

01/100

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

(DESTRUCTION OF RECORD RULES, 1990)

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O.A./T.A No. 222/2003

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SECTION OFFICER (Judl.)

FROM No. 4  
(SEE RULE 42)

CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH:

ORDER SHEET

Original Application No: 222/03

Misc Petition No: \_\_\_\_\_

Contempt Petition No: \_\_\_\_\_

Review Application No: \_\_\_\_\_

Applicants: - Md. Amowua Hussain

Respondants: - U. O. I. For.

Advocate for the Applicants: - Md. M. Chanda

Advocate for the Respondants: - Mrs. B. Seal

CASE

Notes of the Registry	Date	Order of the Tribunal
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This application is in  
form but not  
Certification Fee  
filed / not filed C  
for Rs. 50  
vide 120 B  
Dated 22.9.03  
485704  
25/9/03  
By Registrar

26.9.2003

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 three weeks.

List the case on 28.10.2003 before  
Division Bench alongwith O.A. 215 of 2003  
for admission.

K. B. Chandra  
Member

[Signature]  
Vice-Chairman

This is a Division Bench  
matter as stated by lear-  
ned counsel for the app-  
licant Mr. M. Chanda. Office  
to act accordingly.

bb  
28.10.2003

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.

Pendency of this application shall  
not deter the respondents from considering  
the case of the applicant for repatriation  
to the parent department.

K. B. Chandra  
Member

[Signature]  
Vice-Chairman

By Order

Te. empty above and  
order dated 26/9/03.

25  
26/9/03

bb

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

11/10/03

Order dt. 28/10/03  
Sent to D/Section  
for issuing to  
both the parties.  
7/11/03.

18.12.2003 Heard Mr. M. Chanda, learned  
counsel for the applicant.

List on 28.1.2004 for orders.

K. R. Pathak  
Member (A)

mb

20.2.2004 Heard Mr. M. Chanda, learned coun-  
sel 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.

K. R. 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.

K. R. Pathak  
Member (A)

bb

23.3.04

Copy of the order  
has been sent to the  
office for issuing the  
same to the applicant  
as well as to the  
respondents.

HS

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.)  
Deptt. 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)  
Deptt.of Posts, South East Zone  
Bangalore.
6. The Superintendent Engineer (Civil)  
Postal Civil Circle, Yogayog Bhaban  
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-11, 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.)  
Deptt. 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)  
Deptt. 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.)  
Deptt. 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, Meghdoot 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.)  
Deptt.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)  
Deptt. 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.)  
Deptt. 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

গোৱাহাটী অফিস  
Central Administrative Tribunal

25 SEP 2003

গোৱাহাটী বেঞ্চ  
Gauhati Bench

(An application under Section 19 of the Central

Administrative Tribunal Act, 1985)

ORIGINAL APPLICATION NO. 222 2003

Md. Anwar Hussain

Applicant

- Versus -

The Union of India & Others

Respondents

LIST OF DATES AND SYNOPSIS

25.09.92	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, Pasighat 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.
07.02.03	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, Jorhat is transferred to CSD – IV, Guwahati under B.S.N.L.

01.05.03

Applicants representation to the Executive Engineer (Civil), Postal Civil Division for his due allowances and his release from the Dept.

26.06.03

Representation of the All India Junior Engineers Association regarding some of their members who are still working in the Postal Dept. without any deputation allowance and benefits of revised pay scale etc.

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. 222 / 2003.

Md. Anwar Hussain

.....Applicant.

- Versus -

The Union of India and Others

.....Respondents.

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Filed by

(Sohali Seal)

Advocate

Filed by the petitioner  
Md. Anwar Hussain  
through me.  
Dashed Seal  
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. 222 / 2003.**

Md. Anwar Hussain

.....Applicant.

- Versus -

The Union of India and Others

.....Respondents.

**DETAILS OF THE APPLICATION**

1.

**PARTICULARS OF THE APPLICANT**

Md. Anwar Hussain,

S/o. Late Abdul Aziz,

R/o Vill. : Helcha, P.O : Naligaon,

Dist. : Barpeta, Assam.

