

**CENTRAL ADMINISTRATIVE TRIBUNAL, JABALPUR**  
**BENCH, JABALPUR**

**CIRCUIT COURT SITTING HELD AT INDORE**

**O.A. NO. 967/1997**

Bank Note Mudranalaya,  
Shramik Sangh Dewas through  
its Vice President (Printing Section),  
Shivbir Singh, S/o. Prahadsingh,  
aged 37 years, Occu. Service, R/o. Dewas.

Shri Omprakash Neema, S/o. Changalal  
Neema, Aged 50 years, R/o. 70, Narsingh Bazar,  
Indore (M.P.).

..... **Applicant**



Union of India, through  
Secretary Finance Department,  
Economic Affairs, New Delhi.

General Manager,  
Bank Note Press, Dewas.

..... **Respondents**

**Counsel :**

Miss. Vandana Kasrekar for the applicants.  
Shri B. Dasilva for the respondents.

**Coram :**

Hon'ble Shri Justice N.N. Singh – Vice Chairman.  
Hon'ble Shri Govindan S. Tampi – Member (Admnv.).

**O R D E R (Oral)**  
**(Passed on this the 19<sup>th</sup> day of February 2003)**

**By Hon'ble Shri Justice N.N. