The C.G.M.T., Assam Circle, Guwahati/ N.E. Circle, Shillong.
- 3-4. The C.P.M.G., Assam Circle, Guwahati/ N.E. Circle, Shillong.
- 5. The Chief Engineer(C), DOP, South East Zone, Bangalore.
- 6. The Director (BW), Sanchar Bhawan, 20, Ashoka Road, New Delhi.
- 7-10. The S.E.(C), Telecom Civil Circle, Guwahati/ Jorhat/ Shillong/ Silchar.
- 11. The S.E.(C), Postal Civil Circle, Calcutta.
- 12-15. The E.E.(C), Telecom Civil Division, Guwahati/ Jorhat/ Itanagar/ Dimapur.
- 16-17. The E.E.(C), Postal Civil Division, Guwahati/ Shillong.
- 18-19. The A.O.(TA), O/o the C.G.M.T., Assam Circle, Guwahati/ N.E. Circle, Shillong.
- 20-21. The A.O.(PA), O/o the C.P.M.G., Assam Circle, Guwahati/ N.E. Circle, Shillong.
- 22-26. The A.E.(C), Telecom Civil Sub-division, Jorhat-I/ Dibrugarh/ Tezpur/ Pasighat/ Kohima.
- 27-31. The A.E.(C), Postal Civil Sub-division, Guwahati/ Jorhat/ Shillong/ Silchar/ Silchar(NER).
- 32-40. Official concerned through concerned offices.
- 41. File No. 1(44)94/CE-NEZ/GH
- 42. Guard file.

W.W.W.W. 1936
Executive Engineer(HQ)
O/o the Chief Engineer(C)
Telecom, N.E. Zone, Guwahati

BHARAT SANGHAR NIGAM LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE)
OFFICE OF THE CIVIL ENGINEER (CIVIL)
ASSAM CIVIL ZONE, 2ND FLOOR,
MITRA BUILDING, ASURAM ROAD,
ULUBARI, GUWAHATI - 781007.

6/1(140)/2001/CE-ASM/CH/1/459

Dated: 22-11-2001.

OFFICE OF THE CROWN

In pursuance of BSNL, New Delhi's publication of Recruitment Rule for Junior Telecom Officer(Civil), 2001, Issue No:-1 dated 14th August, 2001, para No:-10 (i) and (ii) circulated by ADT(Recr.), O/o the Chief General Manager, Assam Circle, Guwahati and subsequent clarification received from ADT(Pers-IV), BSNL, H.O, New Delhi vide letter No:-15-7/2001-Pers-IV dttd. 23-10-2001 circulated by ADT(Estt), O/o the CGMT, Guwahati, the following Junior Engineers(Civil) holding the post of JE(C) on regular Basis in the erstwhile DTO/DOT/DTs before commencement of these recruitment rules and exercising option for absorption in BSNL which have been accepted by the Competent authority, shall deemed to have been appointed as Junior Telecom Officer(Civil) and re-designated as Junior Telecom Officer(Civil) W.E.F 14-08-2001.

S.No	Name of the Officials	Date of Confirmation as JE(C) in D.O.T.
1	Shri/Md. Smt.	
2	DISWAJIT DAS	14-12-89 vide SE(C),TCC,Shillong's letter No:- 8(2)/88/TCC/SII/682 dtd. 29-03-94
3	KRISHNENDU SARKAR	09-11-89 - do -
4	SANTANU CHOUDHURY	20-11-89 - do -
5	NEWAJUDDIN LASKAR	02-11-89 - do -
6	LOTABUDDIN LASKAR	06-11-89 - do -
7	RAJAT KANTI DAS	29-02-90 - do -
8	TAJUDDIN CHOUDHURY	30-10-89 - do -
9	ARJUN C.I.DAS	18-12-89 - do -
10	NILESHJI	11-11-89 - do -
11	S.DAS PURUKAYASTHA	09-11-89 - do -
12	DILIP KR.BORAH	18-11-89 - do -
13	SWAPAN KR.BARUAH	11-11-89 - do -
14	SHARMOLIAN DAS	09-12-89 - do -
15	PRADIPAT C.I. DUTTA	28-01-90 - do -
16	PRADIP KR. DAS	13-10-91 - do -
17	SAFUR ALI AKANDA	09-10-94 vide CE(C),DTS,Guwahati's letter No:-5(4)/99/CII-NI/2/GI/2474 dtd. 21-02-2000
18	TAPAN KR.PORAH	16-10-94 - do -
19	TAMASH R. CHOUDHURY	21-09-94 - do -
20	BABUL HUSSAIN	16-09-94 - do -
21	BISHNU PADA ADHIKARI	09-10-94 - do -
22	S.K.CHAKRABORTY	29-09-94 - do -

Sl No	Name of the Officials	Date of Confirmation as JE(CC) in DOT
22	TAPAS SANKAR DEY	23-09-94 - do -
23	SAMIR DAS	18-09-94 - do -
24	RAJESWAR BISWAS	29-09-94 - do -
25	NIKHIL DEB	14-10-94 - do -
26	ANWAR HUSSAIN	29-09-94 - do -
27	SANJIB KUMAR MAITRA	25-09-94 - do -
28	SUKUMAR DUTTA	08-10-94 - do -
29	JAYANTA INGTI	12-09-94 - do -
30	APURBAJIT BAYAN	18-05-96 - do -
31	RANJAN BHUYAN	19-05-96 - do -
32	C.R. BARUAH	20-05-96 - do -
33	S. PARVEEN LASKAR	11-03-96 - do -
34	SAMIR KUMAR BANIK	19-05-96 - do -
35	TAPAN KR. DAS	19-05-96 - do -
36	RANADHIR DEY	18-03-96 - do -

NOTES:-

- The Continuous regular Service of the above officials rendered in erstwhile DTO/DTS/DOT before commencement of these Recruitment Rules shall count for the purpose of probation, qualifying Service for promotion, Confirmation and Pension.
- Out of total 38 nos of junior Engineer(C) in Assam Civil Zone only 36 nos junior Engineer(C) has been found eligible for re-designation as junior Telecom Officer(Civil) as per conditions in new Recruitment Rule for JTO(C) and subsequent clarifications in the matter received from ADG(Pers-IV), BSNL, HQ, New Delhi.
- Shri Dibakar Das JE(C), has been found ineligible for appointment as Junior Telecom Officer(C) as the official is yet to be confirmed in his initial cadre.
- Shri Bhaskar Goswami JE(C), also can not be considered for appointment as JTO(C) due to non fulfillment of the conditions of the Recruitment Rule for JTO(C).
- It is further clarified that no pay scale of any of the above officials redesignated as JTO(C) should be changed/revised till further orders. The Effective date of implementation of proposed new scale for above mentioned JTO(C) will be notified after issue of approval of BSNL, HQ. Till then all the above officials will continue in their original/existing pay scale.

23/11/01
Supdt. Engineer(A&T),
O/o the Chief Engineer(C),
BSNL, Assam Civil Zone,
Guwahati.

Copy to:-

- The Chief General Manager, BSNL, Assam Circle, Guwahati.
- The Supdt. Engineer(C), BSNL, Civil Circle, Guwahati/Jorhat.
- The Executive Engineer(C), BSNL, Civil Division, Guwahati/Tezpur/Jorhat/Silchar (Assam).
- All the officials concerned through their Controlling Officer.

23/11/01
Asst. Engineer (Admn-II),

23/11/01
C. Anna

GOVERNMENT OF INDIA
DEPARTMENT OF TELECOMMUNICATIONS

No : 07-1/ Assam/civ.1 wing/ SIND- 06/2001 Dated : 18-5-2001

ORDER

Subject : Permanent absorption of Shri/Smt..... Md. Neway Uddin Laskar
 Designation..... JE (C) Staff No. Assam/CE(C)/Gr.C
 in Bharat Sanchar Nigam Limited. JE (C) / 3006.

1. Pursuant to letter No. BSNL/4/SR/2000 dated 2.1.2000 on the above subject and in accordance with the provisions of Rule 37-A of CCS (Pension) Rules, as amended from time to time sanction of the President is hereby conveyed to the permanent absorption of Shri/Smt/Kumari..... Md. Neway Uddin Laskar a permanent/temporary employee of the Department of Telecommunications, in BSNL, with effect from the date and under the terms and conditions as indicated below :

2. Date of effect : The permanent absorption shall take effect from 01.10.2000, forenoon.

3. Pension/Gratuity : Shri/Smt/Kumari..... Md. Neway Uddin Laskar shall be eligible for pensionary benefits including gratuity as per the provisions of Rule 37-A of the CCS (Pension) Rules as amended from time to time.

4. Family Pension : The family of Shri/Smt/Kumari..... Md. Neway Uddin Laskar shall be eligible for family pension as per provisions of Rule 37-A read with Rule 54 (13-B) of CCS (Pension) Rules 1972 as amended from time to time.

5. Regulation of Pay on absorption : To be regulated in terms of para 4 of DOP & PW O.M. No. 4/18/87-P&PW(D) dated 5.7.1989.

6. Leave : The Earned leave and Half Pay Leave at the credit of Shri/Smt/Kumari..... Md. Neway Uddin Laskar stands transferred to BSNL on the date of absorption as provided for under Sub-rule 24 (b) of Rule 37-A of the CCS (Pension) Rules.

7. Provident Fund : The amount of subscription together with interest there on standing to the credit of Shri/Smt Kumari..... Md. Neway Uddin Laskar in the General Provident Fund account will be transferred to his/her new Provident Fund account under the BSNL as provided for under Sub-rule 24 (b) of Rule 37-A of the CCS (Pension) Rules, as amended from time to time.


 (Sanjeev Narang)
 Director (Estt.) Assam DOT

To,
 Chairman and Managing Director,
 Bharat Sanchar Nigam Limited,
 20, Ashoka Road, New Delhi.

Copy to :

1. CE(C) PCD: Silchar SSA/Officer in-charge for maintaining the service book for keeping this order in the service book along with suitable entries.
2. Officer concerned. Md. Neway Uddin Laskar
3. CGM of the concerned recruiting Circle. Assam Telecom circle.

S. C. DUTTA
Secretary to the Govt. of India
Director General, Posts &
Chairman, Postal Services Board

Secretary to the Govt. of India
Director General, Posts &
Chairman, Postal Services Board

ANNEXURE - 8

मार्गदर्शक तारीख
दिल्ली से दूर स्थान विवरण
दाक घराना, रामगढ़ घराना,
दिल्ली ११० ००१

Department of Posts, India
Ministry of Communications & IT
Dak Bhawan, Sanchar Marg
New Delhi-110 001

DO No. 18/5/2002-Bldg

Dt. 25.02.02

Dear Sh. Ghosh,

Please refer to your DO letter no. 10-17/91-CSE dt. 07.02.02
regarding repatriation of Telecom Civil Wing staff (now under BSNL)
working in Department of Posts.

2. 129 Group 'C' and Group 'D' employees who have opted for BSNL and working in the Department of Posts could not be relieved so far as their posting orders are yet to be issued by DOT/BSNL. These officials will be relieved forthwith on receipt of their posting orders with the exception of six JEs posted in North East and three in Orissa, keeping in view the unavoidable requirements of ongoing projects.

3. These officials will be relieved by May, 2002 when alternate arrangements are in place.

With best regards,

J. DDC CBY

Yours sincerely,

(SC Dutta)

PL issue direction
to those JEs where
repatriation is held up
+ to issue posting order
+ to Sh. Shyamal Ghosh
Secretary
Dept. of Telecommunications
Sanchar Bhawan
New Delhi-110001

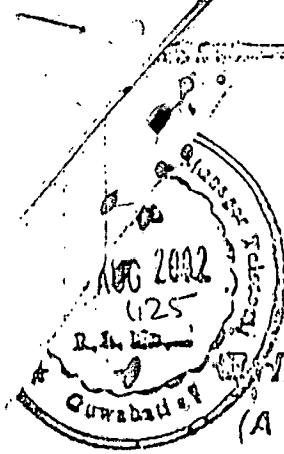
204
28/2/2002

625/6(2)/60201

961/6
26/2/02

25/2

1057



31
BSNL (125)
Bharat Sanchar Nigam Ltd.

GUJARAT SANCHAR NIGAM LTD.

43
DGM (Acting) & Annexure - 9
for NTA
Supplementary
H- UTS do
In
20/8

**GUJARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)**

*Statesman House, Barakhamba Road
New Delhi-110 001*

No. BSNL/ 26 /SR/2002

Dated 07 -08-2002

OFFICE ORDER

Sub: Introduction of IDA Pay Scales w.e.f. 1-10-2000 in replacement of existing C.D.A. Pay Scales for Non-Executive Staff (Group 'C' and 'D') absorbed from DOT/DTS/DTO in BSNL w.e.f. 1-10-2000.