A Junior Telecom Officer (Civil) under Bharat  
Sanchar Nigam Ltd. Presently serving as Junior  
Engineer (Civil) in Postal Civil Sub Division, Jorhat  
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, 1<sup>st</sup> Floor Amnity Block,  
Guwahati – 1.

A14

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 / 2721 dated 25.09.92 issued by the Superintendent Engineer, Telecom Civil Circle,



Shillong. Thereafter the applicant joined the post on 09.10.92 and was posted in O/o A.E. Postal Civil Sub Division, Jorhat.

The copy of the appointment Order dated 25.09.92 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.

AA

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, Jorhat to A.E, TCSD, Pasighat.

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** respectively.

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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 , Jorhat has been transferred to CSD - IV, Guwahati 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 01.05.03 to the Executive Engineer (C), Postal Civil Division, for his release from the Dept. and to grant transfer, grant of IDA pay scale and deputation allowances and allowances amounting to Rs. 9000/-.

The copy of the representation dated 01.05.03 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 relive all J.T.O's at the earliest.

All

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 there 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 01.05.03 (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).

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**12. DETAILS OF POSTAL ORDER**

A. Date : 22/9/03.  
 B. Postal Order No. : 86 685707,  
 C. Value : Rs 50/-.  
 D. Payable at : Guwahati.  
 E. Name of Post Office : G.P.O, Guwahati.

**13. LIST OF ENCLOSURES**

As per Index.

.....Verification

Contd...

## VERIFICATION

I, Md. Anwar Hussain, Son of Late Abdul Aziz, resident of Vill. : Helcha, P.O : Naligaon, Dist. : Barpeta, Assam, do hereby solemnly affirm and verify that the statements made in paragraphs ... 1, 2, 3, 4, 5, 7, 8 to 18, ..... are true to my knowledge and those made in paragraphs 3.1, 3.2, 3.3, 3.4, 6.1 to 6.17, 8, 10.1 to 10.9, 11.1 to 11.4, being a matter of 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 25<sup>th</sup> day of September, 2003 at  
Guwahati.

Md. Anwar Hussain  
Signature

DEPARTMENT OF TELECOMMUNICATIONS

NO. 16(5)37/TCC/SH/2721

Dated at Shillong, the 25.9.92

M E M

SUBJECT : OFFER OF PROVISIONAL APPOINTMENT.

The undersigned hereby offers 1/1/92 Mr. Anwar Hussain. A TEMPORARY PDSTS OF Junior Engineer (Civil) 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 will take effect from the date he/ 1/1/92 actually joins duty and will continue until further orders. He/ 1/1/92 will be on probation for two years. 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 within the co-ordination jurisdiction of this Circle in North-East Region as per orders issued from time to time and in special circumstances in any part of India. The appointee shall be liable for service within India in time of War or National Emergency. Other conditions of service shall 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/ 1/1/92 wishes to resign, he/ 1/1/92 will have to submit his resignation and give at least a month's notice and wait for its acceptance by the Government subject to fulfilment of Para-17 below. In case the period of notice is less than one month, he/ 1/1/92 will have to deposit a sum equivalent to the pay and allowances for the period falling short of one month. But in case he/ 1/1/92 goes away without the acceptance of resignation he/ 1/1/92 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 produce before joining duty a Character Certificate from the head of the Educational Institution last attended by his and a similar Certificate from his/ 1/1/92 last employer, if any, duly attested by a Stipendiary 1st Class Magistrate or a District Magistrate or a Sub-Divisional Magistrate.

Original Certificate and Testimonials in support of Educational and Technical Qualifications experience and age should be produced before joining duty. If he/ 1/1/92 is a Scheduled Caste/Tribe or Anglo Indian, he/ 1/1/92 will produce a certificate to that effect from the Magistrate District concerned.

Contd...2/

be to be  
Advocate

1. He/she will have to pay Rates, specifications and Simple Appointment, failing which he/she will not be allowed to draw his/her next increment.

2. 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.

3. If he/she has been employed anywhere previously, he/she will have to submit a discharge certificate from his/her last employer.

