

10

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

INDEX

✓
O.A/T.A No. 147/2006

R.A/C.P No. 12 ✓

E.P/M.A No.

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SECTION OFFICER (Judl.)

habili
24/10/17

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH:

ORDERS SHEET

1. Original Application No. 147 / 2006
2. Miso Petition No. _____
3. Contempt Petition No. _____
4. Review Application No. _____

Applicant(S) M. Mongia & ors

Respondant(S) U.O.I. & ors

Advocate for the Applicant(S) Sri A. Roy, R. Mphanta
C. Patowary

P.G. Borna
Sr. adv.
Ms. D. Pathak

Advocate for the Respondant(S) Adv. C.G.S.C. M.U. Ahmed

Notes of the Registry	Date	Order of the Tribunal
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This application is in form
is filed, C.F. for Rs. 50/-
deposited vide IPO/BD
No. 266/324523
Dated 15.6.06

Shir
Dy. Registrar.

4 copies filed by the
Applicant.

NJ
16.6.06

Remd-4
10/7/06

order dt. 30/6/06 and
notice for resp. no.
4, received by Mr.

M.U. Ahmed, Addl. C.G.S.C.,

CAT, CUT-5.

10/7/06 D/No-824-826/mb/
Dt=8/8/06.

30.06.2006 Present : Hon'ble Sri K.V. Sachidanandan
Vice-Chairman.

The Applicants are working in
Assam Rifles and their grievance is that as
per the 5th Pay Commission, their pay
scales have not been increased, despite
the fact that they are identically placed
with other Forces. The O.A. has been filed
for parity of pay scales with that of the
Central Police Organisation.

Heard Mr. A. Roy, learned counsel
for the Applicant and Mr M.U. Ahmed,
learned Addl. C.G.S.C. for the
Respondents.

Mr M.U. Ahmed, learned Addl.
C.G.S.C. for the Respondents submitted
that he would like to take instructions. Let
it be done.

Post on 02.08.2006.

[Signature]
Vice-Chairman

O.A. 14/06

2.8.06

Issue notice to the respondents No. 1, 2 and 3. Respondents counsel is given four weeks' time to file ~~rejoinder~~ written statement.

Post on 1.9.06 for order.

Pl. comply order
dtd 2.8.06.

NS


Member


Vice-Chairman

pg

Notice duly served
on resp. nos 2.

01.09.2006 Present: Hon'ble Sri K.V. Sachidanandan
Vice-Chairman.

Learned Counsel for the Applicant
sought for adjournment. Let the case be
posted on 18.09.2006.

Notice & order sent to
D/Section for issuing
to resp. nos- 1, 2 & 3 by
resd. A/D post.

18.9.2006

Mr. M.U. Ahmed, learned Addl. C.G.S.
C. wanted to have some more time to
file reply statement. Let it be done.
post on 6.11.2006.

7/8/06 D/No- 824, 825, 826
Dated: 8/8/06.

/mb/

31-8-06

No. Written statement
has been filed.

bb

06.11.2006 Present: Hon'ble Sri K.V. Sachidanandan
Vice-Chairman.

No WLS has been
filed.

28/11/06

Learned Counsel for the
Respondents submitted that the reply
statement is being filed today. The
Registry is directed to keep on record, if it
is otherwise in order. The Applicant is
given liberty to file rejoinder if any. Post on
28.11.2006.


Vice-Chairman

/mb/

29.11.06.

Counsel for the Respondents
wanted to file written statement. Let
it be done. Post the matter on 21.12.06.
Rejoinder if any.


Vice-Chairman

27-11-06

No rejoinder has
been filed.

27/11/06

0-147/06-3-
22.02.2007

Let the case be posted on
28.02.2007 before the Division Bench in

21.12.06

Counsel for the respondents submitted
that written statement has already been
filed.

Post on 18.1.07 for filing rejoinder

Wks has been
filed.

23
17.1.07.

Vice-Chairman

pg

18.1.2007

Learned counsel for the Applicant
wanted time to file rejoinder. Let it be done
within four weeks.

Since the claim of the Applicants is
for parity of pay scale to that of other
similarly situated Pharmacists in Assam
Rifles, I am of the view that the O.A. to be
admitted. Hence admit the O.A.

Post on 22.2.2007.

Wks has been filed.

23
21.2.07.

Vice-Chairman

/bb/

22.02.2007

Let the case be posted on
28.02.2007 before the Division Bench. In
the meantime Applicant is at liberty to
file rejoinder, if any.

13.3.07

NO Rejoinder has
been filed.

NS
13.3.07

Vice-Chairman

/bb/

14.3.07.

Counsel for the applicant is
absent. Case is adjourned to 16.3.07.
If the counsel for the applicant is
not present on the next date case will
be heard exparte.

Rejoinder not filed.

29
5.05.08.

Member

Vice-Chairman

1m

07.05.2008

None appears for the Applicant nor the Applicants are present. However, Mr M. U. Ahmed, learned Addl. Standing Counsel for the Union of India, appearing for the Respondents/Department is present.

01.7.5.08

Pl. Send copies of this order to the Applicant to all the respondents
27/5/08

Mr C. Patowary, learned Counsel appearing for the Applicant has filed a memorandum seeking adjournment for two weeks. Nobody is there to press this memorandum. In order to give one more chance to the Applicant, this matter is adjourned to be taken up on 05.06.2008 for hearing.

Send copies of this order to the Applicant and to all the Respondents in the addresses given in the O.A.


Order dt. 7/5/08
Send to D/Section
for issuing to resp
applicant and to all
the respondents by
post.

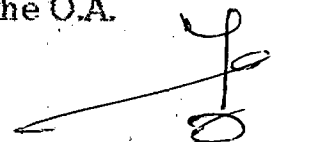
Class 8 D/No-
8/5108 D/-

Rejoinder not filed.

4.6.08.

nkm


(Khushiram)
Member (A)


(M.R. Mohanty)
Vice-Chairman

= 37 on 147/08

QA/CP/RA/MP No.

147

/2006

Order dated 25.3.2008

Call the matter for hearing
on 2-5-08.

(M.R. MOHANTY)
Vice-Chairman

05.06.2008 Ms. D.Pathak, Advocate, makes a prayer
on behalf of the counsel appearing for the
Applicant seeking an adjournment of this
case. Mr.M.U.Ahmed, learned Addl.Standing
Counsel appearing for the Respondents is
present.

Call this matter on 10.6.2008.

(Khushiram
Member(A)

(M.R.Mohanty)
Vice-Chairman

lm

10.06.2008 Ms D. Pathak, who is present on
behalf of the Applicant, makes a prayer for
adjournment of this case. Prayer allowed.

Call this matter on 02.07.2008 for
hearing.

(Khushiram)
Member(A)

(M.R.Mohanty)
Vice-Chairman

Rejoinder not filed

nkm

1.07.08.

(Respond. No-3)

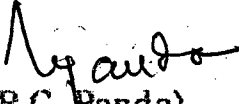
02.07.2008

A prayer has been made (in presence of Mr M.U. Ahmed, learned Addl. Standing Counsel for the Union of India) on behalf of Mr P.G. Baruah, learned Sr. Counsel appearing for the Applicant for an adjournment of this case. Prayer allowed.

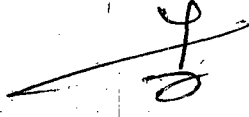
Rejoinder not filed.

12.08.08

Call this matter on 13.08.2008 for hearing.


(R.C. Panda)
Member(A)

nkm


(M.R. Mohanty)
Vice-Chairman


13.08.2008

Call this matter before the Division Bench on 18.09.2008 for hearing.

Rejoinder not filed.

17.9.08

/bb/

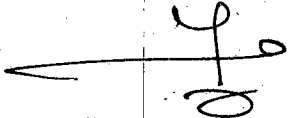

(M.R. Mohanty)
Vice-Chairman

18.09.2008

Call this matter on 14.11.2008.


(Khushiram)
Member(A)

nkm


(M.R. Mohanty)
Vice-Chairman

14.11.08

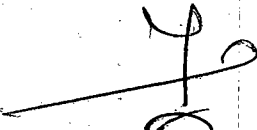
None appears for the Applicant nor the Applicant is present. However, Mr.M.U.Ahmed, learned Addl.Standing Counsel, representing the Respondents is present. On his prayer, call this matter on 18.12.2008 for hearing.

Rejoinder not filed.

17.12.08


S.N. Shukla)
Member(A)

lm


(M.R. Mohanty)
Vice-Chairman

O.A. No. 147/2006

7

29.05.2009

Judgment pronounced in open Court,
kept in separate sheets. The Application is
allowed. No costs.

(N.D. Dayal)
Member(A)

(M.R. Mohanty)
Vice-Chairman

nkm

OA. 147/06 - F.A.

18.12.2008

None appears for the Applicant nor the Applicant is present. However, Mr. M.U. Ahmed, learned Addl. Standing counsel for the Respondents, is present in court today.

Pl. issue notice

to the Applicant in the address given in OA requiring them to come ready for hearing of this case of 5.2.08.

18/12/08

Call this matter on 05.02.2009 for hearing.

Issue notice to the Applicant in the address given in the O.A. requiring them to come ready for hearing of this case on 05.02.2009.

(S.N. Shukla)
Member (A)

(M.R. Mohanty)
Vice-Chairman

Copy of order dt 18/12/08
Send to D/Sec. for
issuing to applicant
by post. /bb/

05.02.2009

Call this matter on 31.03.2009 for hearing.

(M.R. Mohanty)
Vice-Chairman

① W/s filed. /bb/

② No rejoinder filed.

31.03.2009

Call this matter on 21.05.2009 for hearing.

(M.R. Mohanty)
Vice-Chairman

Rejoinder not
filed.

/bb/

21.05.2009

Heard Mr P.G. Baruah,

(assisted by Miss M. Basumatary),
learned counsel for the applicant and Mr
M.U. Ahmed, learned Addl. Standing
counsel for the Respondents. Perused
the materials placed on record.

Hearing concluded. Order
reserved.

(N.D. Dayal)
Member(A)

(M.R. Mohanty)
Vice-Chairman

✓

O.A 147/06

12.6.09

order dt. 29.5.09 in
O.A 147/06 send to the D/c
for moving to the Respondents
and also to the Applicant.

D/No. 3464 to 3472

dtel 23/6/09

12/6/09

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH, GUWAHATI

O.A.No.147 of 2006

DATE OF DECISION: 29.05.2009

Shri Manoj Kumar Mongia & others

.....Applicant(s)

Mr P.G. Borua, Sr. Advocate, Mr A. Roy,
R. Mahanta, Ms D. Pathak and C. Patowary.

Advocate(s) for the
Applicant (s)

- Versus -

Union of India and others

Respondent(s)

Mr M.U. Ahmed, Addl. C.G.S.C.

Advocate(s) for the
Respondent(s)

CORAM:

THE HON'BLE SHRI MANORANJAN MOHANTY, VICE-CHAIRMAN
THE HON'BLE SHRI N.D. DAYAL, ADMINISTRATIVE MEMBER

1. Whether reporters of local newspapers may be allowed to see the Judgment? Yes/No ☒
2. Whether to be referred to the Reporter or not? Yes/No ☒
3. Whether to be forwarded for including in the Digest Being compiled at Jodhpur Bench and other Benches? Yes/No ☒
4. Whether their Lordships wish to see the fair copy of the Judgment? Yes/No ☒

Vice Chairman/Member(A)

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CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Original Application No.147 of 2006

Date of Order: This the 29th day of May 2009

The Hon'ble Shri M.R. Mohanty, Vice-Chairman

The Hon'ble Shri N.D. Dayal, Administrative Member

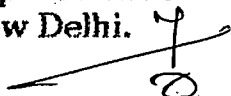
1. Sri Manoj Kumar Mongia,
Son of Sri B.M. Mongia,
19th Assam Rifles, C/o 99 APO.
2. Sri Sanjiv Kr. Rout,
Son of Sri Indramoni Rout,
4th Assam Rifles, 99 APO.
3. Sri Gurpreet Singh,
Son of Sardar Hardeep Singh,
12th Assam Rifles, 99 APO.
4. Sri Manraj Singh Oswal,
Son of Sri C.L Oswal,
99 APO, 33rd Assam Rifles.
5. Sri Abhay Kumar,
Son of Sri Baleswar Mahto,
27 Assam Rifles, 99 APO.

..... Applicants

By Advocates Mr P.G. Borua, Sr. Advocate,
Mr A. Roy, R. Mahanta, Ms D. Pathak and
C. Patowary.

- versus -

1. Union of India, represented by the
Secretary, Ministry of Home Affairs,
Government of India,
North Block, New Delhi-110001.
2. The Director (Police Finance),
Ministry of Home Affairs,
Government of India,
North Block, New Delhi-110001.
3. The Secretary
Ministry of Health and Family Welfare,
Department of Health,
New Delhi.



4. Director General of Assam Rifles
Shillong-11.

..... Respondents

By Advocate Mr M.U. Ahmed, Addl. C.G.S.C.

.....

O.A.No.147/2006

ORDER (ORAL)

29.05.2009

MR. M. R. MOHANTY, VICE-CHAIRMAN

Central Civil Services (Revised Pay) Rules, 1997 was framed/Notified on 30.09.1997 in exercise of the powers conferred by the proviso to Article 309 and Article 148 (5) of the Constitution of India; on the basis of the Report of Fifth Pay Commission; and the said Rules of 1997 came into force retrospectively with effect from 01.01.1996.

2. Fifth Central Pay Commission was set up by the Government of India by Resolution No.5 (12)/E.III/93, dated the 9th April, 1994 as amended by Resolution No.5 (12)/E.III/93, dated the 12th January, 1995, No.5(12)/E.III/93, dated the 17th July, 1996, No.5(12)/E.III/93, dated the 24th October, 1996 and No.5(12)/E.III/93, dated the 19th November, 1996. The Commission submitted on the 30th January, 1997, its Report relating to structure of emoluments, allowances, conditions of service and retirement benefits of Central Government employees including Union Territories, members of All India Services and personal belonging to the Armed Forces.

3. Government of India, vide Para 7 & 8 of its Notification No.GI/MF-50(1)/IC/97 dated 30.09.1997, decided as under:-

"7. In respect of personnel of Central Police Organisations, in the rank from Constable to Subedar Major, Ministry of Home Affairs will carry out an exercise for rationalization of ranks so as to achieve purity with Delhi Police, pending which the scales recommended by the Fifth CPC will be applied.

"8. Department specific recommendations which are not included in this Resolution shall be processed by the concerned Department/Ministry and approvals of the Government obtained in consultation with the Ministry of Finance and/or Department of Personnel and Training."

4. In Part -A of the Annexure to above-said Notification Dated 30.09.1997, at Sl. No.6 Revised Scale of Pay was prescribed as Rs. 3200-85-4900 (s-6) in replacement to pre-revised Scale of Pay (a) Rs. 975-25-1,150-30-1,540/- and (b) Rs. 975-25-1,150-30-1,660/-. Part A of the first Schedule to the Rules of 1997 also provided this replacement Scale of Pay.

5. In Part -B of the First Schedule to the Rules of 1997, another table of revised Pay-scale have been appended. Preamble of the said Part -B of the first Schedule to Rules of 1997 reads as under :

The revised scales of pay mentioned in Column 4 of this part of the Notification for the posts mentioned in Column 2 have been approved by the Government. However, it may be noted that in certain cases of the scales of pay mentioned in Column 4, the recommendations of the Pay Commission are subject to fulfillment of specific conditions. These conditions relate inter alia to changes in recruitment rules, restructuring of cadres, redistribution of posts into higher grades, etc. Therefore, in those cases where conditions such as changes in recruitment rules, etc., which are brought out by the Pay Commission as the rationale for the grant of these upgraded scales, it will be necessary for the Ministries to decide upon such issues and agree to the changes suggested by the Pay Commission before applying these scales to these posts with effect from 1.1.1996. In certain other cases where there are

conditions prescribed by the Pay Commission as prerequisite for grant of these scales to certain posts such as cadre restructuring, redistribution of posts, etc, it will be necessary for the Ministries/Department concerned to not only accept these pre-conditions but also to implement them before the scales are applied to those posts. It would, therefore, be seen that it is implicit in the recommendations of the Pay Commission that such scales necessarily have to take prospective effect and the concerned posts will be governed by the normal replacement scales until then.

6. Sl. No. XVIII of the Table appended to Part -B of First Schedule of the Rules of 1997 has provided a Special Pay Scale i.e. Rs. 4,500-125-7000/- for Pharmacists possessing entry qualification of Diploma in Pharmacy. This was prescribed on the basis of para. 52.90 of the Report of Fifth Pay Commission.

7. Paras 52.85 to 52.92 of the Report of Fifth Pay Commissions dealt with the case of Pharmacists; which reads as under :-

52.85 General Introduction. - Pharmacists are concerned with supply of medicines in accordance with prescriptions or, when legally permitted, without a prescription. They also deal with procurement, selection, preservation, storage, preparation, distribution, administration and accounting of drugs and pharmaceuticals. The usual minimum essential educational qualification for direct recruitment against the post of Pharmacists in the scale of Rs. 1,350-2,200 is 10+2, 2 years diploma and 3 months training in Pharmacy along with registration with the Central or State Pharmacy Council. Some organizations recruit them with lower qualifications also. Pharmacists have a two or three grade structure, including the entry level, with promotion up to the scale of Rs. 1,640-2,900 and sometimes up to Rs. 2,000-3,500.

52.86 Distribution of establishment.- The total number of Pharmacists is about 3483. They are generally employed in Central Government Hospitals, Dispensaries, Central Drug Laboratory, Medical Stores Organization, etc. Besides, Pharmacists also exist in Botanical Survey of India (BSI), Air Headquarters, Archaeological Survey of India, Directorate General of Employment and Training

(M/o Labour), etc., where entry level is lower, i.e., in the scale of Rs. 1,200-1,800 or Rs. 1,200-2,040.

52.87 Demands in memoranda.- Pharmacists associations have demanded setting up of a separate Directorate of Pharmacy for greater participation in policy-making as well as adequate career progression, upgradation of their pay scales and granting of additional allowances for non-practice, patient care, non-technical duties, risk, literature, etc., to improve their functioning as well as achieving job satisfaction.

52.88 Previous CPCs. - The Third CPC observed the Pharmacists also include compounders and dispensers. It divided the category of Pharmacists into two i.e. fully qualified Pharmacists and unqualified Pharmacists and accordingly suggested different pay scales. The Fourth CPC broadly followed a similar pattern of granting replacement scales for the registered Pharmacists. For improving the promotion prospectus of Pharmacists it recommended that administrative Ministry might examine the desirability of a few posts in the pay scale of Rs. 1,640-2,900. No distinction was made between qualified and unqualified Pharmacists.

52.89 Directorate of Pharmacy.- No justification has been furnished on the need for Pharmacists to play a role in policy making relating to health when a Drugs Controller of India, and Pharmacy Council of India exist. This demand, if accepted, will lead to similar demands by other para-medicals to have their own specialized Directorates. We do not recommend setting up of such a Directorate.