In pursuance of Agreement dated April 26, 2002 signed with new Applicant Unions in connection with above and the approval of BSNL Board of Directors and the approval of Department of Telecommunications Vide letter No. 1-35/Estd-2002 dated 7.8.2002 the IDA Pay Scales in replacement of existing C.D.A. Pay Scales, effective from 1-10-2000 will be as under: -

Category of Non-Executives	Existing C.D.A. Scales of Pay on 01-01-1996	Corresponding BSNL Scales of Pay on IDA Pattern w.e.f. 01-10-2000
NE-1	2550-55-2660-60-3200	4000-120-5800
NE-2	2610-60-3150-65-3540	4060-125-5935
NE-3	2650-65-3300-70-4000	4100-125-5975
NE-4	2750-70-3800-75-4400	4250-130-6200
NE-5	3050-75-3950-80-4590	4550-140-6650
NE-6	3200-85-4900	4720-150-6970
NE-7	4000-100-6000	5700-160-8100
NE-8	4500-125-7000	6550-185-9325
NE-9	5000-150-8000	7100-200-10100
NE-10	5500-175-9000	7800-225-11175
NE-11	6500-200-10500	8570-245-12245

2. Fixation Method:

Pay-fixation in IDA pay scales will be done in the following manner:

The Group C and D employees who opted for absorption in BSNL were on deemed deputation w.e.f. 01-10-2000 i.e. from the day BSNL was formed. Therefore, new Pay Scales

In case of any doubt/clarification with regard to implementation of any clauses of this Office Order, the same may be referred to the undersigned for clarifications, before implementation.

Ganesh Chandra Jha
Jt. DDG (Pers.)

Copy to:

1. All CGMs, BSNL
2. All JEAs, BSNL
3. All Sr. DDsG/DDsG, BSNL, Corporate Office, New Delhi.
4. All New Applicant Unions of BSNL.

Copy for information to:

1. Chairman, Telecom Commission, Sanchar Bhawan, New Delhi
2. All Members, Telecom Commission, Sanchar Bhawan, New Delhi
3. Adviser (HRD), Telecom Commission, Sanchar Bhawan, New Delhi.
4. Sr. DDC(SU)/DDG(SR)/DDG(Estt.), DOT, Sanchar Bhawan, New Delhi
5. CMD, BSNL Board, Statesman House, New Delhi.
6. All Directors, BSNL Board, Statesman House, New Delhi.

Bharat Sanchar Nigam Limited
(A Government of India Enterprise)
6th Floor, Chandra Lok Building, Janpath, New Delhi - 110001

ANNEXURE - ~~5~~

- 10 -

No. 20-1/2002-CSE

Dated: 7.2.2003

To:

All Principal Chief Engineer (Civil)
Bharat Sanchar Nigam Limited,
All Chief Engineer (Civil),
Bharat Sanchar Nigam Limited
(except Trivandrum, Shimla, Dehradun, Bhopal)

Sub: Regarding repatriation of Group C&D staff from Deptt. of Posts to BSNL.

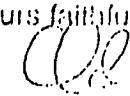
Sir,

I am directed to say that on the basis of information furnished by various zones, a number of Group C&D posts were diverted to various zones vide order of even number dated 4.2.2002 in order to accommodate BSNL optees working in the Department of Posts.

2. The staff federation has represented that a number of Civil Wing employees who had opted for BSNL are still working in the Postal Department. You are accordingly requested to intimate whether all the BSNL optees working in BSNL have been repatriated to BSNL. If any BSNL optees are still working in DOP, immediate action may be taken to get them repatriated to BSNL.

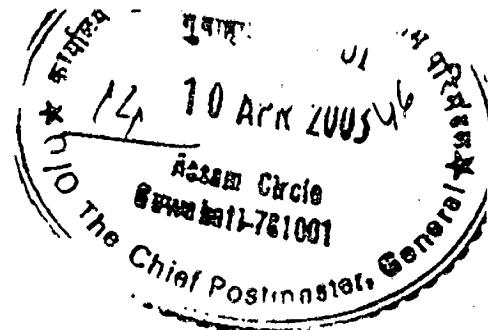
3. This information may kindly be furnished urgently latest by 15.2.2003.

Yours faithfully,


 (Chandra Bhushan)
 J.I.DDG(BW)

Office of the
Chief Engineer (Civil)
BSNL, Aswan Zone, Guwahati.
Dy No.
Date.....

2003
13/2/03
0-12-1
13/2/03



BIHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)

OFFICE OF THE CHIEF ENGINEER (CIVIL)
ASSAM CIVIL ZONE, 2ND FLOOR,
MITRA BUILDING, ASHRAM ROAD,
ULUBARI, GUWAHATI - 781007.

Annexure
- II

No: 1 (150)/2003/CE-ASM/GH/ 397

Dated: 09.04.2003.

OFFICE ORDER

The following transfer /posting in the cadre of JTO(C) presently working in the postal side from the strength of BSNL Assam Civil Zone, Guwahati are made in the interest of public service with immediate effect.

SlNo	Name of the Official	Presently working at	New Place of posting	Remarks
1	Md. Newaiuddin Laskar JTO(C)	PCSD.Silchar	CSD, Dibrugarh	Against existing vacancy
2	Shri Harmohan Das JTO(C)	O/o the CPMG, Guwahati.	CSD II, Jorhat	do
3	Shri Dilip Kumar Boro JTO(C)	PCSD,Shillong.	CSD-II, Guwahati	do
4	Shri Tapan Kr. Borah JTO(C)	PCSD,Guwahati	CSD,Tezpur	do
5	Shri Md.Anwar Hussain JTO(C)	PCSD,Jorhat	CSD-IV, Guwahati	do
6	Shri Sanjib Kr.Maitra JTO(C)	PCSD,Guwahati.	CSD-V, Guwahati	do

Par. 2 - 09/4/2003
Executive Engineer(Admin)
O/o the Chief Engineer(C),
BSNL, Assam Civil Zone,
Guwahati.

Copy to -

- ✓ 1) The CPMG, Assam Circle, Guwahati.
- 2) The SE(C), Postal Civil Circle, Kolkatta
- 3-4) The Executive Engineer(C), PCG, Guwahati/Shillong
- 5-9) The AE(C), PCGD, Silchar/Ghillong/Guwahati/Jorhat.
- 10-15) The Official Concerned.

Par. 2 - 09/4/2003
Executive Engineer(Admin)

BRARAT SANCHAR NIGAM LIMITED
 A GOVERNMENT OF INDIA ENTERPRISE
 OFFICE OF THE CHIEF ENGINEER (CIVIL)
 ASSAM CIVIL ZONE, 2nd FLOOR,
 MITRA BUILDING, ASTRAM ROAD,
 GUWAHATI, GUWAHATI - 781007.

No: 1(50)/2003/CE-ASM/GH/ 397

Dated: 09.04.2003.

OFFICE ORDER

The following transfer /posting in the cadre of JTO(C) presently working in the postal side from the strength of BSNI, Assam Civil Zone, Guwahati are made in the interest of public service with immediate effect.

S/No.	Name of the Official	Presently working at	New Place of posting	Remarks
1	Md. Newaiuddin Laskar JTO(C)	PCSD, Silchar	CSD, Dibrugarh	Against existing vacancy
2	Shri Harrnohan Das JTO(C)	O/o the CPMG, Guwahati.	CSD II, Jorhat	do
3	Shri Dilip Kumar Boro JTO(C)	PCSD, Shillong.	CSD-II, Guwahati	-do-
4	Shri Tapan Kr. Borah JTO(C)	PCSD, Guwahati	CSD, Tezpur	-do-
5	Shri Md Anwar Hussain JTO(C)	PCSD, Jorhat	CSD IV, Guwahati	-do-
6	Shri Sanjib Kr. Maitra JTO(C)	PCSD, Guwahati.	CSD-V, Guwahati	-do-

Executive Engineer(Admin)
 O/o the Chief Engineer(C),
 BSNL, Assam Civil Zone,
 Guwahati.

Copy to:-

- 1) The CPMG, Assam Circle, Guwahati.
- 2) The SE(C), Postal Civil Circle, Kokitalia
- 3-4) The Executive Engineer(C), PCII, Guwahati/Shillong
- 5-6) The AE(C), PCSD, Silchar/Shillong/Guwahati/Jorhat.
- 10-15) The Official Concerned.

Executive Engineer(Admin)

To,

The Executive Engineer(C),
Postal Civil Division,
Guwahati.

- 36 -

Annexure - B

(Through the proper channel)

Sub: - Prayer for release.

Sir,

This application is remainder no.-2 and in continuation of my earlier letter no.- NIL dated 09-06-2003 and 23-06-2003.