4. His/her appointment will be provisional subject to his/her Character and Antecedents being verified by the Police authorities and fulfilment of other requirements of appointment.

5. 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.

6. 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 and provided that the Central Govt. may, if satisfied what there special grounds for so ordering exempt any person from the operation of this rule.

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

8. 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.

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

10. 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.

11. If he/she accepts the offer on the terms given above he/she should communicate acceptance and report for duty to the O/o A.E., Postal Civil Sub-Divn., Jorhat, on or before 9.10.92.

12. If no reply is received or the candidate fails to report for duty by the prescribed date, the offer shall be deemed to be cancelled.

Superintendent  
Telecom Civil Sub-Divn.  
Shillong-8.

70  
Md. Anwar Hussain, C/o Md. Hazarat Ali, BSC  
Bagadi H.S. School, Via- Berpeta,  
Dist.-Barpeta (Assam)



- 

Adopted 19/08/03

Assistant Engineer (C)  
Postal Civil Sub-Division  
Jorhat - 785014

2-201416

Copy of letter no. 10-17/91-CSE dated 26th July 93 received from K.S. Chandrasekhar, Department of Telecommunications, New Delhi addressed to All CEs (Civil/Elect.), Chief Architect of DOT/DOP, All SAs (Civil/Elect.) SAs (Civil/Elect.), Senior Architects of DOT/DOP and others.

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

Sir,

In continuation of this office letters of even Nos. Dated 9-6-93 and 12-7-93 on the above subject I am directed to say that the Deptt. of Post have since clarified the 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 Staff's Regulation of FR. SR. Part-I General Rule.

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

Yours faithfully,

S/-

( K.S. CHANDRAHASAN ),  
ASSISTANT DIRECTOR GENERAL (CW)

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

10. 9(7)92/TCC/SH/1632

Dated.....6/8/93.

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, Jorhat/Dimnour/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.

Sd/-  
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 F.R. and S.R. - Part-I - General Rules (Ninth Edition) is approved for payment w.e.f. 1.4.1993 to Group 'C' 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 Finance Adviser under their D.O. No. 1400/FA/94 dated 12.5.94.

*[Signature]*  
(U. AUTHORITY)  
SUPERINTENDING ENGINEER (C) III, POSTAL  
NEW DELHI-110001.

- To:-
1. The Chief Engineer (C), Postal South & East Zone, Bangalore.
  2. All Chief Postmasters General & Postmaster General with a spare copy, for their Director of Postal Accounts.
  3. Director (FA), Postal Directorate, New Delhi.
  4. All Suptdg. Engineers (C)/Suptdg. Engineers (E)/Sr. Architect, Deptt. of Posts.
  5. Suptdg. Surveyor of Works (Postal), Deptt. of Posts, New Delhi.
  6. All Executive Engineers (C)/Executive Engineers (E)/Architects, Deptt. of Posts with a spare copy for their Accounts Officer.
  7. The Asstt. Dir. General (C), Deptt. of Telecom, New Delhi.
  8. All Suptdg. Engineers (C)/Suptdg. Engineers (E)/Sr. Architect, Deptt. of Telecom.

*[Signature]*  
SUPERINTENDING ENGINEER (C) III, POSTAL

Advocate



NO. 10-15/92-CWP/D Deputation Allowance  
Department of India  
Ministry of Communications  
Department of Post  
New Delhi-110 001

(2) 30

A/12-300

Dated the 2.3.97

OFFICE MEMO NO. 10/97

Subject: Payment of Deputation Allowance.

A 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 Post, 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 are required to continue in the Civil Wing of the Department of Post, due to non-issuance of orders by the Department of Post, will not be entitled for payment of deputation allowance beyond 31.3.97.

All concerned are informed accordingly.  
Kindly action will follow.

(S. MITTAL)  
Superintending Engineer(C)H/PS.