52.90 Pay structure.- Upgradation of the pay scale of Registered Pharmacist is sought from Rs. 1,350-2,200 to Rs. 1,400-2,600 at par with diploma holders of other disciplines like Engineering, Nursing, etc., Pharmacy Council of India, recommended in 1976 and 1994, that the pay scale and promotion avenues of Pharmacists should be at par with other technical diploma holders in Engineering and Technology as the post of Pharmacist is also technical. We recommend that Pharmacists, in view of the prescribe entry qualifications should be placed in the scale of Rs. 1,400-2,300 at entry. The grade structure in existence at present should be modified as follows:-

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Nomenclature	Pay scale Rs.	Qualification
Pharmacists Grade I	1,640-2,900	2 nd ACP
Pharmacists Grade II	1,600-2,660	1st ACP
Pharmacists Grade III	1,400-2,300	10+2+ years, Diploma + 3 months training and registration

Whenever there is a post of Chief Pharmacist it should be placed in the pay scale of Rs. 2,000-3,500. Posts of chief Pharmacists may also be created in the hospitals in the pay scale of Rs. 2,000-3,500 based on functional justification. In future no recruitment should be made in this cadre with qualification of less than Diploma. All those incumbents who possess a diploma in Pharmacy and are in lower scales at present may also be brought into the scale of Rs. 1,400-2,300. Incumbents not possessing Diploma in Pharmacy may continue in the replacement pay scale corresponding to their existing scales with ACP only.

52.91 Patient care allowance.- Patient care allowance @ of the basic pay per month, has been asked for against the present rate of Rs. 80 p.m. The allowance should be doubled to Rs. 160 p.m., retaining the conditions under which it is granted, i.e., if no night duty or risk allowance is sanctioned by Government.

52.92 General pay scales.- For all the remaining matters our recommendations elsewhere in this report will apply.

8. Applicants, who are Pharmacists in Assam Rifles Organization, by way of filling this Original Application under section 19 of Administrative Tribunals Act, 1985, have raised a claim to get their pay in the scale of Rs. 4,500-125-7000/- with effect from 01.01.1996; instead of the replacement scale of Rs. 3200-85-4900/-. They have alleged in this O.A. that while the Govt. of India extended the pay scale of Rs. 4500-125-7000/- in other Para-military forces/Central Police Organizations for their Pharmacists with

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(10+2)+2 years Diploma, such benefits have not yet been extended to the Applicants; although they are also Diploma Holders, and, as a result, they (Applicants) are victim of discrimination and continuing with the lower replacement scale of Rs. 3200-85-4900/- since 01-01-1996. Applicants have relied on the views of the Apex Court rendered in the case of Union of India v. Dineshan K.K. (reported in [2008] 1 SCC 586) to say 'for the reason of equal pay for equal work', this case need succeed and the Applicants need get the pay in the scale of Rs.4500-125-7000/- w.e.f. 01.01.1996.

9. By way of filling a written statement, the Respondents have raised an objection to say that Assam Rifles being an Armed Force and the post of Pharmacists being a combatised post, this Tribunal has got no jurisdiction to adjudicate the matter in issue.

10. At the hearing, it has, however, been admitted that Assam Rifles Organization is not under the Ministry of Defence but under the Ministry of Home Affairs and the Pharmacists (although have been equated with the Combatised Havildars in Group-C (Non-Gazetted/Non Ministerial) are recruited just like other civilian Diploma holder Pharmacists.

11. When Govt. of India, in the case of other Central Police Organizations/in other Para-Military Forces of the Central Govt., has already extended the Pay scale of Rs. 4500-125-7000/- for Pharmacists with required Diploma in Pharmacists (which statement of the Applicants, made in the O.A., has not been denied by the Respondents) there were no reason not to extend the said pay scale to the Applicants. Non extension of the said benefit to the Applicants; amounts to discrimination offending the constitutional provisions. If

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the Applicants are discharging the job of Pharmacists and at the same time discharging combatised job; them that is an additional ground to extend them the same higher benefit of Rs.4500-125-7000/-.

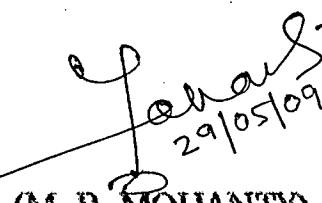
12. By way of placing on record, the cases of Nursing staff of Assam Rifles (where they were also not given the benefits of special scale of pay i.e., the pay scale other than the replacement pay scale) the Applicants have pointed out that this Tribunal, in O.A. 222 of 2002 (decided on 08.08.2003) had to give directions (to Assam Rifles) to extend the higher benefits to Nursing staff of Assam Rifles.

13. In the written statements the Respondents have disclosed that they made an attempt relating to warrant officers (in order to treat them in Technical categories in Assam Rifles) which did not find favour of Ministry of Home Affairs during December 2001 and, by stating so, they intend to state that 'upgradation of pay (of Pharmacists) may disturb various other trades/ranks' within Assam Rifles Organisation. While stating so, the Respondents have also disclosed, in Para 21 of their written statement (filed on 06.11.2006) that "in all fairness, the issue (as raised in this case) was being referred to the 6th Pay Commission by the Respondents'. This statement itself goes to show that for imaginary apprehensions the benefits of 5th Pay Commission i.e. pay scale of Rs. 4500- 125-7000/- was denied/not extended to the Applicants/Diploma holder Pharmacists of Assam Rifles; un-justly. (Neither the Applicants, nor the Respondents have disclosed, at the hearing, as to how the case of the Applicants/Pharmacists have been dealt with in the report of 6th Pay Commission). That apart, not allowing a rank to be upgraded or declared Technical could not have been a reason to refuse the higher

pay scale of another rank; even though the same has been extended to similarly placed personnel of other similar Organizations/CPOs/ Central Para-military Forces.

14. In the above premises, since Diploma holder Pharmacists of other Central Police Organization/Central Para-military Forces have been extended ^{with} the pay scale of Rs. 4500-125-7000/- w.e.f. 01.01.1996; such benefits should be extended to the Diploma holder Pharmacists of Assam Rifle Organization. As a result, this case is allowed by asking the Respondents to extend the benefit of 5th Pay Commission/pay scale of Rs. 4500-125-7000/- to the Diploma holder Pharmacists of Assam Rifle Organization w.e.f. 01.01.1996 (or from the date of their appointment, whichever is later) and pay them their differential arrears within 120 days from the date of receipt of a copy of this order. No costs.


(N. D. DAYAL)
ADMINISTRATIVE MEMBER


(M. R. MOHANTY)
VICE-CHAIRMAN

pb

16 JUN 2006

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

O.A. NO. 147 2006

Sri Manoj Mongia & Ors

--- Petitioners

- Vs -

Union of India & Others.

--- Respondents

List of Dates

<u>01-01-96</u> <u>P-4, Pr-4.4</u>	Effective date of acceptance of 5 th Pay commission by the Central Government applicable for all Central Police Organisation for Pharmacist cadre in the pay scale of Rs. 4500-125-7000/-.
<u>06-04-05</u> <u>Annex-A, P-15,</u> <u>Pr-4.3</u>	Advertisement issued by the Assam Rifles Training Centre and School, Dimapur for appointment in the Pharmacist cadre.
<u>P-4, Pr-4.5</u>	However the Pharmacist cadre of Assam Rifles was given the earlier pay scale of Rs.3200-85-4900/-.
<u>12-12-2000,</u> <u>11/11/05,</u> <u>31/08/05,</u> <u>14-07-04 &</u> <u>20-10-05</u> <u>Annex- B,C,D,E</u> <u>& F</u> <u>P-17 to 27,</u> <u>Pr-4.8</u>	The applicants filed representations before the respondent authority praying to implement the 5 th Pay Commission.
<u>Annex-H,I,J,</u> <u>P-29 to 32,</u> <u>Pr-4.13</u>	Advertisement for recruitment for the post of Pharmacist by various Central Police Organization, Central Government Organization including Railways.
<u>12-08-04 &</u> <u>20-04-04</u> <u>Annex-K,P-33,</u> <u>Pr-4.14</u>	Letter issued by the respondent authority stating that entry level educational qualification of "Assam Rifles Pharmacist (Med Cat) is not comparable to tother Deptt/Central Police Organisation.
<u>08-08-03</u> <u>Annex-L</u> <u>P-34,Pr-4.21</u>	Judgment passed by this Hon'ble Tribunal in connection with application filed by the Nurses of the Assam Rifles wherein the respondent authority was directed to take decision in the mater of implementation of 5 th Pay Commission.
<u>28-06-04</u> <u>Annex-M, P-43,</u> <u>Pr-4.22</u>	Letter issued by the respondent authority stating that Deploma Holders in Paharmacy are being enrolled in Assam Rifles as Havildar(Pharmacist) in the pay scale of Rs.3200-85-4900/-.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL


GUWAHATI BENCH : GUWAHATI

O.A. No. 147 /2006

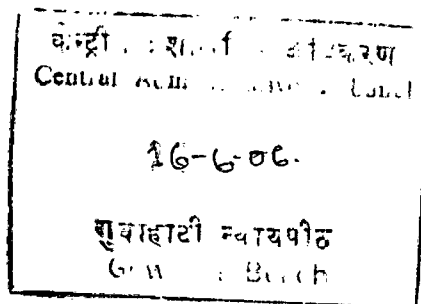
I N D E X

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Filed by


(A. Roy)

Advocate.



23

Filed by
Mr Anirudh Roy
Adv.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL

GUWAHATI BENCH: GUWAHATI

(An application under Section 19 of the Administrative Tribunals Act, 1985)

O.A. NO- 147 /2006

BETWEEN

1. Sri Manoj Mongia,
Son of Sri B.M. Mongia,
14th Assam Rifles, C/O 99 APO.
2. Sri Sanjiv Kr. Rout,
Son of Sri Indramoni Rout,
4th Assam Rifles, 99 APO.
3. Sri Gurpreet Singh,
Son of Sardar Hardeep Singh,
12th Assam Rifles, 99 APO.
4. Sri Manraj Singh Oswal,
Son of Sri C.L. Oswal,
99 APO, 33rd Assam Rifles.
5. Sri Abhay Kumar,
Son of Sri Baleshwar Mahto,
27 Assam Rifles, 99 APO.

..... Applicants

-AND-

1. Union Of India, represented by the
Secretary, Ministry Of Home Affairs,
Government Of India, North Block,
New Delhi-110001.
2. The Director (Police Finance),
Ministry Of Home Affairs, Govt. Of India,
North Block, New Delhi-110001.

Gurpreet Singh

3. The Secretary,
Ministry of Health and Family
Welfare, Department of Health,
New Delhi.
4. Director General of Assam Rifles,
Shillong-11.

..... Respondents.

Details of the Application:

1. Particulars of the order against which the application is made:

The application is made praying for implementation of scales of pay and allowances as per 5th pay commission already accepted by the Government of India and payment of allowances sanctioned to the registered Pharmacist by the Government of India and against the Order No-A/Pers/Tech/CR/2004 dated 20th July, 2004 issued by Director General, Assam Rifles and further Order/Orders issued by the respondent authorities thereby not implementing the revised scales of pay and allowances on base less grounds.

2. Jurisdictions:

The applicants declare that the subject matter of the application is within the jurisdiction of the Hon'ble Tribunal.

3. Limitation:

The applicants declare that the application is within the period of limitation under section 21 of the Administrative Tribunal Act, 1985.

Gurspreet Singh

4. Facts of the case:

4.1 That, the applicants are citizens of India and as such are entitled to the rights and privileges guaranteed by the Constitution Of India.

4.2 The, the applicants are working as Hav/ Registered Pharmacist in Assam Rifles. The applicants have a common cause of action and they pray for the permission to file the common application under Rule 4 (5) (a) of the Central Administrative Tribunal Rules, 1987.

4.3 That, the appointment in the Pharmacist cadres are made from qualified candidates and at present as a national policy admission into Pharmacy Colleges are made from High Secondary (i.e. 10+2) passed candidates for Pharmacist. Presently the Pharmacist course is for 2 years. The Assam Rifles appointed Pharmacist with 2 years Pharmacist course with a basic qualification of Higher Secondary (i.e. 10 + 2) passed candidates with science and appointed them in the rank of Havildar/Pharmacist in the pay scale of Rs.3200-85-4900 plus other allowances.

A copy of advertisement issued by Assam Rifles Training Centre & School, Dimapur, dated 06 April, 2005 is enclosed as Annexure:- 'A'.

4.4 That, the matter of service condition and scale of pay of the Pharmacist received due consideration by the different pay commissions. The welfare Government of India was also keen to improve the conditions of service and pay scales of the Registered Pharmacist. From the 3rd pay commission there has

Gurpreet Singh

- 4 -

been improvement in the pay scales of Pharmacist and as such the Central Government including the Ministry Of Railways accepted the pay scales etc. recommended by the different pay Commissions. After the 5th pay commission recommendation the Central Government has accepted the scales of Rs.4500-125-7000/- for pharmacist which is effective from 01.01.1996 and applicable to all Central Police Organisation including Assam Rifles.

4.5 That, the Government of India has implemented the scale of Rs. 4500-125-7000/- to the Pharmacist of Central Police Organisation (for short C.P.Os.). But most unfortunately the Pharmacist of the Assam Rifles have been given the pay scales of Rs.3200-85-4900/-. It is stated that the pharmacist of the Assam Rifles discharge the similar duties like the Pharmacist of C.P.Os and other Central Government Pharmacist. A comparative position of the scale is furnished below w.e.f 1.1.96. and their respective ranks.for the Pharmacist.

Pay Scale of C.P.Os.	Pay Scale of Assam Rifles	Rank in C.P.Os.	Rank in Assam Rifles
Rs.4500-125-7000/-	Rs.3200-85-4900/-	Above A.S.I.	Havildar

4.6 That, the Pharmacist are appointed by recruitment from open market by open advertisement through News papers and other sources.

4.7 That, though the Government of India has accepted the recommendation of the 5th pay commission for the Pharmacist and implemented it but the Pharmacist of the Assam Rifles have been denied the pay scales recommended by the 5th pay commission. The other Central Government Pharmacist and C.P.Os. are given the scales of Rs.4500-125-7000/- with the rank of A.S.I or above whereas in the case of Assam Rifles the scales of Rs.3200-85-4900/-

Gurpreet Singh

are given with the rank of Havildar/Pharmacist. This is a total denial of the already sanctioned and existing scales of pay and is whimsical and discriminatory.

4.8 That, representations praying for the higher scales as per 5th pay commission and other allowances and for the upgradation of rank as per other C.P.Os for the post of Pharmacist were made by some of the applicants through proper channel which were also forwarded by their respective authorities and recommended their case. The applicant No-1 submitted two representations on 12/12/2000 and on 11/11/2005 to the Directorate General Assam Rifles, through proper channel, applicant No-2 submitted his representation on 31/8/2005 to the Directorate General Assam Rifles through proper channel and applicant No-3 submitted his representation on 14/7/2004 and on 20/10/2005 before the same authority through proper channel for implementation of pay scales and other allowances. But till today they have not received any positive reply from the authority.

Copies of representations dated 12/12/2000, 11/11/2005, 31/8/2005, 14/7/2004 and 20/10/2005 with the respective forwarding/recommendation letters are enclosed as Annexure 'B', 'C', 'D', 'E' and 'F' respectively.

4.9 That, the applicants are also being denied the sanctioned allowances and rank as per other C.P.Os to the registered Pharmacist. The revised pay scales and allowances are not being paid to the applicants or other similarly situated Pharmacist of Assam Rifles but the same revised pay scales and allowances are

Gaspur Singh

paid to other C.P.Os and Central Government Pharmacist.

4.10 That, the applicants beg to state that as already stated that the recruitment of Pharmacist are being made from open market from amongst the duly qualified candidates. There are one or two applicants/candidates who were appointed/ before implementation of the present norms of admission for pharmacist training and recruitment of pharmacist. They have been posted as pharmacist and have been working as such their qualification is matriculate or equivalent. They have already appointed being considered as equal/equivalent to others by virtue of their long experience in service. The applicant No-1 is matriculate and others are 10+2. The applicant No-1 and other similarly situated candidates in Assam Rifles are also entitled to the scales of pay attached to the posts/designations as recommended by the pay commission as given by C.P.Os and other Central Government department for the post of Pharmacist. The applicants state the position and places the facts clearly before the Hon'ble Tribunal for cause of justice.

4.11 That, the applicants serve and discharges their duties as Pharmacist like other Central Government Organisations and including those in the C.P.Os but most unfortunately they have been deprived of the due pay scales and are being given less emoluments and non-existence pay scales.

4.12 That, the applicants have a grievance for non implementation of the scales being given to the pharmacists of the C.P.Os. However, the present application is made for implementation of the pay scales and allowances as given to pharmacist of the other Central Government Organisations. The Hon'ble Tribunal may

Guspreet Singh

kindly permit pursuing the cause of pay scale at par with the scales in C.P.Os with the appropriate authorities separately.

4.13 That, the pay scales of the Pharmacist as recommended by the 5th pay commission has been given to the Pharmacists of the other Central Government Departments, C.P.Os, including Railways, and there is no cogent reason as to why the applicants are being denied the same. It is stated that the Pharmacist of other Central Govt. departments including Railways have been given the said scales on the basis of the designation irrespective of qualification i.e. those recruited with qualification of 10+2 and Pharmacist Diploma and those with less qualification i.e. matriculates etc. and Pharmacist Diploma by promotion or recruited on old standards of recruitment have been given the scales of Rs.4500-125-7000/- in the CPOs and other Central Govt. Organisation including Railways has been given irrespective of qualification on the basis of revised pay scales.

Copies of few advertisement of other Central para military forces are enclosed as Annexure- 'G', 'H', 'I' and 'J'.

4.14 That, the contents of letter of Hq. DGAR No-A/Pers/Tech/CR/2004 dated 20 the July 2004 stating that entry level educational qualification of Assam Rifles Pharmacist (Med Cat) is not comparable to other Dep/CPOs. is disclosed from another letter of the authority No-2601/A/2004/1503 dated 12th August 2004.

Copy of said letter dated 12th August, 2004 is enclosed as Annexure-'K'.

Gurpreet Singh

4.15 That, the respondents issued letter dated 20th July, 2004 and 12th August, 2004 stating that the entry level of educational qualification of Assam Rifles Pharmacists is not comparable to other Central Govt. Department/CPOs and hence pay scales equilisation cannot be accepted. The applicants submit that their prayer is payment as per pay commission recommendations which were accepted. The applicants are being paid salary in non-existent scales denying implementation of the scales accepted and sanctioned by the Govt. of India on the recommendations of the 5th pay commission.