That sir, as per O/O the Chief Engineer, BSNL, Guwahati office order no.- 1(150)/2003/CE-Asm/GH/398, dt.: 09-04-2003 and its partial modified order no.- 1(80)/2003/CE-Asm/GH/552 DT. 29-05-2003, I have been transferred and posted in BSNL Civil Sub: Division-II, Silchar as a J.T.O (Civil).

That sir, I am no more interested to working in Postal side, because I am not getting prevailing deputation allowances and other legitimate claims since long.

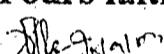
That sir, my counterparts those working in DOT and subsequently in BSNL are getting IDA pay scale, which is more financially beneficial than the CDA pay scale.

That sir, it is very unfortunate that in spite of my several appeal to fulfill the legitimate claims, nothing efforts are being made by the authority so far to look into the matter.

Therefore once again I request you to kindly release me immediately, otherwise, I will be left no other alternate but to take the shelter of law for redressed.

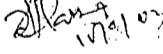
Thanking you in anticipation.

Yours faithfully


(Md. Newaj Uddin Laskar)
Junior Engineer (Civil)
Postal Civil Sub: Division
Silchar.

Copy to:-

- 1) The Chief Engineer©, BSNL, Guwahati for information please.
- 2) The Chief Postmaster General, Assam Circle, Guwahati for kind information please.
- 3) The Supdt. Engineer (P), Postal Civil Circle, Kolkata for information please.


Junior Engineer (Civil)
Postal Civil Sub: Division
Silchar.

**ALL INDIA JUNIOR ENGINEERS
ASSOCIATION
TELECOM CIVIL WING
CENTRAL BODY**

[Recognised by D.G(P&T) vide letter No. 15-2, 80-SR dt 3-7-80. Again
Recognised under CCS(RSA) Rules 1993 vide letter No. 13-1-85-SR(Vol.V) dt.
1-12-95 Department of Telecommunications, Govt of India]

(Central Head Quarter:)

GROUND FLOOR, TELEPHONE EXCHANGE, POLLACHI-642001, TAMILNADU.

Shri SHANTANU CHOUDHURY
President
Ph: 03842-230516(O)
03842-267466(R)

Shri.M.GUNASEKHARAN
General Secretary
Ph: 04259-220250(O)

Shri. R.RAVI
Treasurer
Ph: 0422-2432203(O)
0422-2629200(R)

Web Site: <http://aijea.tripod.com>

E-mail: bsnlje@rediffmail.com

(1) To

The Chief Post Master General
Assam Postal Circle
Mehgdoott Bhawan
Guwahati-781001.

(2) To

The Chief Post Master General
N.E.Postal Circle
Shillong-793003

(3) To

The Chief Enginner(Civil)
BSNL, Assam Circle
Guwahati-781007

(4) To

The Chief Engineer(Civil)
BSNL, N.E.circle
Shillong-793001

(5) To

The Chief Engineer(Civil)
Department of Post
Bangalore.

(6) To

The Superintending Engineer(Civil)
Postal Civil Circle
Yogayog Bhawan
36, C.R. Avenue
Kolkata-700012.

Sub: Repatriation of Junior Engineers now re-designated as Junior Telecom
Officer from DOP to BSNL.

Respected Sir,

The above matter is best known to You. Needless to
explain further. The Junior Engineers working under the Postal Wing are

facing unaccountable humiliation without any fault of their own, on account of administrative negligence & due to red tapism of bureaucracy. It is very unfortunate to state that inspite of clear cut directives & standing orders pertaining to deputation, the same is bluntly & intentionally being overlooked by the concerned authorities.

We are acquainted with the fact that the Postal Authority is best known for the strict adherence & following of rules pertaining to welfare of Staffs & Establishment. But unfortunately here it draws blank.

We most regrettfully mention that inspite of issuing of several orders pertaining to repatriation it is not been honoured by the postal authority. In the recent past another order related to repatriation was issued by the Chief Enginner(civil), Guwahati but it seems to fall in deaf ears of Postal authority.

It is very unfortunate that the Junior Engineers deputed to the Postal wing are deprived of their legitimate claims. No sincere efforts are being made by the concerned authorities so far to look in to the matter. This is a distinctive example of forceful violation of standing norms & orders who are supposed to be known as best protector of the same.