Copies:

1. The Chief Engineer(C), South West Zone, D.O.P., No. 100, 'Suryakamal Residency', 6th Cross, Gandhi Nagar, Bangalore-560 009.
2. All CPDs / PDS with a spare copy for their DA(P).
3. Director(P), Postal Directorate, New Delhi-1.
4. All SES(C) / (B) / (A)(P), D.O.P.
5. The IIR(P), Dak Bhavan, New Delhi-1.
6. All SES(C) / (E) / Architects of D.O.P., with a spare copy for their DA(P).
7. The ADD(C), D.O.T., Panchsaran Bhavan, New Delhi-1.
8. All SES(C) / (B) / (A), D.O.T.

(S. MITTAL)  
Superintending Engineer(C)H/PS.

E/S/100  
19.5.97

Fauzan

copy sent to  
all divisions  
16/5/97

Noted to be  
Advocate

GOVT. OF INDIA  
DEPARTMENT OF TELECOMMUNICATIONS  
OFFICE OF THE CHIEF ENGINEER(C), NORTH EAST ZONE, GUWAHATI.  
No. 1(80) 94/CE-NEZ/GH/344

Dated 19-03-99.

OFFICE ORDER

Consequent upon Department of Post's letter No. 10-15/92-CIVP/Repatriation dttd 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 Anup 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.

Certified to be  
true & correct.

Advocate

(M) 19/3/99  
Superintending Engineer (HQ),  
O/o the Chief Engineer (C),  
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.(T4), 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.

*[Signature]* 19/3/99  
Executive Engineer(HQ)  
O/o the Chief Engineer(C)  
Telecom, N.E. Zone, Guwahati

# -27- ANNEXURE - 6 BIRAT SANCHAR NIGAM LIMITED

( A GOVERNMENT OF INDIA ENTERPRISE )  
 OFFICE OF THE CHIEF ENGINEER (CIVIL)  
 ASSAM CIRCLE ZONE, 2<sup>nd</sup> FLOOR,  
 MITRA BUILDING ASIRAM ROAD,  
 ULUBARI, GUWAHATI - 781007.

1(140)/2001/CE-ASM/CH/1459

Dated: 22-11-2001.

## OFFICE ORDER

In pursuance of BSNL, New Delhi's publication of Recruitment Rule for Junior Telecom Officer (Civil), 2001, Issue No-1 dtd. 14<sup>th</sup> August, 2001, para No-10 (i) and (ii) circulated by DT (Recr), O/o the Chief General Manager, Assam Circle, Guwahati and subsequent clarification received from ADG (Pers-IV), BSNL, H/O, New Delhi vide letter No-15-7/2001-Pers-IV dtd. 23-10-2001 circulated by ADT (Estt), O/o the CGMT, Guwahati, the following Junior Engineer (Civil) holding the post of JE(C) on regular Basis in the erstwhile DTO/DO/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 designated as Junior Telecom Officer (Civil) W.E.F 14-08-2001

Sl No	Name of the Officials Shri/Md. Smt.	Date of Confirmation as JE(C) in DOT.
	BISWAJIT DAS	14-12-89 vide SE(C), TCC, Shillong's letter No-8(2)/88/TCC/SH/682 dtd. 29-03-91
	KRISHNENDU SARKAR	09-11-89---do--
	SANTANU CHOUDHURY	20-11-89---do--
	NEWAJUDDIN LASKAR	02-11-89---do--
	LOTABUDDIN LASKAR	06-11-89---do--
	RAJAT KANTI DAS	29-02-90---do--
	TAJUDDIN CHOUDHURY	30-10-89---do--
	ARJUN CHIDAS	18-12-89---do--
	N.L. SHIL	11-11-89---do--
	S.DAS PURUKAYASTHA	09-11-89---do--
	DILIP KR. BORAH	18-11-89---do--
	SWAPAN KR. BARUAH	11-11-89---do--
	HARMODIAN DAS	09-12-89---do--
	PRABIRAT CH. DUTTA	28-01-90---do--
	PRADIP KR. DAS	13-10-91---do--
	SAFUR ALI AKANDA	09-10-94 vide CE(C), DTS, Guwahati's letter No-5(4)/99/CE-NEZ/GH/2474 dtd. 21-02-2000
	TAPAN KR. BORAH	16-10-94---do--
	TAMISH R. CHOUDHURY	21-09-94---do--
	BABUL HUSSAIN	16-09-94 do--
	BISHNU PAJDA ADHIKARI	09-10-94---do--
	S.K. CHAKRABORTY	29-09-94 do--