The respondents have mentioned about the entry level qualification as per recruitment rules i.e. Matric and Diploma in Pharmacist for Assam Rifles. The recruitment of matriculation was qualifications prevailing for pharmacists in old period. Present National Policy has undergone change with upward standard and there is no scope of qualification as Matric with Diploma in Pharmacists. The applicant No-1 ~~and~~ with ~~few~~ others who entered in early period are Matric with Diploma in ~~Pharmacist~~ and others are having qualification of 10+2 with Diploma in Pharmacist. But most unfortunately the respondents are denying the entitlements on ground of a fictitious lower qualification eligibility criterion, although the applicants have higher qualifications. It is reiterated that there is no scope of recruitment of matric with Diploma in Pharmacist candidates in Pharmacist service because minimum qualification for admission in Pharmacist courses is now 10+2 / Higher Secondary. Any lower qualification norm in any rule in Assam Rifles has with the passage of time become redundant and in fact at present there is no rule providing matriculation as minimum qualification. The applicants can not be denied their entitlements on the such ground of minimum qualification.

Gurpreet Singh

4.16 That, there is no rule prescribing minimum qualification of Matric for any such scales of Rs.3200-35-4900. The recognised council of Pharmacist presently does not accept matric as minimum qualification. The National Policy has been changed requiring higher qualification of 10+2 as minimum eligibility for Pharmacist Diploma, and as such the respondents cannot make any rule prescribing minimum matric as alleged and it is respectfully submitted even if any rule is made (with minimum matric) the same is violative of National policy for public good and would be illegal.

4.17 That, the respondents have been depriving the scales of pay sanctioned by Government of India after 5th Pay Commission on wrong interpretation. The payment are being made on non-existent scale. The pay scales after 5th pay commission for Pharmacist is Rs.4500-125-7000/- w.e.f. 1.1.1996 but being paid Rs.3200-35-4900 (non-existent scales).

4.18 That, the applicants cannot be denied the pay scales and allowances on fictitious reasons.

4.19 That, the applicants are entitled to get the rank of A.S.I as given by the other C.P.Os for the post of pharmacist.

4.20 That, the Assam Rifles is one of the Central Police Organisation like the BSF, ITBP, CISF, CRPF etc. The Fifth pay commission while recommending the pay scales to the personnel Assam Rifles including Group 'A', 'B', 'C' and 'D' took not the difficulty faced by the personnel in difficult areas. Pharmacist in Assam Rifles is a combatised post who are rendering service in remote localities in insurgent infested areas. It is significant that the gazetted and non-gazetted ranks of Central

Gurpreet Singh

Police Organisations including Assam Rifles face largely similar risks in their assignments and perform similar arduous nature of duties. Similarity in nature of duties and responsibility between the pharmacist of Central Police Organisations including Assam Rifles but which is absent in case of other Central Government. The combatised pharmacist of Assam Rifles have to attend upon battle weary personnel with frequent injuries, casualties etc. in conditions of peace and war which is unavoidable in Assam Rifles due to internal security and anti-insurgency duties in operational and sensitive areas. The difference in pay scales between Pharmacist of Assam Rifles and Pharmacist of other Central Police Organisation or in Central Government Health Services cannot be justified in anyway or manner. The fifth Central Pay Commission in their recommendations do not made any distinction and differences in any scales of Pharmacist in Assam Rifles in comparison to other CPOs. In fact the unique condition of services, risk to life, military discipline, deprivation and hardship in field areas rather demand for higher allowances and pay scales in Assam Rifles in comparison to other Central Police Organisations.

4.21 That, the nursing staff of Assam Rifles filed applications before this Hon'ble Tribunal stating and praying for implementation of revised pay scales as per recommendations of 5th Central Pay Commission. The applications were registered as OA No-24/2001 and OA NO-222/2002. The Hon'ble Tribunal vide Orders dated 16.8.2001 and 8.8.2003 was pleased to direct the Assam Rifles authority as well as other respondents to take decision in the matter of implementation of the 5th pay commission recommendations which is given by other CPOs and Central Govt. Organisations.

Copy of the Judgement in OA NO-222/2002 is enclosed as Annexure- 'L'.

Gurpreet Singh

4.22 That, the applicants state that from a letter of respondent authority it is seen that the Diploma Holders in Pharmacies are being enrolled in Assam Rifles as Hav/Pharmacist in the pay scales of Rs.3200-85-4900/- per month whereas their counterparts in other CPOs like BSF/CRRF etc. under same ministry of Home Affairs are enrolled as Asst. Sub-Inspector(ASI) or equivalent rank in the pay scales of Rs.4500-125-7000/- per month.

Copy of said letter dated 28th June, 2004
is enclosed as Annexure-'M'.

5. GROUND'S FOR RELIEF'S WITH LEGAL PROVISIONS:

5.1 For that the scales of Pharmacists as recommended by the 5th Central Pay Commission and accepted by the Govt. of India is Rs.4500-125-7000/- the applicants and other similarly situated Pharmacists of Assam Rifles can not be given a scale less than that scale.

5.2 For that the payment in the lower scales to the Pharmacists is without any reason and is whimsical and discriminatory and as such violative of Article 14 and 16 of the Constitution of India.

5.3 For that denial of appropriate scale accepted by the Govt. of India offends Article 14, 16 and 21 of the Constitution of India.

5.4 For that the denial of accepted scale of pay and payment of emoluments in lower scales is exploitation abhorred by the Constitution of India and militates against the fundamental rights and directive principles of the Constitution of India.

Gurspreet Singh

5.5 For that denial of allowances as sanctioned by the Govt. of India is violative of Article 14, 16 and 21 of the Constitution of India and as such denial is also exploitation.

5.6 For that the applicants prays for the relief under the principles of Justice, equity and fair play and the principle of equal pay for equal work.

6. DETAILS OF REMEDIES EXHAUSTED:

There is no remedy under any rule and this Hon'ble Tribunal is the only forum for redressal of the grievance.

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

The applicants declare that they have not filed any other case in any Tribunal or Court on the subject.

8. RELIEFS SOUGHT FOR:

Under the facts and circumstances of the case, the applicants pray for the following reliefs:

8.1 The pay scales of Rs.4500-125-7000/- for Pharmacists should be implemented for the applicants and other similarly situated Pharmacists in Assam Rifles w.e.f 01.01.1996 and arrears for difference be paid.

8.2 The allowance to be paid as sanctioned by the Govt. of India.

8.3 The rank of Hav should be replace by the rank of A.S.I or equivalent rank as given by other CPOs in case of Pharmacists.

Gurpreet Singh

8.4 Any other reliefs or relief the Hon'ble Tribunal may be pleased to grant.

The above reliefs are prayed for on the grounds stated in para 5 above.

9. INTERIM RELIEF PRAYED FOR:

During the pendency of this application the applicants pray for the following interim order:

9.1 The applicants pharmacists may be paid salary in the scale of Rs.4500-125-7000/- per month.

9.2 The allowance to be paid as sanctioned by the Govt. of India.

The above reliefs are prayed for on the grounds stated in para 5 above.

10. The application has been filed through Advocate.

11. PARTICULARS OF POSTAL ORDER:

i)	I.P.O. NO.	: 26 G 324523
ii)	Date of issue	: 15/06/06
iii)	Issued from	: G.P.O. Gurdah
iv)	Payable at	: Gurdah.

12. PARTICULARS OF ENCLOSURES:

As stated in the index.

Verification.....

Gurpreet Singh

VERIFICATION

I Sri Gurpreet Singh, son of Sardar Hardeep Singh, aged at about 27 years, working as registered pharmacist in Assam Rifles, being one of the applicant with others in the instant Original Application, do hereby verify for me as well as for other applicants duly authorised by all of them that the statements made in paragraphs 1 to 4 and 5 to 12 are true to my knowledge and those made in paragraph 5 are true to my legal advice and I have not suppressed any material fact.

And I sign this verification on this the 23th day of May , 2006.

Gurpreet Singh

7 AR

Assam Rifles Training Centre & School
PO- Dimapur (Nagaland)
Pin - 797 115

06 Apr 2005

CENTRAL ALL INDIA ALL CLASS OPEN RECT RALLY FOR FILLING UP POSTS OF TECHNICAL TRADES

S/No	Category	Pay Scale	No of vacancies				Total Vacancies	Educational/Technical qualification
			Gen	SC	ST	OBC		
1	2	3	4	5	6	7	8	9

Naib Subedar Religious Teacher (Pandit)	Rs.5500-175-9000/-+ other allowances as admissible to CPMF.	-	-	-	-	03	Graduation with Madhyama by in Sanskrit or Bhusan in Hindi from recognised Board or University.
Warrant Officer (Personal Assistant)	Rs. 4000-100 - 6000/- + other allowances as admissible to CPMF.	07	02	01	04	14	10 + 2 or equivalent from a recognized board of university with short hand speed 80 words per minute and type writing speed 40 words per minute and knowledge in computer literacy.
Naib Subedar (Bridge and Road)	Rs.5500-175-9000/-+ other allowances as admissible to CPMF.	03	01	01	01	06	(i) Matric or equivalent from a recognised Board of University, and Diploma in Civil Engineering from a recognised Institution for Bridge and Road.
Naib Subedar (Surveyor)	-do-	-	-	-	-	02	(i) Matric or equivalent from a recognised Board of University, and

Comdt/कमांडेंट	
आई सी	21/1/9
गुर्गेट	07/11
द्वय	
होना 11/प्रधान विधि	11/11/15
दस्तावेज No. 1/11/15	

Completed by June 1997

[Signature] 5/6/08

1	2	3	4	5	6	7	8	9
(c)	Havildar Clerk	Rs. 3200-85-4900/-+ other allowances as admissible to CPMF.	23	07	03	12	45	10 + 2 pass (Metric to be passed with English & Math) Typing speed 30 words per minute in English or 25 words per minute in Hindi and knowledge in computer literacy.
(f)	Havildar (Pharmacist)	Rs. 3200-85-4900/-+ other allowances as admissible to CPMF.	07	02	01	04	14	(a) 10 + 2 or equivalent from a recognized board of university with English, Math and Science with Biology. (b) Two years Diploma in Pharmacy from a recognized institution.
(g)	Plumber	Rs. 3050-75-3950-80-4590/-+ other allowances as admissible to CPMF.	37	11	06	20	74	Metric or Xth class pass and Diploma/ITI Certificate from a recognised Institution.
(h)	Rifleman (Metal Smith)	Rs. 3050-75-3950-80-4590/-+ other allowances as admissible to CPMF.	11	03	02	05	22	Matriculation or Xth class pass and Diploma/ITI Certificate from a recognised Institution.
(i)	Rifleman (Black Smith)	Rs. 3050-75-3950-80-4590/-+ other allowances as admissible to CPMF.	-	-	-	-	03	Matriculation or Xth class pass and Diploma/ITI Certificate from a recognised Institution.
(k)	Rifleman Electrician (Engineer)	Rs. 3050-75-3950-80-4590/-+ other allowances as admissible to CPMF.	11	03	02	05	21	Matriculation or Xth class pass and possess Diploma/ITI Certificate in the grade from a recognised Institution.
(l)	Rifleman Lineman Field	Rs. 3050-75-3950-80-4590/-+ other allowances as admissible to CPMF.	-	-	-	-	04	Matriculation or Xth class pass and possess Diploma/ITI Certificate in the grade from a recognised Institution.

From : 371141 X Hav/Pharmacist REFERENCE TO PARA-2
 Manoj Mongia
 Medical Pl
 21 Assam Rifles
 C/O 99 AFO

To : Directorate General Assam Rifles
 Shillong - 793011
 (THROUGH PROPER CHANNEL)

SUB : DISPARITY IN THE PAY SCALE AND OTHER FINANCIAL
BENEFITS OF PHARMACISTS IN ASSAM RIFLES WITH
OTHER CENTRAL POLICE ORGANISATIONS

Sir,

1. With due respect and humble submission. I beg to lay down the following few lines for your kind consideration and favourable action please.
2. The Pharmacists are being enrolled on the pay scale of Havildars in Assam Rifles whereas in sister forces like central reserve police force (CRPF) and Border security force (BSF) pharmacists are being enrolled on the pay scale higher than that of an assistant sub Inspector (ASI). As a result there is a wide difference in the pay scale of Pharmacists in Assam Rifles and the Pharmacists in other Central Police Organisations (CPOs).
3. In Assam Rifles, Hav Pharmacists are in receipt of pay scale ranging from Rs3200-85-4900/- but the Pharmacists in sister forces and the Pharmacists in other organisations in India, are in receipt of Rs4500-125-7000/- (Photostat copies of 44 Bn CRPF Sig No PI-1/97 DCC dated 23 Oct 97 and Employment News paper dated 18-24 Nov 2000 attached for reference). though the qualification point of entry into service is same with Diploma in Pharmacy.
4. It is for your kind information that the Diploma holders in civil Engineering are being recruited as Nb/Sub Engineers in Assam Rifles with Basic pay ranging from Rs 5500-175-9000/- even though they have also a Diploma Certificate as the Pharmacists do.
5. It is further added that a Hav Pharmacist has to wait for atleast 20 to 25 years of service for further promotion though having completed all the required qualifications. This affects the morale of Pharmacists a lot as they don't even receive the basic pay recommended for Pharmacists by pay Commission.
6. Keeping in view, the existing deficiency of Nursing Assistants and SKTs (Med) in Assam Rifles, The Pharmacists are performing the additional duties in wards, Ordnance Stores in most of the Assam Rifles Hospitals. Thus a Pharmacist doesn't enjoy any advancement in the pay scale and other allowances inspite of increasing his professional responsibilities.
7. Even though both, the Pharmacists in Assam Rifles and the Pharmacists in sister forces like CRPF & BSF, are serving with different CPOs under Home Ministry, the disparity for the pay scale, other allowances and promotion amongst this trade requires due consideration and proper equation in the pay structure be considered in the best advantage of affected individuals, so as to boost their morale.

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Collected by & true copy

16/4/00

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8. In addition to this, by offering an attractive and recommended pay scale, more Pharmacists could be attracted towards Assam Rifles so as to fill up the balance vacancies of Pharmacists in Assam Rifles.


9. I shall be very grateful to you sir, if you can look into the matter to solve the discouraging problem at the earliest and offer better pay scale to the Pharmacists in Assam Rifles.

Thanking You

Yours faithfully.

Dated : 12 Dec 2000

Place : C/O 99 AFO


(Manoj Mongia)
Hav/Pharmacist

- 19 -

(104)

REFERENCE TO PARA - 3

/Copy/

Headquarters
Manipur Range Assam
C/O 99 APO

II.13015/A/2001/1147

18 Mar 2001

Pt Assam Rifles
C/O 99 APO

DISPARITY IN THE PAY SCALE AND OTHER
FINANCIAL BENEFITS OF PHARMACISTS IN
ASSAM RIFLES WITH OTHER CENTRAL POLICE
ORGANISATIONS

1. Ref your letter No 1.29012/29/2000-A/5290 dated
Dec 2000.

2. Pt raised by No 371141X Hav/Pharmacist Manoj Mo
regarding disparity in pay scales has been incl in app
Agenda for DD(Adm) conf 2001. Decision will be communicated
unit. However, NCO's contention for further promotion
is not agreed to as promotion is based on the auth vacant

3. Pl info incl accordingly.

Sd/- xx xx xx
(H F Rao)
Asst Comdt
SC 3 (Q)
for DIG Assam Rifle

Encl : Applications and
other connected
docs in triplicate

certified to be true copy.
11/6/01

- 20 -

Amegwe-e

(108)

From : No 371141X Hav/Pharmacist
Manoj Mongia
19 Assam Rifles
C/o 99 APO

To : Mahanideshalaya Assam Rifles
Directorate General Assam Rifles
Shillong - 11

(Through Proper Channel)

Sub : DISPARITY IN THE PAY SCALES AND OTHER ALLOWENCES

Sir,

1. Most reverentially and with humble submission, I beg to lay down the following few lines for your kind consideration and favorable action to Boost up the Moral of Pharmacists Jawans of Assam Rifles Which is a Force of invincible Goodwill and Unconquerable Generosity.
2. Please refer to the application addressed to HQ DGAR fwd from HQ 21 Assam Rifles vide their ltr No. I.29012/29/2000-A/2290 dated 26 Dec 2000, regarding the subject as cited above. (Xerox copy attached).
3. The reply received from HQ MP Range vide their ltr No. II.13015/A/2001/3147 Dtd 18 Mar 2001 (Xerox copy attached.), was to add the point in next DD Adm Conference but no communication has been received from your honorable offices so far hence I was compelled to put few more lines for your sympathetic action please.
4. Pharmacists in Assam Rifles are being enrolled under Direct Recruitment Policy, Hav Pharmacists in the pay scale ranging from 3200-85-4900 whereas in Sister Central Pa Military Forces and all the other Organizations of India they are being enrolled above the pay scale of 4500-125-7000 (Xerox copy of CRPF Sig No. P.I-1/97-PCC dt 23 Oct 1997 and some National/State newspapers attached for reference) though the qualification point of entry into service was same and hence incurring a heavy financial loss.
5. It was intimated by HQ DGAR vide their ltr No. A/Karmik Vaten Avum Bhatte/2001 dated 24 April 2001 (Xerox copy attached), in Para 3, 4 & consequent Para that a case has been taken up in 1997 with Ministry of Home Affairs to equalize the pay scales of Pharm and some other trades of Assam Rifles with other CPMFs and the matter was then put up the Ministry of Finance for their approval only, but no benefits are being received in Ass Rifles and thus the Pharmacists in Assam Rifles are deprived of their basic pay allowances, promotion and status to a great extent till date. On the other hand, the VI and Staff Nurses have already received their scale, which adversely affects the moral combatant Pharmacists ironically enough.
6. In the latest PE, The vacancies of JCO Pharmacists have been reduced to such a great extent that maximum Hav Pharmacists will not get promotion through out their whole service, which makes the Pharmacists of Assam Rifles Morally Down.
7. This is to be put in your kind knowledge that Vacancies of JCO Lab Assts have been raised to be one per battalion whereas they have been remustered from Nursing Assistants (as also stated by ARTC & S vide their ltr No. A/Pers/3-98/2000 dated Jul 2000, in reply to an application regarding same subject, fwd by a Hav/Lab Asst) (Xerox copy attached). Moreover the Lab Assts have been granted the pay scale of Rs. 3050-4000 by MHA vide their ltr No. II.27012/6/99-PF.II (Vol. II) dated 29 March 2004 (Xerox copy attached), which is making the Pharmacists of Assam Rifles a lot.

Codified to be done
16/6/06

8. This is to be put in your kind knowledge that a scale of Rs. 4000-6000 in the rank of ASI has been granted by MHA vide their ltr No. same as mentioned in para 7 above and xerox copy of the ltr attached for ref, which is applicable for further recruitment, but certain Pharmacists have been enrolled after the ltr, in the same old pay scale prevailing in Assam Rifles. (Xerox copy of employment newspaper dated 30 Oct - 05 Nov attached for ref.)

9. Keeping in view the existing deficiency of Nursing Assistants and SKTs (Med), The Pharmas in most of the Assam Rifles Battalions are performing some additional duties in Hospital-Wards and Ord Stores (Med) and thus they are not enjoying any advancement in the pay scale and other allowances in spite of increased professional responsibilities.