It is also learnt that the process of repatriation of Junior Engineers working in all other circles except Assam & N.E circle had been completed long back.

Our Association has taken a serious view on this matter & requesting you to initiate immediate necessary action to repatriate all the Junior Engineers working under Postal wing.

In view of this, We are in the opinion that a amicable & a judicious decision will be taken by the Postal authority as well as concerned Chief Engineer (Civil) of Assam & N.E. circle to get the officials repatriated.

If the process of repatriation is not completed by 31-07-03 We will be left with no other alternative but to take the shelter of Law for redressal.

Hope good sense will prevail over RED TAPISM.
Thanking you in anticipation of positive response.

Yours Faithfully

(Shantanu Choudhury)
President, AIJEA(CHQ)

Address for Communication:

Shantanu Choudhury
President AIJEA(CHQ)
BSNL, Civil Sub-division-I
Tarapur
Silchar-788003.
Ph no: 03842/230516(O)/267466(R)

Copy to :

1) All the J.E(JTO) working under DOP. *Sn. J. K. Borah, Pcsd/Chilly.*
2) The Circle Secretary, AIJEA, Assam & N.E. Circle, Guwahati.

Seeed by 26/6/03
(Shantanu Choudhury)
President, AIJEA(CHQ)

BHARAT CHANCHAR NIGAM LIMITED
(A GOVT. OF INDIA ENTERPRISE)
OFFICE OF THE CHIEF ENGINEER
ASSAM CIVIL ZONE: GUWAHATI

No.1(150)2003/CE-ASM/GII/ 835

Date: 05/08/2003

To:

The Superintending Engineer
Postal Civil Circle
Yogayog Bhawan,
36,C.R.Avenue
Kolkata-700012

Sub:- Re: Repatriation of Junior Engineers now re-designated as Junior Telecom Officer from
DOPT to BSNL.

Re:- This office letter No.1(150)/2003/CE-ASM/GII/398 dtd 09/04/2003.

Kindly refer to the above subject under reference. I am further directed you to request for
immediate necessary action to relieve all the J.T.O's as per JT/DDG(BW), New Delhi Lt.No.23-
1/2003/CSE dtd.7/02/2003.

Your early action in this regard is solicited.

06/06/03
Executive Engineer(Admin.)
O/o the Chief Engineer
BSNL, Assam Civil Zone
Guwahati.

N.L.O.

Copy to:- The President, AIJEA(CHQ) for information with ref. to his
Lt.No.01/AIJEA/President/Corr./01 dtd.26/06/03.

06/06/03
Executive Engineer(Admin.)
O/o the Chief Engineer
BSNL, Assam Civil Zone
Guwahati.

Department of Posts, India
(Ministry of Communications)
Dak Bhawan, Sansad Marg,
New Delhi-110 001

ANNEXURE

-16-

DATA
TIME (ESTIMATED)
10/10/10, 00:02:00
01/22/03

30-3/2001

Dear Sirs Chicago,

United Nations

100

grovianus being rec.

about matters relating to pay, leave, medical and other claims etc. and other benefits and facilities available to the employees in accordance with the terms and conditions of their appointment. While such individual representations to the Directorate and even sometimes to the hon'ble Ministers, cannot be totally precluded, I find that in many of these cases the primary reason for the grievance expressed is the hopelessly inadequate response received initially from the concerned authority in the Circle where the grievance was first taken up. In many of these cases, the replies received from the subordinate management levels and enclosed with the representations, clearly show a general lack of application and also very poor expression. You will appreciate that in the face of such ineffective and apparently unsatisfactory response from different levels in the Circle, the aggrieved individual feels motivated to represent his case to the Directorate.

As a labour intensive organization, one of the first principles of human resource management that all of us have to remember is to ensure prompt and effective resolution of legitimate staff grievances. I have felt the need to write to you in this regard so that you give due attention to this important aspect of management and also exhort your subordinate officers to do the same. I would once again request you to ensure prompt and effective attention to each and every individual representation received at different levels in your Circle. Specific care should be given to see that the reply, in whichever language it is issued, is correctly worded so as to convey the right facts and also to make easier the rationale for the decision taken. It may be necessary for you to take suitable notice of any callousness on the part of the officers signing such final replies and which are found to be totally inadequate in terms of the requirements that I have spelled out here.

Please acknowledge receipt of this letter.

With regards,

Shri Vijay Chitale,
CPMG, Shillong.