*[Handwritten signature]*

Advocate

Sl. No.	Name of the Officials	Date of Confirmation as JE(C) in DOT
22	TAPAS SANKAR DEY	23-09-94--do--
23	SANIR DAS	18-09-94--do--
24	RAJESWAR BISWAS	29-09-94--do--
25	NIKHIL GHOSH	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	25-09-94--do--
30	APURBAJIT DAYAN	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	SANIR KUMAR BANERJEE	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/DTSDOT 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.

*[Signature]*  
27/11/01

Supdt. Engineer(A&P),  
O/o the Chief Engineer,  
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.

*[Signature]*  
27/11/01

Asstt. Engineer(Admn-II),

o/c

*[Signature]*  
27/11/01



-29-

Ann. 40.7-

**Presidential Order**

GOVERNMENT OF INDIA  
**DEPARTMENT OF TELECOMMUNICATIONS**


No.: 27-1/Assam/civil wing/SL NO-28/2001

Dated: 18-02-2002

**ORDER**

Subject: Permanent absorption of Shri/Smt. Md. Anwar Hussain  
Designation: JE (C) Staff No. Assam/ECU/Gr-C/IE(C)/3028  
in Bharat Sanchar Nigam Limited.

- Pursuant to letter No. BSNL/4/SR/2000 dated 2.1.2001 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. Anwar Hussain 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:
- Date of effect:** The permanent absorption shall take effect from 01.10.2000. forenoon.
- Pension/Gratuity:** Shri/Smt./Kumari Md. Anwar Hussain 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.
- Family Pension:** The family of Shri/Smt./Kumari Md. Anwar Hussain 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.
- 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.
- Leave:** The Earned leave and Half Pay Leave at the credit of Shri/Smt./Kumari Md. Anwar Hussain 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.
- Provident Fund:** The amount of subscription together with interest there on standing to the credit of Shri/Smt./Kumari Md. Anwar Hussain 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 (a) 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:

- BE/CD/CD/Chy SSA/Officer in-charge for maintaining the service book for keeping this order in the service book along with suitable entries.
- Officer concerned. Md. Anwar Hussain
- 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



ANNEXURE - 8

भारतीय डाक विभाग,  
संचार एवं सूचना प्रौद्योगिकी मंत्रालय  
डाक भवन, संसार मार्ग,  
नई दिल्ली-110 001

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

DO No. 185/2002-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,

Yours sincerely,

(SC Dutta)

J. D. DCCBY

Pl issue direction  
to those CEs where  
repatriation is held up  
to issue posting orders

Sh. Shyamal Ghosh  
Secretary  
Dept. of Telecommunications  
Sanchar Bhawan  
New Delhi-110001

204  
28/2/2002

25/6/21/1/2002

26/1/02

Copy to be  
Advocate  
1/150

-31-

DGM (Admin)  
For NTA &  
- Supply of  
to-UIS also  
20/8

43



भारत संचार निगम लि.

**भारत संचार निगम लिमिटेड**  
(A GOVERNMENT OF INDIA ENTERPRISE)

Statesman House, Barakhamba Road  
New Delhi-110 001

No. BSNL/ 26 /SR/2002

Dated 07-03-2002

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/Estt-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 I.D.A. 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. Fitment 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

1


2.8.02

Handwritten signatures and stamps at the bottom left corner.

5 32

44

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.

  
[Ganeshi Chandra Jha]  
Jt. DDG (Pers.)

Copy to:

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

Copy for information to:

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

ANNEXURE - 10

Dated: 7.2.2003

(except Triyandrum, Shimla, Dehradun, Bhopal)

Sir,

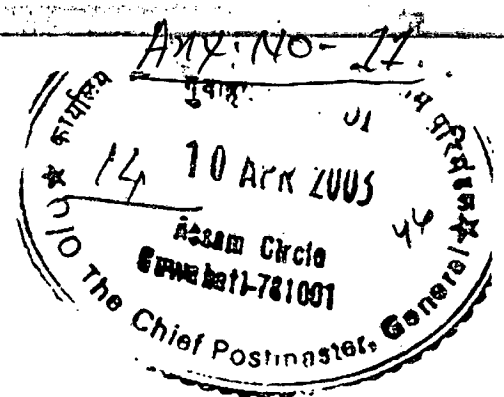
3. This information may kindly be furnished urgently latest by 15.2.2003.