10. It is therefore earnestly requested you to please look into the Matter on extreme compassionate ground and take necessary steps at the earliest to provide all the Monetary benefits applicable from 1997 so as to boost the Morale of the affected individuals.

Thanking you in anticipation,

Yours faithfully,



(Manoj Mongia)
Hav/Pharmacist

11 Nov 2005

Encl: as above

Copy to:-

Mahanideshalaya Assam Rifles
Directorate General Assam Rifles
(Medical Branch/ Legal Branch/ Grievances cell)
Shillong - 11

31/8/05

From : M/371423W
Hav/Pharm 8 Roul
4 Assam Rifles
C/o 99 APO

To : The Directorate General Assam Rifles
Shillong - 791011

(Through Proper Channel)

Subject : DISPARITY IN THE PAY SCALE AND OTHER FINANCIAL BENEFITS OF PHARMACISTS OF ASSAM RIFLES COMPARED TO OTHER CPOs

Respected sir,

With due respect, I am following up lines for your kind and sympathetic consideration and favourable response.

That sir, the diploma holders pharmacists are being enrolled in Assam rifles as Hav/Pharmacist in pay scale Rs. 2260-85-4900/- and education qualification 10+2 with Sc and D Pharm whereas their counterparts other CPOs like BSF/CRPF etc in the same Ministry of Home Affairs are enrolled as Asst Sub Inspector (ASI) or equivalent rank in the pay scale Rs. 4500-125-7000/-.

In this regard your attention is drawn towards copy of Govt of India, Ministry of Home Affairs DGT BSU dated Oct 2003 and restructuring uniform pay scale for combatant post of paramedics in the CFPMs which may also att for ready ref please.

That the entry level of educational qualification of Assam Rifles Pharmacist (Med Cat) is comparable to other Dept/CPOs.

In view of the above, you are requested to kindly look into the matter to minimize the disparity in the pay scale of employed individuals of the Assam Rifles within the CPOs.

For this my dear sir, I am enclosing enclosed for your reference.

Thanking you.

Yours faithfully,

Dated: 31 Aug 2005

(Hav/Pharm 8 Roul)

certified to be true copy
16/8/06

4 Assam Rifles
C/O 91 APO

17 SEP 22

VIII.11012/A-38/2005/

Headquarters
9 Sector AR
C/O 99 APO

ATTENTION: FWD

1. Ref your HQ letter No II.13015/A/2005/3493 dated 20 Jul 2005.
2. An application submitted by No M/371423/V Hav/Pharm S K Rout of this unit is re-submitted herewith duly rectified alongwith photo copy of following letters for your further action please :-
 - (a) Govt of India, Ministry of Home Affairs, Director General, Border Security Force (Personnel Directorate) 200 123 dated Oct 2004.
 - (b) Govt of India, Ministry of Home Affairs letter dated 12 Mar 2004.
 - (c) HQ DGR, letter No I-2018/112005/Adm-II/33 dated 16 Mar 2005.

Encl : as above

(SECRET)

Ma

Ad:

1000

connected to 4 one off

16/6/06

- 24 -

Annexure - E
175
46

From : 371360Y Havildar/Pharmacist
Gurpreet Singh
Medical Platoon
7 Assam Rifles
C/O 99 APO

To : Directorate General Assam Rifles
Shillong - 793011

(Through proper channel)

SUB : DISPARITY IN THE PAY SCALE AND OTHER FINANCIAL BENEFITS
OF PHARMACISTS IN ASSAM RIFLES WITH OTHER CENTRAL
POLICE ORGANISATIONS

Sir,

1. With due respect and humble submission I beg to lay down the following few lines for your kind consideration and favourable action please.

2. The pharmacists are being enrolled on the pay scale of Havildars in Assam Rifles whereas in sister forces like Central Reserve Police Force (CRPF) and Border Security Force (BSF) pharmacists are being enrolled on the pay scale higher than that of an Asst Sub Inspector (ASI). As a result there is a wide difference in the pay scale of pharmacists in Assam Rifles and the pharmacists in other Central Police Organisations (CPOs).

3. In Assam Rifles, Havildar Pharmacists are in receipt of pay scale Rs. 3200-85-4900/-. But the pharmacists in sister forces and the pharmacists in other organisations in India, are in receipt of Rs. 4500-125-7000/- (Photostat copy of 45th Battalion CRPF Sig No. PI-97-PCC dated 23 October 1997, employment news paper dated 25-31 October 2003 and Photostat copy of Indian Ordnance Factories employment news paper dated 10-16 April 2004 attached for reference). Though the entry qualification into the service is same i.e. 10+2 and Diploma in Pharmacy.

4. It is for your kind information that the diploma holders in civil engineering having academic qualification of Matric are being recruited as Nb/Sub in Assam Rifles in the pay scale Rs. 5500-175-9000/- whereas the equivalent diploma holders in pharmacist having academic qualification 10+2 are being enrolled as Havildar in the pay scale of pay Rs. 3200-85-4900/- in the same organisation.

5. It is further added that of a Havildar/Pharmacist has to wait for atleast 20 to 25 years of service for further promotion though having completed all the required qualifications. This affects the moral of pharmacists a lot as they do not even receive the basic pay recommended for pharmacists by the Pay Commission.

6. Keeping in view, the existing deficiency of nursing assistants and store keepers (Medical) in Assam Rifles. The Pharmacists performing the additional duties in ward, ordnance stores in most of the Assam Rifles hospitals. Thus a pharmacist does not enjoy any advancement in the pay scale and other allowances in spite of increasing his professional responsibilities.

7. Even though both, the pharmacists in Assam Rifles and pharmacists in sister forces like CRPF and BSF are serving with different CPOs under Home Ministry, the disparity for the pay scale, other allowances and promotion amongst this trade requires due consideration and proper equation in the pay structure be considered in the best advantage of affected individuals so as to boost their morals.

Contd..2/-

Certified to be true
copy
16/6/02

In addition to this, by offering an attractive and recommended pay scale, more pharmacists could be attracted towards Assam Rifles so as to fill up the existing vacancies of pharmacists in Assam Rifles.

9. I shall be very grateful to you, if you can look into the matter to solve the discouraging problem at the earliest and offer better pay scale to the pharmacists in Assam Rifles.

Thanking you in anticipation,

Yours faithfully,

Gurpreet Singh

Station: C/O 99 APO

Dated: 14 Jul 2004


(Hav/Pharmacist)
Gurpreet Singh

RECOMMENDATION OF THE COMMANDANT 7 ASSAM RIFLES ON THE
APPLICATION IN RESPECT OF NO M/371360Y HAV PHARMACIST
GURPREET SINGH

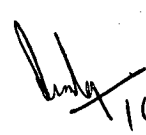
There are obvious disparities in the pay scales/other benefits available to Pharmacist in Assam Rifles vis-à-vis other CPOs and Central Govt Orgs. Suitable action is recommended to be taken to rectify the anomalies.

Place : Field

Dated: 18 Jul 2004


(J S Yadav)
Col
Comdt
18/7

Letter to be sent


16/9/06

- 27 -

Annexure - F
49

7 Assam Rifles
PIN - 932007
C/O 99 APO

Pers/GPS/1360/05

20 Oct 2005

Mahanideshalaya Assam Rifles
Directorate General Assam Rifles
Shillong - 11

(Through proper channel)

Sub : DISPARITY IN THE PAY SCALE AND OTHER FINANCIAL BENEFITS OF PHARMACISTS IN ASSAM RIFLES WITH OTHER CENTRAL POLICE ORGANISATIONS

Sir,

1. With due respect and humble submission I lay down the following few lines for your kind consideration and favourable action please.
2. To mitigate the disparity in pay scale in comparison with other CPOs, I had submitted an application which was forwarded to HQ DGAR, duly recommended in chain of Command, vide 25 Sector letter No. 15015/Med/02/04-A/0058 dated 09 Aug 2004 (photocopy attached).
3. It is further apprised that the MHA had also approved/sanctioned the uniform pay scale of pharmacist for all CPOs vide their letter No. II.27012/6/99-PFI/PF-II(Vol. II) dated 29 Mar 2004 (Photocopy attached) but the same has not been implemented so far in the Assam Rifles on pretend of entry education qualifications.
4. In this regard I would like to draw your kind attention on the advertisement issued vide BSF letter No. A.8/ISSB/P.M.S/2002 dated Oct 2003 and ARTC & S advertisement issued vide letter No. 35011/34/2005/RC/488 dated 06 Apr 2005 which clearly indicate the same entry education qualification in both the advertisements. Copy of the both ibid letters are attached for ready reference. As such the contention of HQ DGAR, forwarded vide 23 Sector Assam Rifles letter No. 2601/A/2004/1503 of 12 Aug 2004, has no merit (copy attached).
5. In view of above, I reiterate your honour to kindly implement the revised pay scale as sanctioned by MHA to me at the earliest to avoid further financial loss as well as dignity.
6. For this act of kindness, I shall ever remain grateful to you, Sir.

Yours faithfully,

Gurpreet Singh

No. M/371360Y
Hav/Pharmacist
Gurpreet Singh

Certified to be true copy

16/10/06

- 28 -

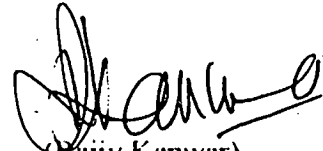
28

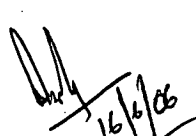
RECOMMENDATION OF THE COMMANDANT 7 ASSAM RIFLES
ON THE APPLICATION IN RESPECT OF NO M/371360 Y HAV
PHARMACIST GURPREET SINGH

There are disparities in the pay scales/other benefits available to Pharmacist in Assam Rifles vis-à-vis other CPOs and Central Govt Orgs. NCO's application merits consideration

Place: Field

Dated: 10 Oct 2005


(Rajiv Kanwar)
Col
Comdt

correct to be true copy

16/10/05

No. A.81/SSB/PMS/2002
Government of India
Ministry of Home Affairs

Directorate General Border Security Force

(Personnel Directorate: SSB Cell)

Applications are invited from Male/Female Indian citizens for appointment of para medical Staff Group 'C' candidates in Border Security Force, Ministry of Home Affairs, Government of India in the pay scale as mentioned against each post plus DA and other allowances as admissible to the members of the Force from time to time as well as accommodation, uniform, LTC and medical facilities etc. The posts are temporary but likely to become permanent. Selected candidates are liable to be governed by BSF Act and Rules. Selected candidates shall be liable to serve anywhere in India or outside.

Name of Post	Vacancies					Pay Scale (Rs)	Age	Education	Qualification
	Gen/UR	SC	ST	OBC	Total				
Pharmacist (Qualified/Asst) Sub Inspector	31	07	03	13	56	4500-125-7000	Between 20 to 30 years	i) 10+2 or equivalent ii) Diploma in Pharmacy from any recognised institution of the Central/State Govt. for which the period of training is two years followed by an internship of 04 Months. iii) Possessing the qualification under section 31 and 32 of the Pharmacy Act, 1948 and registered under Section 33 of the said Act.	

(VACANCIES ARE SUBJECT TO CHANGE)

(2) AGE LIMIT RELAXATION: (a) Upper age limit is relaxable by 05 years for SC/ST and 03 years for OBC candidates. (b) The upper age limit upto 05 years is relaxable for candidates already in Government service holding posts which are in the same line or in allied cadre. (c) The crucial date for determining the age limit shall be the normal closing date for receipt of applications i.e. 30 Nov 2003. (d) Only the date of birth entered in the matriculation or Secondary school leaving certificate or in a certificate recognised by an Indian University as equivalent to matriculation would be accepted by the selection board. Original certificate is required to be produced at the time of documentation before appearing for interview.

3. PHYSICAL STANDARDS:

a) Physical measurement

	Male	Female
(i) Minimum height	165 Cms	150 Cms
(b) Minimum Chest	76 Cms (Unexpanded) 81 Cms (Expanded)	well developed with expansion of 05 Cms

(b) The candidates must not have knock knee, flat foot, varicose veins or squint in eyes and should possess high grade colour vision. They must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties.

(c) It should, however, be clearly understood that the Selection Board reserves to itself the right to reject or accept any candidate after considering the report of the Medical Board.

4. SELECTION PROCEDURE: Selection will be based on written examination. Ex-Servicemen interview and Medical examination separately and their list will be prepared as Internal Candidates for the vacancies advertised.

i) Written Examination: Written examination will consist of four parts being 200 marks in detail. Part I: GK & General Aptitude: 50 Marks

Part II: a) Pharmacology
b) Pharmaceutical Chemistry
c) Pharmacokinetics
50 Marks

Part III: a) Human Anatomy
b) Physiology
c) Pathology
50 Marks

Part IV: a) Basic Nursing
b) Health Education
50 Marks
Total: 200 Marks

A) INTERVIEW: 50 MARKS

B) MEDICAL EXAMINATION: Medical examination prescribed for the post will be conducted by a duly constituted Medical Board.

APPLICATION AND EXAMINATION FEES: The candidates may utilise the application format given with this advertisement and send the application so as to reach Commandant, Special Selection Board Cell, HQ DG BSF, Block No: 10, CGO Complex, Lodhi Road, New Delhi on or before 30 Nov '03. The last date for receipt of applications in respect of candidates belonging to far flung areas of Himachal Pradesh, Jammu & Kashmir and North-Eastern states is 15 Dec '03. The applications should be accompanied with attested copies of certificate of proof of age, education qualification, caste, tribe/hill areas (Domicile) and NOC (wherever applicable) as well as a bank draft for Rs. 50/- (Rupees fifty) as examination fee to be drawn in favour of the Commandant (Co-Ord) payable at SBI service branch, New Delhi Code: 7687. SC/ST candidates are exempted from this examination fee.

GENERAL INSTRUCTIONS: (a) The applications form (Appx 'A') must be filled by the candidate in his own handwriting/type/written. Correction, if any, should be legible and attested by the candidate.

(b) The envelope containing the application must be superscribed in bold letters as 'APPLICATION FOR THE POST OF PHARMACIST (QUALIFIED) ASSTT SUB IN' DIRECTOR IN BSF'.

(c) Candidate, serving in Government/Semi-Government/Public Sector undertakings should apply through proper channel to produce certificate from their employer will be required to be submitted at the time of personal interview. (d) All eligible candidates who apply in response to this advertisement before the closing date will be assigned Registration/Roll numbers. They will be communicated through call letter for written test. (e) Admission card for written examination indicating time table for the examination as also the venue of the examination for each candidate will be issued. (f) The candidates called for selection tests/ interview and detailed medical examination will not be paid any LWDA. However SC/ST candidates who are called for interview and detailed medical examination and not employed under State/Central Government/ Public Sector undertaking, will be paid 1st class Rail/Bus fare for shortest route on production of proof of fare paid by them as per rules. (g) The decision of the selection Board with regard to the matters connected with this recruitment will be final in all respects. (h) Success in the examination confers no right to appointment unless the department is satisfied after medical examination and such enquiry as may be considered necessary that the candidate is suitable in all respects for appointment to the service/post. (i) The appointment will be subject to the conditions that the candidates are medically as well as physically fit. The selected candidates will have to undergo Basic Training at any of the training institutions of BSF. The services of those candidates who fail to complete the training successfully are liable to be terminated. (k) Specimen of the application can also be downloaded from BSF web site: www.bsf.nic.in.

10. CHECK LIST: i) Matriculation or equivalent certificate of proof of age. ii) Proof of education. iii) Caste certificate in case of SC/ST/OBC candidates. (As per proforma). iv) Examination fee Rs. 50/- in the shape of Bank Draft in case of General/OBC candidates. v) NOC in case of candidates serving in Central/State Govt./Public Sector Undertaking. vi) Two latest identical passport size photographs (one each on application and Admit Card should be attested by a Gazetted Officer). vii) Two self addressed envelopes with postage stamps duly affixed. viii) Application and Admit Card signed by the candidate.

Deputy Inspector General (Pers)

Government of India, Ministry of Home Affairs
Directorate General Border Security Force

APPLICATION FOR THE POST OF PHARMACIST (QUALIFIED) ASSTT SUB IN DIRECTOR IN BSF

Registration No. Roll No.

(To be filled by SSB Cell)

(The form should be filled in by the candidate in his own handwriting neatly and legibly in blue capitals. It should be completed in full respect and should be accompanied by certified copies of testimonials).

INCOMPLETE APPLICATION WILL NOT BE ACCEPTED

1. Full Name (In Block Letters) **DANKAJ SETH**
2. Father's Name and occupation **BURESH CHAND SETH**
3. Permanent Home Address **MAHARAJA NAGAR, BHADRA, DISTRICT BHADRA, PUNJAB**
4. Present postal address **MAHARAJA NAGAR, BHADRA, DISTRICT BHADRA, PUNJAB**
5. Nationality (State whether by birth or domicile) **INDIAN**
6. Sex (Male/Female) **MALE**
7. Date of Birth (In Christian era) attach certificate copy of your matriculation/ Hr Sec or SSLC in support of your age **17 NOVEMBER 1971**
8. Category SC/ST/OBC/GENERAL etc. **GENERAL**
9. Religion i.e. Hindu/Muslim/Christian/Sikh/Buddhist/Parsee **HINDU**
10. Education Qualification **12th PHS**
11. Professional Qualification **DIPLOMA IN PHARMACY, BASTIC COURSE**
12. Give particulars of all the exams passed starting from the matriculation or equivalent examination.

S. No.	Year & Month of Passing the Exam	Name of Exam or Degree Passed	Name of School or College	Name of University or Board	Subject	Class or Division
--------	----------------------------------	-------------------------------	---------------------------	-----------------------------	---------	-------------------

13. Physical Standard

a) Height (In Cms) Cms

b) Chest measurement (In case of male candidates) Unexpanded: Expanded:

14. Are you married? If so state whether you have more than one spouse living?

16. Have you ever been convicted or debarred for employment in Govt. service if so, give particulars:

17. a) Are you free from debt and not engaged in civil litigation which may render you unsuitable for employment in BSF?

b) If the reply is in negative give details of debt or litigation

18. Particulars of present employment if any with post and personal number/Deptt. etc.

19. List of enclosures.

DECLARATION

I hereby declare that all statements made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information being found false or incorrect or ineligibility being detected before or after the test/interview, my candidature may be cancelled and all my claims for recruitment will be forfeited. I also understand that if at any stage I am found to have used unfair means in the written examination/test or to have violated any of the rule/regulation governing the conduct of selection process, my candidature can be cancelled and I may be declared to have been failed by the selection board at its discretion.

Signature of the applicant

NOTE:

- a) Candidate in service must submit their application through proper channel with the certificate duly signed by their employers stating their willingness to release them from service in BSF if selected for appointment.
- b) If any one who does not fulfil the minimum physical and educational qualifications as prescribed in the application, he runs the risk of incurring wasteful expenditure for which this department is not responsible.