Yours sincerely,

J. S. DUTTA

42
12/16/03
Copy of the letter No. 12/3/96/6/2002-EMR(A) dated 11-01-2002
from Arvind Srivastava, Section Officer (Emr. (1)) Ministry of Communications,
New Delhi, addressed to All Civil Secretaries/Deputy and officers,
Subject: Recommendation of the Committee on Grievances, regarding
representations made by the Government employees,
requiring examination in the Ministry/Department.

1. I am directed to forward herewith a copy of Ministry of
Personnel, Public Grievances & Petitions, Department of Personnel &
Training O.M. No. 2002/6/2002-EMR(A) dated 11-01-2002 on the above
mentioned subject for information and necessary action.

2. Copy of the ... letter No. 2002/6/2002-EMR(A) dated 11-01-2002
from Sridhar Ram, Deputy Secretary to the Govt. of India, Ministry of
Personnel, Public Grievances & Petitions, Department of Personnel and
Training. (PST.(A)DESK-I) Sub- As above.

OFFICE MEMORANDUM

The undersigned is directed to refer to the subject mentioned
above and to communicate the following decision of this Department on
per recommendations made by the Committee on Grievances, regarding -

1. A representation made by the Government employee requiring
examination only in a Ministry/Department should be disposed
of within a maximum period of six weeks and if copied and
inter-departmental communication, such representation should
be replied to normally within maximum period of three months.
2. Final reply sent to a Government servant on his representation
should be brief-contained, cover all the points raised by him
and in a case where the representation of the Government
servant is rejected, the grounds thereon should be clearly
indicated.

2. All the Ministries/Departments, therefore, are requested to
dispose all the representations made by the Government
employees accordingly.

No. 12/3/96/6/2002-EMR(A) dated 11-01-2002

Copy To

- 1-4. The Ex-Engineer, Portion Civil Division
Mkt. Calcutta, Maitree Bhawan
5. The S.W. Portion Civil Circle, Calcutta
6. The E.A. Wingman, C.C. Calcutta
7. State

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DEPARTMENT OF POSTAL SERVICES
OFFICE OF THE CHIEF POSTMASTER GENERAL, WEST BENGAL, KOLKATA-700012.

(1) The Postmaster-in-Charge, Portblair Postbox/Board Barrack Region/H.M.C.
(2) The Postmaster-in-Charge, Portblair Postbox/H.M.C./Management.
(3) The Director of Postal Services, Head Office/Kolkata Region/Management
of Postbox.
(4) The Director, Kolkata G.O.M./Management Postbox/H.M.C./Management
of Postbox, Portblair Postbox/H.M.C./Management.
(5) The Director of Accounts (Postbox), Kolkata Postbox/H.M.C./Management
of Postbox, Portblair Postbox/H.M.C./Management.
(6) The 321. Anchorage (Postbox) Kolkatta.
(7) The Anchorage (Postbox) Kolkatta.
(8) The Manager, R.M.O., Kolkata-700015.
(9) All 52. Supdt./Supdt. of Post Office/Postbox/H.M.C./Management
(10) All 53. Supdt./Supdt. of R.M.O./Management
(11) All 54. Supdt./Supdt. G.O.M./Management
(12) All 55. Supdt./Supdt. G.O.M./Management
(13) The Chief Postmaster, Bardhaman H.O., Kolkata-700007.
(14) The 341. Postmaster, Alipore H.O., Kolkata-700027.
(15) The Manager, R.M.O., Kolkata-700001.

Mo. 2002/1-32/12/01/Ch-1 Date at Kolkatta-700012. On 7-1-2002.

Subject: Recommendation of the Committee on Service regulations regarding compensation made by the Government to employees, requiring communication in the Ministry/Department.

The copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, O.M. No. 2002/1/6/2002-Basic (A) dtd. 11.01.2002 alongwith copy of Directorate of Posts No. 137-5/2002-SPP-TR dtd 29.12.2002/01-02 on the above mentioned subject are sent herewith for information and necessary action.

Enclosed are the following:

(1) All Section Officer of C.O., Kolkatta-700012.
(2) The Office Supdt. C.O., Kolkatta-700012.
(3) All Dy. Office Supdt., C.O., Kolkatta-700012.
(4) All Section Supervisor, C.O., Kolkatta-700012.

For, Chief Postmaster, General,
Postbox, Kolkatta-700012.

Concl.....2.

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6/5/02