(Chandra Bhustian)  
JLDDG(BW)

Office of the  
Chief Engineer (Civil)  
160th. Aviation Zone, Gurnee, Ill.  
By No. ....  
Date.....

Advocate

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**BIHARAT SANCHAR NIGAM LIMITED**

( A GOVERNMENT OF INDIA ENTERPRISE )

**OFFICE OF THE CHIEF ENGINEER (CIVIL)**

**ASSAM CIVIL ZONE, 2<sup>nd</sup> FLOOR,**

**MITRA BUILDING, ASHRAM ROAD,**

**ULUBARI, GUWAHATI - 781007.**

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.

S.No	Name of the Official	Presently working at	New Place of posting	Remarks
1	Md. Newaluddin 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-

*P. S. 09/04/03*  
Executive Engineer (Admin)  
O/o the Chief Engineer (C),  
BSNL, Assam Civil Zone,  
Guwahati.

Copy to-

- ✓ 1) The CPMG, Asam Circle, Guwahati.
- 2) The SE(C), Postal Civil Circle, Kolkata.
- 3-4) The Executive Engineer (C), PCSD, Guwahati/Shillong
- 5-9) The AE(C), PCSD, Silchar/Shillong/Guwahati/Jorhat.
- 10-15) The Official Concerned.

*P. S. 09/04/03*  
Executive Engineer (Admin)

Advised

-35-

ANNEXURE-12  
47

BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
OFFICE OF THE CHIEF ENGINEER (CIVIL)  
ASSAM CIVIL ZONE, 2<sup>nd</sup> FLOOR,  
MITRA BUILDING, ASHRAM ROAD,  
ULUBARI, GUWAHATI - 781007.

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.

S/No	Name of the Official	Presently working at	New Place of posting	Remarks
1	Md. Newaruddin Laskar JTO(C)	PCSD, Silchar	CSD, Dibrugarh	Against existing vacancy
2	Shri Haradhan Das JTO(C)	O/o the CPMG, Guwahati.	CSD II, Jorhat	do
3	Shri Dilip Kumar Borb 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-

*P. Sanyal 2-09-04-2003*  
Executive Engineer (Admin)  
O/o the Chief Engineer (C),  
BSNL, Assam Civil Zone,  
Guwahati.  
Copy to:

- 1) The CPMG, Asam Circle, Guwahati.
- 2) The SE(C), Postal Civil Circle, Kolkata
- 3-4) The Executive Engineer (C), PCSD, Guwahati/Shillong
- 5-9) The AE(C), PCSD, Silchar/Shillong/Guwahati/Jorhat.
- 10-15) The Official Concerned.

*P. Sanyal 2-09-04-2003*  
Executive Engineer (Admin)

*P. Sanyal*  
Advocate

- 30 -

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- To,
1. The Chief Engineer (C),  
BSNL, Assam Zone,  
Ulubari, Guwahati.
  2. The Chief Engineer (C),  
Department of Posts,  
S. E. Zone,  
Bangalore-560009
  3. The Chief Postmaster General,  
Assam Circle,  
Guwahati-781001,  
Assam.

(Through Proper Channel)

Dated at Jorhat, the 01-05-2003.

Sub:-Fixation of Pay Scale and SDA.

Sir,

With due respect referring to the subject mentioned above I would like to lay before you the following facts for favour of your kind consideration.

That Sir, I was appointed as JE (C) under the Department of Telecommunication in Assam Circle vide Order No 16(5)87/TCC/SIL/2721, dtd. 25-09-92. Since then I am working under DOP on Deputation. Upto 4 (four) years I had been getting Deputation Allowances. But the Deputation Allowance has been stopped since December, 1996. Once I had been transferred to join in TELECOM CIVIL SUB-DIVISION, Pashighat vide CE letter no. 1(80)94/CE-NEZ/GH/344, dtd. 19-03-1999 and accordingly I had applied for releasing. But DOP was unable to release me without any reliever.