GOVERNMENT OF INDIA

MINISTRY OF HOME AFFAIRS

DIRECTORATE GENERAL BORDER SECURITY FORCE

RECRUITMENT FOR THE POST OF PHARMACIST (QUALIFIED) ASSTT SUB IN DIRECTOR IN BSF

(Official Seal) Roll No.

Registration No. (to be filled by office) (to be filled by office)

ADMIT CARD

Note: Particulars to be filled in by the candidate.

1. Name of Candidate
2. Father's Name
3. Date of Birth
4. Postal Address

5. Category (Gen/SC/ST/OBC)

6. Centre of Examination: (to be filled by office)

7. Date of written test: (to be filled by office)

(NOTHING TO BE WRITTEN BY THE CANDIDATE BELOW THIS LINE WHILE SENDING THE APPLICATION.)

S.No. Date Subject & Paper Candidate's Signature

Signature of I/C Exam Centre

APPENDIX-3

(1)

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA (G.O. Dept. of Per. & Trg., OM No. 3503/20/94-Estt. (SCIO, dated 23.11.1995)

This is to certify that son of of village District/Division in the State belongs to the community which is recognised as a backward class under

* I) Government of India, Ministry of Welfare, Resolution No. 12011/60/93-BCC (C), dated 10th September, 1993 published in the Gazette of India, Extraordinary, Part I, Section 1, No. 100, dated 13th September, 1993.

* II) Government of India, Ministry of Welfare, Resolution No. 12011/60/94-BCC, dated 14th September, 1994 published in the Gazette of India, Extraordinary, Part I, Section 1, No. 163, dated 20.10.1994.

* III) Registration No. 12011/1/95 BCC dated the 24th May, 1995, published in the Gazette of India, Extraordinary, Part I, Section 1, No. 88 dated 25.5.1995.

Shri and/or his family ordinarily reside(s) in the District/Division of the State. This is also to certify that he/she does not belong to the person belonging to the Creamy Layer mentioned in Column 3 of the Schedule to the Government of India, Department of Personnel and Training OM No. 36012/22/93, Extt. (SCT) dated 8th May, 1995.

Dated: Seal: District Magistrate/Deputy Commissioner etc.

Strike out which is not applicable.

Continued on page 30

RAILWAY RECRUITMENT BOARD, AJMER

Visit us At : www.rrbajmer.org

OPENING DATE : 22.05.2004

(Only for candidates staying in Andaman-Nicobar-Lakshadweep and abroad Closing Date 07.07.2004 Time 17.00 hrs.) CLOSING DATE : 22.06.2004 TIME : 17.00 HRS.

Applications are invited from the citizens of India and from such other persons declared eligible by Ministry of Home Affairs, Govt. of India for filling up posts on North Western Zonal Railways and its Divisions/Workshops/units etc. The application may be sent by ordinary post or can be dropped in the Application Box kept in the office of RRB-Ajmer upto 17.00 hrs. of the closing date. Applications received after closing date and time will not be entertained. The envelope containing the application should be clearly superscribed "Application for the post of _____" and Community i.e. SC/ST/OBC/UR/Ex-Servicemen. A candidate should submit only one application form for one post. Candidate submitting more than one application for same post will not be considered, even if such a candidate gets selected inadvertently, he/she will not be offered appointment. However, a candidate can apply to more than one posts by sending separate application for each Post. No change of time, date and centre of examination will be entertained on any account.

GENERAL INSTRUCTIONS

1. **NOTE FOR THE CANDIDATES**
- A. Vacancies shown are provisional and the number may vary according to exigencies at the time of final selection.
- B. Selected candidates are likely to be posted anywhere on the concerned Railways after successful completion of training wherever prescribed.
- C. Lady candidates can also apply. However it may be noted that the nature of duties of some of the categories is arduous and entails outdoor duties at odd hours and at isolated places.
- D. Candidates belonging to SC/ST who fulfill required qualification/Technical Qualifications, can apply under UR vacancies. They have to compete with UR Candidates.
- E. Candidates may please note that Examinations of more than one Categories may also be held on any particular date, due to which the date and time of some categories may clash with each other, while making application the candidate may bear this fact in mind that in such case it is for the candidate to decide and choose the category to which he/she wants to appear for. No request for change of time, date and centre of examination will be entertained. No claim for refund of fees and other expenses will be entertained due to such clashing.
1. Educational Qualification should be from a recognised University or a institution.
2. **AGE LIMITS - THE AGE WILL BE reckoned AS ON 01.07.2004.**
 - 2.1 The upper age limit will be relaxed as under, subject to the production of requisite certificates.
 - 2.1.1 By FIVE Years for SC/ST and by THREE years for OBC candidates in possession of valid certificates issued by the competent authority.
 - 2.1.2 Serving Railway Employees including Casual labourers who have put in a minimum of THREE YEARS service will be given age relaxation to the extent of length of service rendered by them subject to the age limit not exceeding 40, 43 & 45 years in case of General, OBC and SC/ST candidates respectively.
 - 2.1.3 In case of staff of Quasi Administrative Offices of Railway Organization such as Railway Canteen, Railway Institutes and Railway Co-operative societies who have put in 01 years service, relaxation of age will be given to the extent of service rendered by them subject to a maximum of 05 years.
 - 2.1.4 For widows and Divorced Women who have judicially separated from their husbands and not remarried, will be given relaxation in age upto 35, 38 and 40 in case of General, OBC and SC/ST candidates respectively.
 - 2.1.5 By FIVE years to the candidates who had ordinarily been domiciled in the Kashmir division of the State of Jammu and Kashmir during the period from the 1st day of Jan. 80 to the 31st day of Dec. 89, subject to production of a residential certificate from the competent authority of the state of Jammu and Kashmir.
 - 2.1.6 The Upper age limit is relaxable for Ex-servicemen upto the extent of service rendered in Defence forces plus 3 years provided they have put in a minimum of 6 months service. Ex-servicemen who have already joined the Govt. Service on civil side after availing of other benefits giving to them as Ex-Servicemen for further employment cannot claim Ex-servicemen status for the purpose of this recruitment, such a person will be deemed to be civil employee and will accordingly be entitled to only such of the benefits like relaxation of age etc., as admissible to Civil Employees, in the normal course in accordance with the existing instructions in this regard subject to his fulfilment of the conditions governing the grant of such benefits. Sons/Daughters/Widows of Ex-servicemen are not eligible to apply for the posts reserved for Ex-servicemen. Ex-Servicemen applying for the Apprentice categories of posts the upper age limit is 40 years inclusive of all other relaxations in age limit. (The term Apprentice Categories means "The categories wherever training is prescribed in the column of T.P. in the table of this notification".)
 - 2.1.7 Candidates may note that age relaxation benefits will not be permitted simultaneously under more than one heads.
 - 2.1.8 No age relaxation is allowed to SC/ST/OBC candidates applying against Unreserved posts.
 - 2.1.9 Upper age limit in case of course completed Act Apprentice applying for Categories where ITI/Act Apprentice is an essential qualification, shall be relaxed to the extent of Apprentice training undergone under Act Apprentice subject to Para 2.1.2 and 2.1.6.
 - 2.2 **PROOF OF AGE** : Matric certificate issued by Board or Equivalent.
 3. **EX-SERVICEMEN CANDIDATES** : The term Ex-Servicemen means a person (a) who has served "any rank (whether as a combatant or non-combatant) in the Indian Army, Navy or Air Force of the Indian Union but does not include a person who has served in the Defence Security Corps, the General Reserved Engineering force the Lok Sahayak Sena and the Para Military Forces and (b) who has retired from such service after earning his/her pension, (c) who has been released from such service on medical grounds and (d) who has been released from such service on medical grounds and awarded military service or other disability pension or (e) who has been released otherwise than on his own request as a result of reduction in such establishment or (f) the person, serving in the Armed Force of the Union, who on retirement from service would come under the category of Ex-Servicemen, may be permitted

Cat. No.	Name of the Post	Scale of pay Rs.	No. of vacancies						Age Limit	M.S.T.	T.P.
			SC	ST	OBC	UR	Ex-Servicemen	Total			
01.	Prob. Assistant Station Master	4500-7000	10	02	14	24	05	50	18 to 33	A-II	170 days
02.	Goods Guards	4500-7000	10	03	12	23	01	48	18 to 33	A-II	43 days
03.	Diesel Assistant	3050-4590	10	10	10	60	-	90	18 to 30	A-I	300 days
04.	Health Inspector	5500-9000	-	-	03	-	-	03	18 to 33	C-I	-
05.	Physiotherapist	5500-9000	-	-	01	-	-	01	18 to 33	C-I	-
06.	Staff Nurse (Female)	5000-8000	06	05	12	15	01	38	20 to 40	C-I	-
07.	Pharmacist	4500-7000	01	-	07	-	-	08	20 to 35	C-II	-
08.	Assistant Chemist	3200-4900	-	-	01	02	-	03	18 to 33	B-I	-
09.	Junior Engg. Gr. II (Bridge)	5000-8000	-	-	01	-	-	01	18 to 33	A-III	7 Years
10.	Steno-grapher (Hindi)	4000-6000	01	-	02	03	-	06	18 to 30	C-I	-
11.	Sec. Engg. (Drawing)	6500-10500	-	-	02	-	-	02	20 to 35	C-II	One Year
12.	Jr. Engg. Gr. II (Drawing)	5000-8000	-	-	01	-	-	01	18 to 33	C-II	One Year
13.	Sec. Engg. (Mechanical)	6500-10500	-	-	02	-	-	02	20 to 35	B-I	One Year
14.	D.M.S.G.III	5000-8000	01	-	02	05	-	08	18 to 33	B-I	Six months

ABREVIATIONS : RRB - Railway Recruitment Board, UR - Unreserved, OBC - Other Backward Class, SC - Scheduled Caste, ST - Scheduled Tribe, Ex-S - Ex-Servicemen, M.S.T. - Medical Standard, T.P. - Training Period, D.M.S. - Depot Material Supplier

EDUCATIONAL QUALIFICATION

- Cat. 1. A University Degree or its equivalent. Diploma in Rail Transport & Management from the Institute of Rail Transport will be an additional desirable qualification.
- Cat. 2. A University Degree or its equivalent.
- Cat. 3. Matriculation pass plus ITI in specified trade/ Act Apprentice, relevant trades are : (1) Fitter (2) Electrician (3) Instrument Mechanic (4) Mill Wright/ Maintenance Mechanic (5) Mechanic (Radio and TV) (6) Electronics Mechanic (7) Mechanic Motor Vehicle (8) Wireman (9) Tractor Mechanic (10) Armature & Coil Winder (11) Mechanic (Diesel) (12) Heat Engine (13) Turner (14) Machinist (15) Refrigeration & Air mechanic OR Diploma in Mech./Electrical/Electronics in lieu of ITI.
- Cat. 4. B.Sc. (Chemistry) + Diploma in Health Inspector (One Year Diploma)
- Cat. 5. 10+2 with science and Diploma Degree in Physiotherapy from recognized institute.
- Cat. 6. Certificate as registered Nurse & Mid-wife having passed three years course in general nursing and mid-wifery from a school of nursing or other institution recognized by the Indian Nursing Council or B.Sc. (Nursing). The Indian Nursing Council has also laid down certain special concessions for the above courses in respect of Auxiliary Nurse-Midwives, Midwives and 'B' Grade Nurses, by way of reduced course period, etc. Candidates obtaining the qualification prescribed above, under these concessions will also be eligible for recruitment.
- Cat. 7. 10+2 in Science or its equivalent, with two years diploma in Pharmacy & Registration with Pharmacy Council of India.
- Cat. 8. Matriculation with Science and one years experience in Pathological or Biochemical laboratory.
- Cat. 9. Diploma in Civil or Mechanical Engineering.
- Cat. 10. Matriculation or its equivalent and Steno-graphy with Minimum speed @ 80 w.p.m. in Hindi shorthand and 30 w.p.m. in Hindi Typing.
- Cat. 11. Degree in Civil Engineering
- Cat. 12. Diploma in Civil Engineering.
- Cat. 13. B.E. in Mechanical/Electrical Engineering/Electronics Engineering
- Cat. 14. Diploma in Mechanical/Electrical Engineering or a Bachelor's degree in Mechanical/Electrical Engineering or a Bachelor's degree in Supply Management and (ii) Graduate Diploma in Procurement and Supply Management from Indian Railway Institute of Logistics & Materials Management, P.E. Campus, New Delhi.

* Number of vacancies of Ex-Servicemen is included in the overall requirement i.e. in the total posts indicated.

- 3.1 Ex-servicemen are required to clearly indicate all required particulars including community in the application form and enclose all documentary proof, as required. However, regardless of community, ex-servicemen will be considered only against the ex-servicemen quota, if available. If UR vacancies are not available, then only ex-servicemen belonging to those particular communities where vacancies are available will be considered against the ex-servicemen Quota.
4. **SERVING EMPLOYEES** : A candidate serving under any Government or Public Sector Enterprise/Undertaking including Railways should either apply through proper channel duly certifying their service details by the employer or directly to RRB with "No Objection Certificate" from the employer concerned. In addition, an advance copy of such application complete in all respects may be sent super sealing on the top of the application "ADVANCE COPY" so as to reach Railway Recruitment Board before the closing date and time specified.
- SALARY AND OTHER BENEFITS** : The monthly emoluments on successful completion of training wherever applicable will be based on the minimum of the scale of pay plus Dearness Allowance as admissible from time to time. In addition the employee will get House Rent Allowance and City Compensatory Allowance depending on the place of posting. For posts where there is initial training, stipend will be paid as per the rules. The candidates selected will be absorbed after the training wherever prescribed. They will be considered in due course for promotion to higher grades according to rules/orders in force from time to time. The selected candidates are liable to be posted anywhere on North Western Railway.
- INSTRUCTIONS FOR THE CANDIDATES** :
 - 6.1 The number of vacancies shown are provisional and are liable to be increased or decreased. No consequential damage/deduction of fee will be made to the applicant on this account.
 - 6.2 Candidates should send their application sufficiently in advance before the closing date to the RRB for which they want to apply. RRB will not be responsible for any postal delay or non-delivery whatsoever at any stage of the selection process.
 - 6.3 All candidates irrespective of community will be considered for UR vacancy. However, against specific community quota, only candidates of that particular community will be considered. Please note (a) Certificate from competent authority for SC/ST and OBC candidates in the prescribed format have to be produced. (b) If the candidates wish to be considered against a specific community quota and list the community column accordingly, their application will be rejected unless proof of community in the prescribed format is enclosed. (c) Any subsequent representation for change of community status will not be entertained under any circumstances.
 - 6.4 Before applying to the post, the candidates should ensure that he/she fulfils the eligibility and other criteria. The RRB would be free to reject any application not fulfilling the requisite criteria at any stage of recruitment and if appointed, such candidate is liable to be summarily removed from service.
 - 6.5 **CHANGE OF ADDRESS** : If there is any change in the address, the candidates should in his/her own interest arrange with the post office concerned for redirection of the communication from old to new address.
 - 6.6 Physically handicapped persons can not be appointed in terms of Railway Board letter No. (F)ENG/HR/RC-2/18 dt. 1.10.2000.
 - HOW TO APPLY** :
 - 7.1 Candidate should carefully read the instructions for filling up application form. Application should be made on a good quality paper of size 30 cms. x 20 cms. using ONE SIDE ONLY. The candidate should use the same format published in the Employment Notice. The candidates have to fill up required information in his/her own handwriting. The application should be written either in English or Hindi not in any other language duly dated and signed by himself. Application filled in any language other than Hindi/English and by any person other than the applicant and having any change in the format of application will lead to rejection of application.
 - 7.2 It is important to note that following para (Declaration) should be copied out by candidate in his/her own handwriting in the space provided at column no. 06 of Form No. RRB-02 of the application form.

"I understand that in the event of information given herein being found false or incorrect, my candidature for the post is liable to be CANCELLED and in the event of wrong statement/discrepancy in particulars being detected after my appointment my services are liable to be TERMINATED without notice."

checked by me com

16/6/06

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Annexure - 19

DELHI MILK SCHEME, NEW DELHI

Applications are invited from eligible candidates for recruitment to various posts in Delhi Milk Scheme, Ministry of Agriculture, Department of Animal Husbandry and Dairying, Government of India, Patel Nagar, New Delhi-110008.

Group "C" posts.