That Sir, as per the Office Order no. 1(140)2001/CE-ASM/1459, dtd. 22-11-2001 circulated to the Chief Engineer (C), Assam Circle the undersigned has been re-designated as JTO (Civil) from JE (C).

Subsequently as per the office order no. EST/BSNL/1-7/8, dtd. 09-04-2002 the Pay Scale has been fixed at Rs. 6500-200-10,500 for the JTC (C), subject to the absorption to the BSNL. It is mentioned that I opted for absorption to the BSNL and my staff no. Assam/CE (C)/GR-C/JE (C)/3028. In this connection the Presidential Order has also been enclosed for ready reference.

It is mentioned that my colleagues those who are working under BSNL as JTO (C) they are drawing their salary in the scale Rs. 6500-200-10,500 w.e.f. December, 2001. They have also being paid SDA, Bonus and drawn their BSNL Arrears w.e.f. October, 2000 to November, 2001.

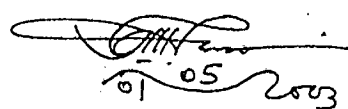
But till date the undersigned has not been granted with the BSNL arrears, bonus as well as JTC Scale by the authority concern. In this regard request have been made from time and again vide my letter dated 29-07-2002 addressed to CE (C) (a copy enclosed herewith).

So, I fervently request your honour to fix my Pay Scale on point-to-point basis along with SDA arrears at the earliest. So that I may not loose financially than my BSNL colleagues.

I am sorry to inform you that if no action in this regard to mitigate all my grievances has been taken within a justified period, the undersigned have no other option but to take the help of the Court of Law. So please save me from this great financial loss. This is for your kind information and necessary action.

Thanking you Sir.

Yours faithfully,



(MD. ANOWAR HUSSAIN)

Junior Engineer (C),

Postal Civil Sub-Division, Jorhat.

Advance Copy to-

1. The Chief Engineer (C) BSNL, Assam Zone, Guwahati for information please.
2. The Chief Engineer (C), Department of Posts, S. E. Zone, Bangalore-560009 for his kind information.
3. The Circle Secretary ADLA Guwahati for information and necessary steps please.



- 37 - ANNEXURE - 19

**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](mailto:bsnlje@rediffmail.com)**

**NO: 67 / 1976 / Hyderabad / CEN / CI.**

**22.6.2003**

**(1) To**

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

**(2) To**

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

**(3) To**

**The Chief Engineer(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**

*[Handwritten signature]*

-38-

5

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 regretfully 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 Engineer(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.

certified to be  
Advocate

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ANNEXURE - 15  
51

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

No. 1(150)2003/CE-ASM/GH/ 7.5.5

Date: - 06/08/2003

To,

The Superintending Engineer  
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.

Ref:- This office letter No. 1(150)/2003/CE-ASM/GH/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.

*P. u. 06/08/2003*  
Executive Engineer (Admin.)  
O/o the Chief Engineer  
BSNL, Assam Civil Zone  
Guwahati.

N.T.O.

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

*P. u. 06/08/2003*  
Executive Engineer (Admin.)  
O/o the Chief Engineer  
BSNL, Assam Civil Zone  
Guwahati.

Filed to be  
Advocate



Ministry of P.W.D., India  
(G.P.O. 110 001)  
New Delhi-110 001

ANNEXURE  
- 12  
SV

Department of P.W.D., India  
(Ministry of Communications)  
Dak Bhawan, Barabari Marg,  
New Delhi-110 001

Date: 11.11.2001

12/102/110032601  
12/225

30-11-2001  
Dear Sir Chitale,

There has been a perceptible increase in the number of individual grievances being received in the Directorate from employees in different Circles 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 in most cases 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 spelt out here.

Please acknowledge receipt of this letter.

With regards,

Shri Vijay Chitale,  
CPMO, Shilling.