No.	Name and number of posts (showing reservation), Pay Scale and age limits	Educational and other qualifications
1.	Assistant Milk Distribution Officer-6 (OBC-1, OBC-2, UR-2) Pay Scale: 5000-150-8000 Age: 20 to 32 years	Essential: i) University Degree in Arts or Science. ii) Experience in Marketing of Consumer Products. iii) Aptitude for field and public relations work. Desirable: i) Experience in Supervisory or executive capacity in Govt. Undertaking/Organizations. ii) Special training and experience in Sales promotion & market research in relation to milk & milk products & other Consumer goods.
2.	Assistant Tine Keeper-1 (OBC-1) (Disable Person-Locomotor Disability-1) Pay Scale: 3050-75-3850-80-4580 Age: 18 to 27 years.	i) Matriculation or its equivalent. ii) At least two years experience of time keeping job in a factory/workshop of repute.
3.	Tally Clerk-16 (OBC-5, UR-11) (Ex-servicemen-3, Sportsmen-1) Pay Scale: 2750-70-3300-75-4400 Age: 18 to 27 years	Matriculation or equivalent from a recognized Board/University of the State and Central Government with Mathematics as one of the compulsory subjects.
4.	Bacteriological Assistant-1 (OBC-1) Pay Scale 3000-150-8000 Age: 21 to 32 years	i) BSc Degree in Microbiology or Agriculture or Dairying with Bio Chemistry as major subject. ii) Two years experience of Bacteriology or Microbiology in a recognized laboratory.
5.	Analyst-2 (OBC-2) Pay Scale: 5000-150-8000 Age: 21 to 32 years	Essential: i) BSc Degree in Chemistry of Dairying or Agriculture with Chemistry as a Major Subject. ii) Two years experience in a recognized chemical laboratory, preferably dealing with Milk and Milk products or food commodities. Desirable: Candidates possessing the MSc Degree in Bio Chemistry, Food Technology, Dairy Chemistry, Agricultural Chemistry or allied subjects will be preferred.
6.	Dairy Supervisor-13 (SC-1, OBC-4, UR-7) (Ex-Servicemen-2, Sportsmen-1) Pay Scale: 5000-150-8000 Age: 21 to 32 years	Essential: Degree in Dairying or Agriculture/Veterinary Science with Specialization in Dairying. Desirable: i) About one year practical experience of working in a large Dairy plant. ii) Good knowledge of cooperative societies and production, processing and manufacture of milk and milk products.
7.	Changeman (Mechanical)-1 (UR-1) Pay Scale: 5000-150-8000 Age: 24 to 37 years	i) Matriculation or equivalent. ii) Must have a Diploma in Mechanical Engineering from a recognized Institute. iii) Must have 5 years experience as a Foreman/Asst. Changeman/Senior Mechanic (Mechanical) of which 3 years should be in supervisory capacity in an industrial undertaking, preferably in a large dairy plant or food processing factory.
8.	Compounder-1 (UR-1) Pay Scale: 4500-125-7000 Age: 21 to 37 years	Essential: i) Matric or equivalent. ii) Fully qualified pharmacist. iii) Registration under section 22 of the Pharmacy Act 1948. Desirable: Should have adequate experience as compounder and dresser in some dispensary.
9.	Transport Inspector-3 (OBC-1, UR-2) Pay Scale: 4500-125-7000 Age: 21 to 27 years	Essential: i) Matric or equivalent. ii) Must possess heavy vehicle driving license. iii) ITI Certificate as Motor Vehicle Mechanic with 7 years experience in repairs, overhauling and maintenance of heavy duty vehicles in a registered workshop/transport undertaking. OR Diploma in Automobile Engineering from a recognized Polytechnic with 3 years experience in repair, overhauling and maintenance of Heavy Duty Vehicle in a registered workshop/transport undertaking. Desirable: Five years experience in operation of transport vehicles in a registered automobile workshop or transport undertaking with adequate knowledge of motor vehicles laws.
10.	Mechanic (Turner)-1 (UR-1) Pay Scale: 4000-100-6000 Age: 18 to 35 years	Essential: i) Middle School standard pass. ii) National Trade Certificate of ITI in Turning/Mechanist Composite. iii) Five year experience in operation of lathe Machine. Desirable: Experience in operation Milling machine. Note: The candidates have to pass a trade test to be conducted by DMS
11.	Fitter (Blacksmith)-1 (UR-1) Pay Scale: 3050-75-3850-80-4580 Age: 21 to 37 years	Essential: i) Primary School standard pass. ii) Must have 3 years experience in Blacksmithy in a Transport Workshop. iii) Must know repairing of road springs. Desirable: i) Middle School Standard pass. ii) ITI Certificate in Blacksmithy.
12.	Mason-1 (OBC-1) Pay Scale: 3050-75-3850-80-4580 Age: 18 to 27 years	Essential: i) Middle School standard pass. ii) Should possess ITI certificate from a recognized Institute in Brick Mason/Building Construction. Desirable: Should have 2 years experience of masonry work.
13.	Fitter (Boiler-cum-Mechanic)-1 (UR-1) Pay Scale: 3050-75-3850-80-4580 Age: 18 to 37 years	i) Middle school standard pass. ii) Must possess second class Boiler Attendant's certificate. iii) Must have at least 3 years experience as Boiler Attendant out of which one year should be after obtaining Boiler Attendant's certificate.
14.	Plumber-1 (UR-1) Pay Scale: 3050-75-3850-80-4580 Age: 18 to 27 years	i) Middle School standard pass. ii) Should have passed a 100% course in Plumbing in any recognized training institute and should have

Pay Scale: 3050-75-3850-80-4580

Age: 18 to 27 years

at least two years practical experience of plumbing work. iii) Should have at least five years experience as a Plumber. iv) Should possess plumbing licence.

GROUP "D" POSTS

1.	Watchman-6 (OBC-5, UR-1) (Ex-servicemen-2, Sportsmen-1) Pay Scale: 2550-55-2660-60-3200 Age: 18 to 27 years	Essential: i) Middle School Standard Pass. ii) Must have sound physique. iii) Training in "Basic" and "Refresher" course in Non-Combat and civil Defence. Desirable: Ex-Servicemen and Ex-personnel of para Military forces, Central Forces and State Forces will be preferred.
2.	Sales Attendant-1 (OBC-1) Pay Scale: 2550-55-2660-60-3200 Age: 18 to 27 years	i) 8th Standard pass. ii) Must have worked as Attendant/Bonior in some Hotel or Restaurant of repute.
3.	Dresser-1 (UR-1) Pay Scale: 2650-65-3300-70-4000 Age: 18 to 27 years	i) Matriculation from recognized Board/University/Institute. ii) Two years experience of first aid, bandaging and dressing of wounds etc. in recognized Hospital or dispensary.
4.	Laboratory Attendant 1 (UR-1) (Disable Person-Locomotor Disability-1) Pay Scale: 2650-65-3300-70-4000 Age: 18 to 27 years	Essential: i) 8th Standard pass with Science. ii) Those with experience in a good laboratory would be preferred. Desirable: Matriculation with Science will be preferred.
5.	Sweeper-1 (SC-1) Pay Scale: 2550-55-2660-60-3200 Age: 18 to 25 years	Primary Standard pass.

APPLICATION FORM FOR JOB IN THE DELHI MILK SCHEME

(ACKNOWLEDGEMENT NO. TO BE FILLED BY DMS)

1. Paste a recent passport size photograph here with your signature on the photograph	2. Signature of the candidate
---	-------------------------------

1. Name of the post applied for
2. Name of the candidate (in block letters)
3. Father/Husband's Name

4. Address
(a) Permanent
(b) Present

5. Details of Indian Postal Order enclosed with the application:
IPO Number with date of issue Name of Issuing Post Office Amount (Rs.)

6. Date of birth
Date Month Year

7. Sex (Tick mark in the appropriate box)
Male
Female

8. Community (Tick marks in the applicable box)
SC ST OBC Ex-servicemen Sportsmen Disable Persons Govt. Servants Unemployed

9. Educational and Professional Qualifications with reference to Advertisement
Examination passed Name of Board or University Duration Year of Passing % of Marks obtained Subjects Remarks

10. Details of employment (starting from the most recent) if working
Name of the organisation Post held From To Ad-hoc, temporary or Regular Nature of duties

11. Do you meet all the conditions for the post applied for i.e. age, educational qualification and experience: Yes

12. If you are seeking age-relaxation, then specify the category for which age relaxation is sought. Also indicate the relaxation in years eligible in box below:

SC	ST	OBC	Ex-SM	SM	DP	GS	Years

DECLARATION

I hereby declare that the above information is true, correct and complete to the best of my knowledge and belief. I also declare that I have submitted only one application for this post in response to this advertisement. I understand that in the event of any information being found false or incorrect at any stage my application/candidature is liable to be summarily rejected. The information submitted herein shall be treated as final in respect of my candidature for the post applied for through this application form.

Place: Date: Signature of the Candidate

Closing Date, Fee and mode of payment and other instructions for candidates:
1. The application form may be used as printed by making photo-copies on A-4 size.
2. Application may be filled either in English or Hindi only.
3. The candidate must write his/her name and date of birth as it appears in the Matriculation certificate.
4. All columns in the application form must be filled. Incomplete application will be summarily rejected.
5. A candidate can apply for more than one post, if he/she meets the qualifications for the posts.

Continued on page 11

Copy sent to Mr. C. S. 16/6/86

Continued from page 5

including experience in educational measurement or evaluation or examination reforms or statistical analysis of examination data or development or preparation of instructional material or construction of objective type achievement or attitude test and related areas.

2. The Departmental Deputy Director (Research and Analysis) with five years' regular service in the grade and possessing the educational qualifications and experience prescribed for deputation shall also be considered along with outsiders and in case he is selected for appointment to the post, the same shall be deemed to have been filled by provision.

Period of Deputation: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/Department of the Central Government shall not exceed four years.

Age Limit: 55 years as on the last date of receipt of application.

APPENDIX-II

Name in Block Letters (with date of

post presently held (with full official

Scale of Pay

Present pay drawn & since when

Present post held on regular basis

Since when held on regular

Qualifications

Any other additional qualification/

for this job

Are you presently on ex-cadre

Yes

(b) If so, since when?

10. (a) Complete official address of

be made in processing this application

(b) Your complete official/residential

address including the telephone No.

11. Whether belongs to SC/ST/OBC

Date:

Signature of Candidate

Above particulars are verified from

Office records.

Signature of Head of office/

Department

Date:

31/05/2003

Electronics and Radar Development Establishment

C.V. Raman Nagar, Bangalore-93
Advertisement No. 1/2004

Electronics & Radar Development Establishment (LRDE) is a part of Defence Research & Development Organisation (DRDO) engaged in the pursuit of self-reliance in critical technologies relevant to National Security. LRDE offers a challenging & rewarding career with excellent prospects for advancement to highly motivated technical personnel who have a passion for R&D work.

LRDE invites applications for the post of Senior Technical Assistant 'A' (Control Service Group 'C', Non-Gazetted, Non-Ministerial) in the pay scale of Rs. 5000-150-2000 with other allowances as applicable to Central Govt. Employees. Number of vacancies to be filled: 25 (UR - 13, OBC - 06, SC - 04, ST - 02). As per the reservation register maintained at Defence Research & Development Organisation Headquarters, New Delhi, none of the posts in this advertisement has been earmarked for Physically Handicapped persons.

Nature of Post: Temporary, likely to become permanent.

Place of Work: LRDE, CV Raman Nagar, Bangalore. Liable to be transferred anywhere in India.

Essential Qualification: Bachelor's Degree in Science or Three years Diploma.

Sl. No. Posts

1. For eight posts: Three years Diploma in Electronics/Electronics & Communication/Telecommunication Engineering

2. For eight posts: Three years Diploma in Mechanical Engineering (General)

3. For three posts: Three years Diploma in Electrical Engineering

4. For three posts: Three years Diploma in Computer Science

5. For three posts: B.Sc. Degree with Physics, Mathematics & Computer Science/Electronics, Mathematics & Computer Science.

Desirable Qualification: One or two years experience in the relevant field.

Candidates possessing the higher qualifications namely M.Sc., Ph.D., B.E./B.Tech. degrees etc. will not be considered for recruitment to the post of STA 'A'. Last date for receipt of applications is one month from the date of advertisement.

Age: 18 to 28 years as on the last date for receipt of applications. The upper age is relaxable upto 5 years in case of SC/ST candidates. In case of Other Backward Communities (OBC), the age is relaxable by 3 years. Relaxation of age for candidates in regular service of Central/State Government is as per rules in vogue. Relaxation for Ex-Servicemen/14 candidates is as per rules.

How to Apply: Neatly typed applications on plain paper (A4 size) as per the format given below, shall be sent in an envelope addressed to Post Bag No. 8355, CV Raman Nagar, Bangalore-560093. The envelope containing the application should be superscribed as "Application for the post of STA 'A'". Copies of Certificates/Testimonials regarding qualifications should NOT be attached to the application form. Candidates, however, will have to produce the original certificates for verification at the time of written test interview. Candidates should have passed the qualifying examination from an institution recognised by State/Central Government. Convincing in any form will be a disqualification.

All candidates appointed based on this advertisement will be governed by the New Pension Scheme introduced by the Govt. of India unless otherwise provided in the rules.

Application for the Post of Senior Technical Asst 'A' At LRDE, Bangalore-93

Advertisement No.: 01/2004

Sl. No. of the post:

1. Name (in Block letters)

2. Father/Husband's name

3. Address for correspondence with telephone No.

4. Age & Date of Birth

5. Whether SC/ST/OBC/Ex-S

6. Educational Qualification

Paste Passport size photograph

Ministry of Defence

Indian Ordnance Factories

Ordnance Cable Factory, Chandigarh-160002

Applications are invited from the Indian Nationals for the following posts at Ordnance Cable Factory, Chandigarh. The pay scale and specifications of post are given below:

Name of Post	No. of Posts & Reservation	Age in Yrs	Pay Scale
Sr. Nurse Gr.II	UR - 01	18-32	Rs. 5000-150-2000
Pharmacist	OBC - 01	18-32	Rs. 4500-125-7000

Plus usual allowances as admissible to Central Govt. Employees from time to time.

(Cut-off date for eligibility of age will be last date of receipt of applications. Relaxation in age as per rules)

Educational qualifications for the posts are as under:

1. Sr. Nurse Gr.II

Essential:

(i) Passed matriculation or equivalent examination.

(ii) Must be in possession of a Nursing and Midwifery diploma/certificate and must be registered as both nurse and midwife by State Nursing Council; or Auxiliary Nurse and Midwife subsequently undergone further course in General Nursing and midwifery for 2 years and 3-6 months respectively and thereafter registered as both Nurse and Midwife by State Nursing Council.

Desirable: Knowledge of Hindi and local language. Preference may be given to Ex Army Medical Corps Officers if suitably qualified.

2. Pharmacist

Essential:

(i) Passed matriculation or equivalent examination.

(ii) Possessing of registrable qualification under clause (a) or (b) or (c) of section 31, or under section 32 or 32A of the Pharmacy Act, 1948 and registered as such.

Note: The legislation should be valid on the last date of receipt of applications as well as on the date of written test/interview for both Nurse & Pharmacist.

How to apply: Applications from the candidates fulfilling the requisite specifications, on plain fool scap paper duly typed or neatly hand written stating full details in the format given at the end of advertisement alongwith attested copies of certificates should reach the General Manager, Ordnance Cable Factory, Industrial Area, Phase-I, Chandigarh-160002 within a period of 15 days from the date of publication of this advertisement in the "Weekly Employment News" paper (New Delhi). A copy of recent Passport size photograph of the candidate duly signed by him should also be enclosed with the application. Candidates already in Govt. services must submit their applications through proper channel alongwith the certificate from their Estt. that no vigilance or disciplinary case is pending nor contemplated against them and that they have no objection in releasing the individual in case of selection otherwise their applications are liable to be rejected. Experience should be after acquiring Educational qualification, Diploma or Training. Certificate not having the date of issue, period and date of

Continued on page

B.Sc./ Diploma	Subject	College & University	Final year %	Aggregate % of 3 years
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7. Experience, if any

I declare that all the particulars given above are correct to the best of my knowledge and I do not possess any other higher qualification such as M.Sc., Ph.D., B.E./B.Tech. degrees etc.

Signature of Candidate

Date:

Place:

davp 7160(750)2003

11/27

Confirmed by me on 12/6/06

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ANNEXURE-K₅

Headquarters
23 Sector Assam Rifles
C/O 99 APO

2601/A/2004/1503

12 Aug 2004

25 Assam Rifles
C/O 99 APO

DISPARITY IN THE PAY SCALE AND OTHER FINANCIAL BENEFITS
OF ASSAM RIFLES COMPARED TO OTHER CPOs

1. Ref your letter No L11011/12/2004-A/600 dated 04 Jun 2004.
2. HQ DGAR has intimated vide their letter No A/Pers/Tech/CR/2004 dated 20 Jul 2004 that entry level educational qualification of AR Pharmacist (Med Cat) is not comparable to other Dept/CPOs. Hence, case is not justified.
3. As per ibid letter, the case was turned down by MHA.

(Jaivir Singh)
Lt Col
SO3 (A)
for DIGAR

Certified to be true

15/6/06

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Annexure-1

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Original Application No.222 of 2002

Date of decision: This the 8th day of August 2003

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

The Hon'ble Mr N.D. Dayal, Administrative Member

Ms Shanti Rana and 152 othersApplicants

The applicants are working as
nursing staff in the Assam Rifles.

By Advocates Mr J.L. Sarkar and
Mr A. Chakraborty.

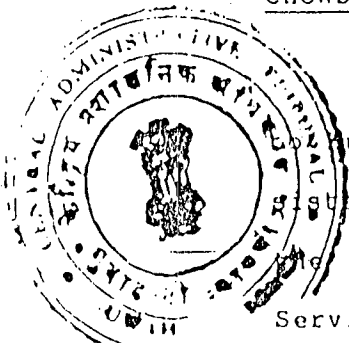
- versus -

1. The Union of India, represented by
The Secretary,
Ministry of Home Affairs,
Government of India,
New Delhi.
 2. The Director (Police Finance)
Ministry of Home Affairs,
Government of India,
New Delhi.
 3. The Secretary,
Ministry of Health and Family Welfare,
Department of Health,
New Delhi.
 4. The Director of Assam Rifles,
Shillong.Respondents
- By Advocate Mr A. Deb Roy, Sr. C.G.S.C.

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ORDER

CHOWDHURY. J. (V.C.)



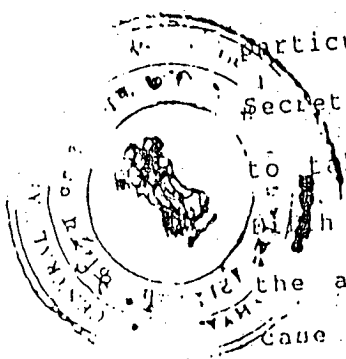
The controversy raised in this application relates
improvement of the pay scales of the nursing staff and
sisters of the Assam Rifles, similar to that provided to
the nursing staff in the Central Government Health
Services/Central Police Organisations etc.

2. The grievance of these applicants is against the
action of the respondents in not acting in conformity with

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the recommendations of the Fifth Central Pay Commission pertaining to salary structures of Nurses employed in the Central Government Hospitals and Institutions which were accepted by the Government of India to provide higher pay scales amongst others to Staff Nurses from the existing pay scale of Rs.1400-2600 and Rs.1600-2650 to Rs.5000-8000 and Nursing Sisters who were in the pay scale of Rs.1640-2900 were provided the pay scale of Rs.5500-9000. Similarly, the pay structure was raised for other persons like Auxillary Nurses etc. Consequent to the revision of pay scales and other allowances the respective authorities gave effect to the recommendations of the Pay Commission including the Assam Rifles. The applicants who belong to the nursing sector of the Assam Rifles also put their representations praying for higher scales of pay and allowances. The representations which were submitted by applicants were forwarded to the concerned authority. Failing to get appropriate remedy, the applicants moved this Tribunal by way of O.A.No.24 of 2001. The said O.A. was finally disposed of by this Bench by Judgment and Order dated 16.8.2001 directing the respondents, more particularly the Union of India represented by the Secretary, Ministry of Home Affairs, Government of India to take a decision in the matter of implementation of Fifth Central Pay Commission recommendations concerning the applicants expeditiously. The Bench considering the case of both the parties and the materials on record including the correspondence between the Ministry of Home Affairs and the Assam Rifles directed the respondent No.1 to take its decision on the matter of implementation of the Fifth Central Pay Commission. The Bench while disposing of the application, inter alia made the following.....



following observations:

"From the conspectus of the materials, so far produced, there is no dispute as to the entitlement of the Nursing Staff as to the pay and allowances etc. on the basis of the recommendations of the Fifth Central Pay Commission. Their entitlement of the pay scales mentioned at para 8.1 and 8.2 of the pleadings were never in dispute. The entitlement of the revised pay scales of the applicants on the basis of the recommendations of the Fifth Central Pay Commission were not questioned. The Fifth Central Pay Commission recommendations were clearly given effect to in other cases. No reason, not to speak of good and weighty reasons, disentitling the applicants of similar benefits are discernible nor any reasons are ascribed for the torpidity in reaching at its decision."

3. The Government of India, Ministry of Home Affairs by the impugned order No.27014/9/2001/PF.IV dated 6.3.2002 turned down the claim of the applicants for upgradation of pay scales of Nursing Staff and Sisters of Assam Rifles at par with the staff of Central Government Health Services, though acted partially on the Fifth Central Pay Commission as to granting of Nursing Allowances, Washing Allowances and Uniform Allowances. Hence this application assailing the legitimacy of the action of the respondents as arbitrary and discriminatory.