Yours sincerely,  
  
(S. C. DATTA)

APPROVED  
77

12/102/110032601  
12/225  
30-11-2001

11.11.2001

Annexure

Copy of the letter No. 137-5/2002-31 dated 11-01-2002  
from the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi, addressed to all Chief Secretaries/Deputy Secretaries and others.  
Subject: Recommendations of the Committee on Service Disputes regarding representations made by the Government employees, requiring examination in the Ministry/Department.

It is directed to forward herewith a copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training O.M. No. 20034/6/2002-Estt(A) dated 11-01-2002 on the above mentioned subject for information and necessary action.

Copy of the letter No. 20034/6/2002-Estt(A) dated 11-01-2002 from Shri. Ram, Deputy Secretary to the Govt. of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training, (ESTT(A) D2K-I) Subj- 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 the recommendations made by the Committee on Service Disputes:-

- (a) 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 requiring inter-departmental consultation, such representation should be replied to normally within maximum period of three months.
  - (b) Final reply sent to a Government servant on his representation should be self-contained, cover all the point raised by him and in a case where the representation of the Government servant is rejected, the grounds therefor 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(2)96/62(C)/K/L/25, D.D. 12/1/01  
Copy To  
1-4, The Ex-Engineer, Postal Civil Division  
All Calcutta, Shillong, Guwahati  
6- The Ex-Engineer, Postal Civil Division, Calcutta  
6- The Ex-Engineer, U.T. Calcutta  
6- Shillong

G/o, the EE (C)	
CCP, Shillong	

Superintending Engineer  
Postal Civil Division  
Calcutta-12

*[Handwritten Signature]*

DEPARTMENT OF POSTS, INDIA.

OFFICE OF THE CHIEF POSTMASTER GENERAL, WEST BENGAL CIRCLE, KOL-700012.

- 1) The Postmaster General, Kolkata Region./South Bengal Region./H.B. & Sikkim Region./Hill Management.
- 2) The Director of Postal Services (Genl.)/Kolkata Region./Hill Management.
- 3) The Director, Kolkata G.P.O./Foreign Post, G.P./And Islands, Port Blair/Sikkim State, Gangtok.
- 4) The Director of Accounts (Postal), Kolkata-700012.
- 5) The Supdt. Engineer (Postal) Civil Circle, Kolkata.
- 6) The Sr. Architect (Postal) Kolkata.
- 7) The Executive Engineer, Postal Electrical Div. Kolkata.
- 8) The Sr. Manager, H.B.S., Kolkata-700015.
- 9) All Sr. Supdt./Supdt. of Post Office in W.B. Circle.
- 10) All Sr. Supdt./Supdt. of R.M.S. in W.B. Circle.
- 11) The Supdt., P.S.D., Kolkata/Siliguri.
- 12) The Supdt., C.S.D., Kolkata-700007.
- 13) The Chief Postmaster, Derasaer H.O., Kolkata-700007.
- 14) The Sr. Postmaster, Alipora H.O., Kolkata-700027.
- 15) The Manager, R.H.O., Kolkata-700001.

No. SPA/1-32/H14/CH-T Dated at Kolkata-700012, the 7-5-2002.

Subj: Recommendations of the Committee on Service Litigations regarding representations made by the Government employees, requiring examination in the Ministerial Department.

The copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, O.M. No.20034/6/2002-Estt(A) dtd. 11.01.2002 alongwith copy of Directorate's letter No.137-5/2002-SPB-II dtd.29.01.2002/01-02 on the above mentioned subject are sent herewith for information and necessary action.

Encl:- As above

(A. Varma)  
Asstt. Postmaster General (Staff),  
For Chief P.M.G. W.B. Circle  
Kolkata - 700012.

Copy to:-

- 1) All Section Officers of C.O., Kolkata-700012.
- 2) The Office Supdt. C.O., Kolkata-700012.
- 3) All Dy. Office Supdt., C.O., Kolkata-700012.
- 4) All Section Supervisor, C.O., Kolkata-700012.

For Chief Postmaster General,  
W.B. Circle, Kolkata-700012.

Contd.....2.