4. The respondents contested the claim of the applicants and submitted their written statement denying, disputing the averments of the applicants.

5. We have heard Mr J.L. Sarkar, learned counsel for the applicants assisted by Mr A. Chakraborty and also heard Mr A. Deb Roy, learned Sr. C.G.S.C. at length. Before going any further it would be appropriate to refer to the relevant portion of the impugned order dated 6.3.2002, which reads as follows:



"I am directed to say that it is not possible to agree to the upgradation of pay scales of Nursing Staff and Sisters of Assam Rifles at par with that of Nursing Staff in the Central Government Health Services on the following grounds:-

- i) Educational qualification in respect of Staff Nurse in Assam Rifles is Matric and diploma in Nursing from recognized council as per the Recruitment Rules. Whereas in CGHS, educational qualification of Staff Nurse is 10+2 with diploma in general nursing and midwifery. Since there is dissimilarity in educational qualification of staff nurse of Assam Rifles (pay scales of Rs.4500-7000/-), grant of pay scale of Rs.5000-8000/- of staff nurse of CGHS is not possible for Staff Nurse of Assam Rifles.
- ii) Posts of sister is a promotion post both in Assam Rifles and CGHS. The criteria of promotion in CGHS is 5 years regular service in the grade of Staff Nurse whereas in Assam Rifles the qualifying service is 3 years in the grade of Staff Nurse. Since, the educational qualification at entry level i.e. Staff Nurse is not similar and qualifying service is also not similar, pay scale of CGHS for the post of sisters i.e. Rs.5500-9000 cannot be granted to sisters of Assam Rifles (Rs.5000-8000).
- iii) There is no specific recommendation for grant of pay parity between nursing staff of AR and the nursing staff of other Central Govt. Organisations.

As far as allowances (Nursing Allowance, Washing Allowance and Uniform Allowance) to the nursing staff of AR is concerned, the matter was considered in consultation with Ministry of Finance. The nursing personnel of Assam Rifles had not been given these allowances at par with the allowances available to the nursing personnel working in other Central Government Hospitals even prior to the 5th CPC. The 5th CPC (specifically) had recommended doubling of the existing rates of these allowances without recommending that the pay scales and allowances of the nursing staff working in Assam Rifles should be brought at par with the nursing personnel of other Central Government Organisations. Hence doubling the existing rate of these three allowances in case of nursing personnel of Assam Rifles would be in full conformity with the recommendations of the 5th CPC in this regard. It has accordingly been decided, in consultation with MOF, to grant Nursing Allowance @ Rs.150/- per month, Uniform Allowance @ Rs.400/- per annum and Washing Allowance @ Rs.60/- per month w.e.f. 1.8.1997. The rate of Uniform Allowance for the year 1997 may be adjusted proportionately for this purpose."


6. Admittedly, the staff nurses are recruited from the open market. One of the basic qualification for being appointed in the Assam Rifles is Matric with Diploma in Nursing. Save and except few applicants like applicant Nos.13, 21, 23, 32, 36, 39, 43 and 137 who are matriculates, others are having qualification of 10+2 with Diploma in Nursing. The qualification is prescribed by the Indian Nursing Council constituted under the Indian Nursing Act, 1947. The Act was enacted to constitute an Indian Nursing Council in order to establish a uniform minimum standard of education and training for nurses, midwives and health visitors. The qualifications of Nurses are prescribed and recognised under the statute by the Council. The Council accordingly specified 10+2 as the qualification for obtaining Diploma in Nursing. As mentioned earlier, save and except those infinitesimal number of applicants the rest are 10+2 with Diploma in Nursing. 10+2 is the minimum qualification for Diploma in Nursing. Those infinitesimal group of persons were appointed before the new higher qualification was prescribed for the Diploma course and they were, therefore, with qualification as Matriculation, who have earned expertise by now and the rest are having the qualification of 10+2 with Diploma in Nursing. The reasons assigned in the impugned order rejecting the claim of the applicants are seemingly arbitrary. The respondents referred to the educational qualification prescribed by the Assam Rifles indicating the qualification of Staff Nurse as Matric and Diploma in Nursing. A Diploma in Nursing is not permissible under the Nursing Act in view of the qualification.....

qualification prescribed for obtaining Diploma in Nursing is 10+2. The absurdity writ large in excluding the applicants on the purported ground of qualification. As per the norms prescribed by the Nursing Council one must possess the educational qualification of 10+2 for pursuing Diploma in Nursing. Mere lowering down the qualification by indicating Matriculation in the Recruitment Rules alongwith a Diploma for Nursing from a recognised Council does not carry any weight. Obviously, educational qualification at entry level for a Staff Nurse is similar to that of the Staff Nurses of Central Government Health Services. The criteria for promotion in the facts and circumstances also cannot be a valid reason for excluding the applicants from being provided the pay scale given to the Central Government Health Services as well as the Central Police Organisation.



7. The third ground for excluding the applicants the benefit of the pay scale was for want of specific recommendation. The respondent authority on its own in providing Nursing Allowance, Washing Allowance, Uniform Allowance itself indicated about the bringing of the recommendations of the Fifth Central Pay Commission. The Fifth Central Pay Commission provided recommendations for the Central Government Health Services. The Assam Rifles is one of the Central Police organisation like the BSF, ITBP, CISF, CRPF etc. The Fifth Central Pay Commission while recommending the pay scales to the personnel of the Assam Rifles including Group 'A', 'B', 'C' and 'D' took note of the difficulties faced by the personnel in difficult areas. The Nurses of Assam Rifles are also rendering service in remote localities in insurgent infested.....

infested areas and absorbed in the medical care and nursing in the forces as well as the civilians. Their job is to nurse and to take care of the sick persons, combatant and non-combatant and to render assistance to recoup their health. Among the various allowances, they also receive the risk allowance due to the risk they face in contracting diseases and mental and physical stress and strain while providing care to the patients. It is significant that the gazetted and non-gazetted ranks of Central Police Organisations including Assam Rifles face largely similar risks in their assignments and perform similar arduous nature of duties. It, therefore, stands to reason that the medical attention and health care needed by them is of a common nature requiring attendance and nursing of a comparable order. Undoubtedly, similarity in nature of duties and responsibility between the nursing staff of Central Police Organisations including Assam Rifles and Central Government Nursing Staff would end with the absence, in the case of the latter, of having to attend upon battle weary personnel and frequent injuries, casualties etc. in conditions of peace and war which may be unavoidable in Assam Rifles due to internal security/anti-insurgency duties in operational and sensitive areas.



As mail in the forces is synonymous with morale, so the medical attendance and nursing services are even more crucial for their fitness and survival. In the circumstances it is difficult to appreciate the difference being kept in pay scale between nursing staff of Assam Rifles and Nursing Staff serving in other Central Police Organisations or in Central Government Health Services. The Fifth Central Pay Commission in their recommendations

do.....

do not appear to have made any explicit distinction in this regard that would support such a variation in pay scale to the disadvantage of the Nursing Staff in Assam Rifles. In fact the unique condition of service, risk to life, military discipline, deprivation and hardship in field areas would also support a case, if any, for higher allowances in the case of Assam Rifles on the analogy of other Central Police Organisations.

9. There is no ground for getting away from denying the benefit of higher pay on the score of qualification. That a person without the qualification of 10+2 is not eligible even applies to Assam Rifles since Assam Rifles

also insists for a Diploma in Nursing from a recognised Council. To get the Diploma in Nursing as per the Nursing Council Act one is to possess the qualification of 10+2.

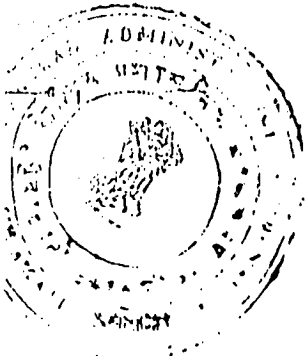
Considering all aspects we are of the opinion that the applicants who were engaged to nurse wounds need not be kept to nurse hurt feelings.

10. For all the reasons stated above, we set aside paragraph 2 in its entirety of the impugned order dated 6.3.2002 and direct the respondents to consider afresh the case of the applicants and assuage their grievances and provide a healing touch. The respondents are accordingly directed to consider the case of the applicants in the light of the observations made expeditiously preferably within two months from the date of receipt of the order. The respondents are also directed to take a fresh look in the matter of allowances referred to in paragraph 3 of the order dated 6.3.2002.



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The application is allowed to the extent indicated. There shall, however, be no order as to costs.



nkm

Sd/ VICE CHAIRMAN

Sd/ MEMBER (A)

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प्रमाणित प्रतिनिधि

[Signature]
13/8/03

Section Officer (J)
C.A.T. GUWAHATI BRANCH
Guwahati-781005

- 43 -

Headquarters
23 Sector
C/O 99 APO

28 Jun 2004

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Headquarters
23 Sector
C/O 99 APO

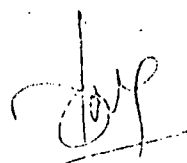
EQUALITY IN THE PAY SCALE AND OTHER FINANCIAL BENEFITS OF
ASSAM RIFLES COMPARED TO OTHER CPOs

It is submitted that the diploma holders in pharmacist (Med cat) are being enrolled in Assam Rifles as Pay/Instructor in the pay scale of Rs 3200-854900/- per month whereas the counterparts in other CPOs like BSF/CISF etc. under same Ministry of Home Affairs are enrolled as Asst. Sub Inspector (ASI) or equivalent rank in the pay scale Rs 4500-125000/- per month.

In this regard your attention is drawn towards copy of 45th (an CRPF Sig No PI-1/97-2000) dt 20.04.97 and advertisements/applications in Employment News paper dated 25.04.97, 01.05.97 (Minister's General Border Security Force), Employment News paper dated 25.04.97, 01.05.97 of the Government of India, and Employment News paper dated 25.04.97, 01.05.97 (Railway Recruitment Board, Agartala) photo copies are attached for ready reference.

In view of the above, it is requested to look into the matter and do needful.

Very truly yours, requested that action taken on the subject may please be reported to this HQ for info to concerned unit.

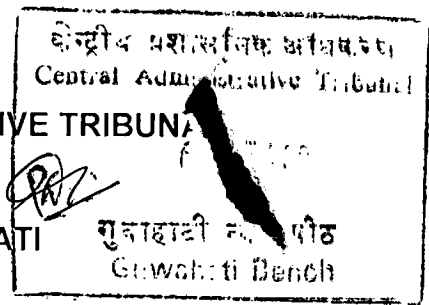


J. P. Singh
CPO
C/O 99 APO
For ORIGINAL

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BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL

GAUHATI BENCH: GUWAHATI



ORIGINAL APPLICATION NO 147 OF 2006

Sri Manoj Mongia & 4 others

..... Applicants

Versus

Union of India & others

..... Respondents

In the matter of :-

Written Statement submitted by the Respondents.

The humble Respondents beg to submit the reply as follows:-

Preliminary objection

1. The subject Original Application has been filed by the applicants who are employed as Combatants (Pharmacist) in the Assam Rifles, an armed force of the Union of India. In terms of Section 2 (a) of the Central Administrative Tribunal Act 1985 provisions of the said Act shall not apply to any member of the Armed Force of the Union. Reliance is placed on the Supreme Court's decision in the Naga People's Movement of Human Rights Vs UOI (1998) 2 SCC 109, 1998 SCC (Cri) 514, AIR 1998 SC 431 wherein the Hon'ble Court has held that Assam Rifles is an Armed Force of the Union. As such this Original Application is not maintainable as per law and liable to be dismissed on this ground itself.

Relevant portion of the Central Administrative Tribunal Act 1985 is annexed herewith as **Annexure R-1**

A copy of the extract of Supreme Court judgement in the Naga People's Movements of Human Rights Vs UOI (1998) 2 SCC 109, 1998 SCC (Cri) 514, AIR 1998 SC 431 is annexed herewith as **Annexure R-2**.

Filed by

Union of India, Ministry of Home Affairs
Adm. Control & Monitoring Council
Gauhati Bench. 6/11/06

Parawise comments

2. That with regard to statement made in para 1 of the Original Application, the respondents beg to submit that entry level educational qualification of Pharmacists of Assam Rifles is not in conformity with that of other Central Police Organizations and other Government departments. Comparison of educational qualification of Pharmacists of Assam Rifles with Border Security Force and Railway Recruitment Board are as under :-

	<u>Assam Rifles</u>	<u>BSF</u>	<u>Railway recruitment Board</u>
Age	18-23 years	20-30 years	20-35 years
Education qualification	3 years diploma in pharmacy from recognized institute	Diploma in pharmacy from any recognized institution of centre/state Govt. for which period of training is two years followed by internship of four months. Possessing qualification under sec 31 and 32 of Pharmacy Act, 1948 and registered under sec 33 of the said act.	2 years diploma in pharmacy and registration with pharmacy Council of india.

Pre revised pay scale of Havaldar / Pharmacists of Assam Rifles was Rs.975-25-1150-30-1660 and the same was revised by 5th pay commission as Rs.3200-85-4900. Since Havaldar / Pharmacists of Assam Rifles were in receipt of pre-revised scale of Rs.975-25-1150-30-1660, their pay has accordingly been revised to Rs.3200-85-4900 as per recommendation of 5th Pay Commission.

That the upgradations of posts i.e, introductions of Warrant Officer rank for Technical categories in Assam Rifles was duly considered by the Ministry of Home Affairs. However the same was not found feasible as intimated vide their letter No. II.27013/19/99/PF.IV dated 26 December 2001 since no functional justification existed for upgrading these posts.

A Copy of the Ministry of Home Affairs vide their letter No. II.27013/19/99/PF.IV dated 26 December 2001, is attached herewith as **Annexure-R-3**

3. That with regard to statements made in para 2 of the Original Application, the respondents respectfully submit that the applicants being combatants, the Central Administrative Tribunal is not the appropriate forum for them to agitate issues. Same has adequately been commented upon in para 1 of the Written Statement.
4. That with regard to statements made in paras 3, 4 and 4.1 of the Original application, the respondents beg to offer no comments being matter of record and factual.
5. That in reply to the statements made in para 4.2 of the Original Application, the respondents admit that the applicants are serving in Assam Rifles as Havildar/Pharmacists. However it is reiterated that in terms of Sec 2 (a) of the Administrative Tribunals Act 1985, they can not agitate issues before Central Administrative Tribunal being Combatants of an Armed Force of the Union of India.
6. That with regard to statements made in paras 4.3 of the Original Application, the respondents beg to offer no comments on the National Policy for admission into Pharmacy College. That in terms of the Recruitment Rules, qualifications for recruitment as Havaldar (Pharmacist) in Assam Rifles is matric or equivalent with 3-years diploma in Pharmacy from a recognised institution. A copy of the Recruitment Rule of Pharmacist of Assam Rifles is attached herewith as **Annexure-R-4**.

7. That with regard to statement made in paras 4.4, 4.5, 4.6 and 4.7 of the original application, the respondents beg to submit that in terms of the Recruitment Rules the prescribed entry level education qualification for Havaldar (Pharmacist) in Assam Rifles is matric or equivalent with 3 years Diploma in pharmacy from a recognized institutions. Further pre revised pay scale of Havaldar / Pharmacists of Assam Rifles was Rs.975-25-1150-30-1660 and the same was revised by 5th pay commission to Rs.3200-85-4900. Accordingly Havaldar/Pharmacists of Assam Rifles who were in receipt of pre-revised scale of Rs.975-25-1150-30-1660, their pay has been revised to Rs.3200-85-4900 as per recommendation of 5th Pay Commission. Moreover different Central Police Organizations and Government departments have different task / role, rank structures, pay scales and are not comparable. It is submitted that entry level rank in Assam Rifles vis-à-vis other Central Police Organisations is lower. Upgradation of a trade to a non existing rank and pay scale in that Force may also disturb relativities of various trades within the Assam Rifles and there is no functional justification for upgrading the post of Havaldar / Pharmacist. Moreso, the Applicants have on their choosing opted to join Assam Rifles knowing well that it offered lower rank and pay scales vis-à-vis other Central Govt Services.
8. That with regard to statement made in para 4.8 of the Original Application, the respondents beg to submit that the representations submitted by the applicants has not been found feasible after due consideration by the competent authority since there is no comparison of grades and scales of pay for such posts across various CPOs. Also upgradation of posts may disturb relation/relativities of various trades and grades within the Assam Rifles and there is no functional justification for upgrading these posts. **Annexures R-3** refers).
9. That statement made in para 4.9 of the Original Application is repetitive and has adequately been commented upon in paras 2 and 7 of this Written Statement.

10. That with regard to statement made in para 4.10 of the Original Application, the respondents beg to submit that Matriculate Pharmacist of Assam Rifles were enrolled / appointed before implementation of the present norms of admission for Pharmacist training and recruitment of Pharmacist. It is further submitted that the Applicants have voluntarily opted to join Assam Rifles knowing well that it offers lower status and pay scale vis-a-vis pharmacists in other Central Govt Organisation. Having accepted the same they are prevented by law of Estoppel to question the same. It is submitted that the rank structure and cadre are peculiar to each organisation to meet its functional requirement and cannot be identical for all Central Govt Organisations.
11. That with regard to statement made in para 4.11 of the original application, the respondents beg to submit that the Pre-revised pay scale of Havaldar / Pharmacists of Assam Rifles was Rs. 975-25-1150-30-1660. The same was revised by the 5th Pay Commission as Rs. 3200-85-4900 and accordingly Havaldar Pharmacists of Assam Rifles who were in receipt of pre revised scale of Rs 975-25-1150-30-1660 were granted the revised scale of Rs. 3200-85-4900. However, the task, duties, role and rank structure in Assam Rifles is different from other Central Police Organizations and that they cannot be equated.
12. That the statement made in para 4.12 and 4.13 of the original application are repetitive and have adequately been commented upon in the preceding paragraphs. It is however submitted that comparison with other Central Police Organizations including Railways is unfounded and no parity can be drawn for the purpose of emoluments between the holders of the same post from different streams since the work environment, job profile and different employability conditions render the two appointments incomparable. The applicants having accepted employment on the laid down terms, conditions and qualifications are barred by law of Estoppel to question their appointment and pay at this stage.

13. That the statement made in paras 4.14 to 4.18 of the Original Application are repetitive and the averments made in para 2, 7 and 12 of the Written Statement are reiterated.
14. That with regard to statement made in para 4.19 of the Original Application the respondents beg to submit that the rank of ASI of other CPOs is equivalent to Warrant Officer of Assam Rifles. As per Recruitment Rule the rank of ASI can not be granted to Pharmacist since no provisions in the Recruitment Rules or cadre exists for the same. That the issue of upgradation of post has been considered and not found feasible since there is no functional justification for upgrading these posts. (**Annexures R-3** refers) That the rank of Nb Sub/ Pharmacist of Assam Rifles is a promotional post from Havaldar/Pharmacist and not a post filled by direct enrolment.
15. That the statement made in para 4.20 of the Original Application are misleading, misplaced and denied. It is submitted that duties of a pharmacist of Assam Rifles entail looking after the medical stores of formations and units. It is further submitted that each battalion of Assam Rifles has been posted with 3-4 Doctors, 12 Nursing Assistants, 2 Staff Nurses, 2 Female Attendants, 2 Aya and 1 Sister for attending/looking after the sick, injured and casualties. Further the applicants joined the Force on their own accord knowing fully well that it was a Force raised to combat insurgency in the North East. Having joined the Force on their accord, they at this stage are barred by the law of estoppel to agitate the said issues.
16. That with regard to statement made in Para 4.21 it is submitted that the case law being replied upon by the applicant is distinguishable both in law and fact and is being cited out of context. The nursing staff of the Assam Rifles is against the civil post whereas pharmacists are combatants who have their counterparts in other technical trade and services within the organisation.

17. That with regard to statement made in para 4.22 it is submitted that the rank structures are peculiar to each organisation so as to facilitate its functionality that the same cannot be identical in all CPOs. It is further submitted that the applicants have joined the Assam Rifles voluntarily knowing well the rank structures and the pay scales admissible to them. Having accepted the same, they are not at liberty to demand upgradation of post or pay scales at par with other CPOs.
18. That in reply to para 5.1 it is submitted that the entry level rank is different for pharmacists in Assam Rifles vis-à-vis other CPO. That the same being a lower rank in Assam Rifles the contention of the petitioner to demand pay scale of a higher rank are unjustifiable and arbitrary.
19. That in reply to para 5.2 and 5.3 it is submitted that the pharmacists in Assam Rifles have been granted the pay scales corresponding to their rank. Thus, alleged violation of Art 14, 16 and 21 of the Constitution are denied.
20. That in reply to para 5.4 it is submitted that the applicants have been fixed in pay scales corresponding to their rank i.e. Havildar and there is no denial of accepted scale of pay and payment of emoluments or any exploitation in violation of Fundamental Rights and Directive Principles of India as being contended.
21. In reply to para 5.5 it is submitted that there is no denial of allowances as sanctioned by the Govt of India to the applicants as being contended. In all fairness, the issue is being referred to the 6th Pay commission by the respondent.
22. In reply to para 6 it is humbly submitted that the applicants being combatant members of an Armed Force of the Union of India are barred to approach the Hon'ble Tribunal as reiterated in para 1 of this written statement.

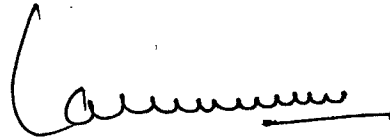
23. In reply to para 7 it is submitted that the same being a formal submission does not call for comments from the answering respondent.
24. In reply to para 8 to 8.4 it is submitted that in view of the facts mentioned herein above, no grounds in law is made out by the applicants and the original applications is not legally sustainable and liable to be dismissed with cause.
25. In reply to para 9 to 9.2 it is submitted that no ground in law is made out for any interim relief.
26. That no comments are called for the statement made in paras 10 to 12.
27. That in view of the aforementioned submission, the OA be liable to dismissed with cost.

VERIFICATION

I, Major S Salooja, S/o Gp Capt SC Salooja aged about 38 years, r/o Laitmukhrah, East Khasi Hills District Shillong and competent officer of the answering respondents, do hereby verify that the statement made in paras 1 to 3 are true to my knowledge and those of the paras 4 to 17 being matters of record are true to my information derived there from which I believe to be true and the rests are my humble submissions before this Hon'ble Tribunal.

And I sign this verification on this 6th the day of Nov 2006 at Guwahati.

Signature




वेचर

Asst Chief Law Officer

पहायफ मुख्य विधि अधिकारी

HQ District, Shillong-793011

पहानिदेशालय असम राईपल्स, शिलांग-793011

The Administrative Tribunals Act, 1985¹ [No. 13 of 1985]

An Act to provide for the adjudication or trial by Administrative Tribunals of disputes and complaints with respect to recruitment and conditions of service of persons appointed to public services and posts in connection with the affairs of the Union or of any State or of any local or other authority within the territory of India or under the control of the Government of India or of any Corporation ²[or Society] owned or controlled by the Government ²[in pursuance of Article 323-A of the Constitution] and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Thirty-fifth Year of the Republic of India as follows:—

CHAPTER I Preliminary

1. Short title, extent and commencement.— (1) This Act may be called the Administrative Tribunals Act, 1985.

(2) It extends,—

- (a) in so far as it relates to the Central Administrative Tribunals, to the whole of India;
- (b) in so far as it relates to Administrative Tribunals for States, to the whole of India, except the State of Jammu and Kashmir.

(3) The provisions of this Act, in so far as they relate to the Central Administrative Tribunal, shall come into force on such date as the Central Government may, by notification, appoint.

(4) The provisions of this Act, in so far as they relate to an Administrative Tribunal for a State, shall come into force in a State on such date as the Central Government may, by notification, appoint.

1. Published in the Gazette of India Extraordinary, dated the 27th February, 1985—Provisions relating to Central Administrative Tribunal come into force with effect from the 1st July, 1985 *vide* GSR No. 527 (E), dated the 1st July, 1985.

2. Inserted *vide* The Administrative Tribunals (Amendment) Act, 1986 (No. 19 of 1986). Takes effect from the 22nd January, 1986.

2. Act not to apply to certain persons.— The provisions of this Act shall ~~not~~ apply to—

(a) any member of the naval, military or air forces or ~~of any other armed forces of the Union;~~

¹(b) *deleted;*

(c) any officer or servant of the Supreme Court or of any High Court ²[or Courts subordinate thereto];

(d) any person appointed to the Secretarial staff of either House of Parliament or to the Secretarial staff of any State Legislature or a House thereof or, in the case of a Union Territory having a Legislature, of that Legislature.

3. Definitions.— In this Act, unless the context otherwise requires,—

³(a) “*Administrative Member*” means a Member of a Tribunal who is not a Judicial Member within the meaning of Clause (i);

⁴(aa) “*Administrative Tribunal*”, in relation to a State, means the Administrative Tribunal for the State or, as the case may be, the Joint Administrative Tribunal for that State and any other State or States;

(b) “*application*” means an application made under Section 19;

(c) “*appointed day*”, in relation to a Tribunal, means the date with effect from which it is established, by notification, under Section 4;

(d) “*appropriate Government*” means,—

(i) in relation to the Central Administrative Tribunal or a Joint Administrative Tribunal, the Central Government;

(ii) in relation to a State Administrative Tribunal, the State Government;

(e) “*Bench*” means a Bench of a Tribunal;

(f) “*Central Administrative Tribunal*” means the Administrative Tribunal established under sub-section (1) of Section 4;

(g) “*Chairman*” means the Chairman of a Tribunal;

(h) “*Joint Administrative Tribunal*” means an Administrative Tribunal for two or more States established under sub-section (3) of Section 4;

³(i) “*Judicial Member*” means a Member of a Tribunal appointed as such under this Act, and includes the Chairman or a Vice-Chairman

1. Deleted *vide* The Administrative Tribunals (Amendment) Act, 1986 (No. 19 of 1986). Deemed to have been deleted with effect from the 1st November, 1985.

2. Inserted *vide* The Administrative Tribunal (Amendment) Act, 1987 (No. 51 of 1987). Takes effect from the 22nd December, 1987.

3. Inserted

4. Renumbered

} *vide* The Administrative Tribunals (Amendment) Act, 1986 (No. 19 of 1986). Takes effect from the 22nd January, 1986.

438 S. C.

Naga People's Movement of Human Rights v. Union of India

the powers conferred under Section 4(d) of the Central Act.

AIR 1967 SC 212, Foll.

(Paras 74, 52)

(Q) Armed Forces (Special Powers) Act (28 of 1958), S. 6 — Sanction for prosecution — Powers conferred on Central Govt. — Not arbitrary.

Constitution of India, Art. 14.

Section 6 of the Central Act insofar as it confers a discretion on the Central Government to grant or refuse sanction for instituting prosecution or a suit or proceeding against any person in respect of anything done or purported to be done in exercise of the powers conferred by the Act does not suffer from the vice of arbitrariness. Since the order of the Central Government refusing or granting the sanction under Section 6 is subject to judicial review, the Central Government shall pass an order giving reasons.

(Para 74)

The protection given under Section 6 cannot, be regarded as conferment of an immunity on the persons exercising the powers under the Central Act. Section 6 only gives protection in the form of previous sanction of the Central Government before a criminal prosecution or a suit or other civil proceeding is instituted against such person. Insofar as such protection against prosecution is concerned, the provision is similar to that contained in Section 197, Cr. P.C. which covers an offence alleged to have been committed by a public servant "while acting or purporting to act in the discharge of his official duty". Section 6 only extends this protection in the matter of institution of a suit or other legal proceeding. There is no merit in the challenge to the validity of Section 6. But, at the same time, since the order of the Central Government refusing or granting the sanction under Section 6 is subject to judicial review, the Central Government shall pass an order giving reasons.

AIR 1956 SC 44, Rel. on.

(Para 52)

(R) Armed Forces (Special Powers) Act (28 of 1958), S. 4 — Exercise of powers under — Officers of Armed Forces shall strictly follow instructions contained in list of "Do's and Don'ts" issued by army authorities.

While exercising the powers conferred by clauses (a) to (d) of Section 4 the officers of the Armed Forces shall strictly follow the instructions contained in the list of "Do's and Don'ts" issued by the army authorities which are binding on them in any disregard to the said instructions was taken as a suitable action under the Army Act, 1953.

(Para 52)

The instructions contained in the list of "Do's and Don'ts" shall be suitably amended to bring them in conformity with the principles contained in the decisions of the Supreme Court and to incorporate the safeguards contained in clauses (a) to (d) of Section 4 of the Central Act as construed by the Supreme Court in the direction contained in the order of the Supreme Court dated July 4, 1991 in Civil Appeal No. 109 of 1991.

(Para 52)

(S) Armed Forces (Special Powers) Act (28 of 1958), S. 4 — Misuse or abuse of powers under Act — Should be thoroughly inquired into.

In order that the people may feel assured that there is an effective check against misuse of powers by the members of the Armed Forces, it is necessary that a complaint or allegation about misuse or abuse of powers conferred under the Central Act should be thoroughly inquired into and, if it is found that there is substance in the allegation, the person concerned should be suitably compensated by the Government. The requisite sanction under Section 6 of the Central Act should be granted for criminal prosecution and/or a civil suit or other proceeding against the person/persons responsible for the violation.

(Para 52)

(T) Assam Disturbed Areas Act (1955), Pre. — Act is in pith and substance within the scope of Entry 1 of List II of Constitution of India, Sch. 7, List II.

The State Act is, in pith and substance, within the scope of Entry 1 of List II in respect of maintenance of public order in exercise of the legislative power of the State Legislature under Entry 1 of List II.

(U) Assam Disturbed Areas Act (1955), Ss. 4, 5 — Scope — Expression "or"

Assam Rifles not below the rank of Havildar" in S. 4 — And "or any other officer of the Assam Rifles not below the rank of Havildar" in S. 5 — Held, unconstitutional.

Constitution of India, Sch. 7, List 2, Entry 1

The expression "or any officer of the Assam Rifles not below the rank of Havildar" occurring in Section 4 and the expression "or any officer of the Assam Rifles not below the rank of Jamadar" in Section 5 of the State Act held to be unconstitutional since Assam Rifles are a part of the Armed Forces of the Union and the State Legislature in exercise of its power under Entry 1 of List II was not competent to enact a law in relation to Armed Forces of the Union.

(Para 74)

(V) Assam Disturbed Areas Act (19 of 1955), Ss. 4, 5 — Validity — Provisions of Act not repugnant to Cr. P.C. and Art. 254 of Constitution — Ss. 4 and 5 are not inconsistent with provisions of Arms Act.

Criminal P.C. (2 of 1974), Pre.

Constitution of India, Art. 254.

Arms Act, Pre.

In both and substance the State Act is a law made in exercise of powers under Entry 1 of List II relating to public order. It is not a law made under any of the entries in the Concurrent List (List III). The question of invalidity of the provisions in the State Act on the ground of being repugnant to a Central legislation, e.g., Cr. P.C. enacted under Entry 2 of List III under Article 254 of the Constitution does not, therefore, arise and Sections 4 and 5 of the State Act cannot be assailed on the ground that the same being repugnant to the provisions of Cr. P.C. are unconstitutional in view of Article 254 of the Constitution. The plea that the provisions of Sections 4 and 5 of the State Act are inconsistent with the provisions of Arms Act enacted by Parliament also would not be tenable because the provisions only provide for effective enforcement of the provisions of the Arms Act in disturbed areas and it cannot be said that they, in any way, encroach upon the field covered by the Arms Act. The challenge to the validity of Sections 4 and 5 of the State Act, is, therefore, rejected.

(Paras 65, 74)

(W) Armed Forces (Special Powers) Act (28 of 1958), Ss. 3 to 6 — Scope — Consideration governing exercise of powers conferred under Ss. 3 to 6 — Will also apply to exercise of powers conferred under Ss. 3 to 6 of the State Act.

Assam Disturbed Areas Act (19 of 1955), Ss. 3 to 6

(Paras 63, 74)

(X) Armed Forces (Special Powers) Act (28 of 1958), S. 3 — Declaration of "disturbed area" — Notification by Central Govt. — Review — All that High Court could see is whether the material on basis of which opinion is formed is relevant but it could not go into the sufficiency of that material — Sufficient material before Central Government for forming requisite opinion for purpose of making a declaration under S. 3 covering the entire State of Assam — Direction by High Court on assessing material that Notification shall not apply to certain districts — Illegal — Similarly further direction that Central Govt. under Central Act and State Govt. under State Act should review continuation of notifications every calendar month, would also be invalid.

Decision of Gauhati High Court, Reversed.

Constitution of India, Art. 226.

(Paras 67, 69, 70, 71, 73 and 74)

Cases Referred :	Chronological	Paras
1994 AIR SCW 2946 :	(1994) 3 SCC 1 :	AIR
	1994 SC 1918	67
	(1994) 3 SCC 569	20
1993 AIR SCW 4101 :	(1993) 4 SCC 441 :	AIR
	1994 SC 268	57
(1988) 2 Gauhati LR 137 :	(1989) 1 Crimes	748
		6
AIR 1983 SC 1 :	(1983) 1 SCR 729	20
AIR 1983 Delhi 513		5, 43
(1982) 1 Gauhati LR 756		6
AIR 1977 SC 2279 :	(1978) 1 SCR 338	33
AIR 1977 SC 2411 :	(1978) 1 SCR 521 :	1977
	Lab IC 1923	56
AIR 1972 SC 1061 :	(1972) 2 SCR 33 :	1972 Tax
	LR 449	20
AIR 1967 SC 212 :	(1966) 3 SCR 830 :	1967 Cri
	LJ 265 (Foll.)	51
AIR 1956 SC 44 :	(1955) 2 SCR 925 :	1956 Cri
	LJ 140 (Rel. on)	52
AIR 1953 SC 375 :	1954 SCR 1	32

2001 10:47 FROM:

ANNEXURE - R-3

ANNEXURE R3

No. II.27013/19/99/PF.IV
Government of India/Bharat Sarkar
Ministry of Home Affairs/Grih Mantaralaya

New Delhi the 26th December, 2001

To,

The Director General,
Assam Rifles,
Shillong.

Sub :- Introduction of Warrant Officer Rank for Technical
categories in Assam Rifles.

Sir,

I am directed to refer to your letter no. A/I-W/4-98/02 dated 02.07.98 on the subject cited above. The proposal has been examined in consultation with Ministry of Finance. It has been found that there is no point for comparison of grades and scales of pay for such posts across various CPMFs.

2. Since, the proposed upgradation may disturb relativities of various trades and grades within the Assam Rifles and there is no functional justification for upgrading these posts, the proposal has not been agreed to.

Yours faithfully,

Nirmala Dev
26/12/2001
(Nirmala Dev)
Desk Officer

Copy to : LOAR for information please.

CTC

Johny

Recruitment Rules Assam Rifles
in op'se combatant Post

Hav/
Pharmacist

Sch-99

Sch-93

Sch-94

123

Not applicable

Not applicable

By considering members of Assam Rifles who fulfill qualifications shown in Col. 8

12

- By considering members of Assam Rifles holding the rank of Rifleman (Nursing Assistant), who—
- must have a minimum of 8 years service in the grade of Rifleman (Nursing Assistant).
 - must have qualified equivalent course from the Army/Central Police Organisation Institute in Laboratory Assistant.
 - must be in Medical Category AYE (One) except for low medical categories attributable to actual hostilities/insurgency operations and aggravated due to service; and
 - must have passed promotion cadre, Map Reading Standard Two and Technical Trade Test two.

13

Departmental Promotion Committee for considering Promotion :

14

- Deputy Director (Records), Directorate General Assam Rifles.
- Assistant Director (Administration), Directorate General Assam Rifles.
- One Technically qualified officer
- Two officers of Assam Rifles not below the rank of Junior Commissioned Officer, one belonging to minority community and other belonging to the Scheduled Caste/the Scheduled Tribe.

Not applicable

- Chairman
- Member
- Member
- Members

1

2

3

4

5

46. Havildar (Pharmacist)

256*

(1999)
*Subject to variation dependent on workload

Group 'C' (Non-Gazetted/ Non-Ministerial, Combatized)

Rs. 3200-85-4900

Selection by merit

6

7

8

No

Between 18 and 23 years
Note : The crucial date for determining the age limit in each case be the date of holding the recruitment.

- Matric or Equivalent.
- 3 years Diploma in Pharmacy from a recognised institution.
- Physical Standard:

- Height—170 cms
- Chest—80 cms (un-expanded) and 85 cms (Expanded)
- Weight—According to age and height.

- Relaxation : There will be relaxation in age for SC/ST/OBC, Ex-service-men and other categories of persons in accordance with the Central Government orders on the subject. Relaxation will be permissible in height and chest to the tribals and hill people as follows :—

Height : Minimum height for men belonging to hill areas of Garhwal, Kumaon, Himachal Pradesh, Gorkhas, Dogras, Marathan, Sikkimes, Leh & Ladakh, Kashmir Valley and North Eastern States will be 165 cms. For females, the minimum height will be 155 cms. The minimum height for tribals will be 162.5 cms for males and 150 cms for females.

Chest : Relaxation in chest is applicable to only tribals and hill people. The minimum chest for this category of personnel is as under :—

- Men belonging to hill areas : 78—83 cms. specified as above.
- Tribals of all States/UTs : 76—81 cms.

*Power of relaxation : The power to relax any of the eligibility criteria will rest with the Director General of Assam Rifles.

- Medical Category — AYE (ONE)

9

10

11

12

Not applicable

2 years

By Direct recruitment

Not applicable

13

Not applicable

14

Not applicable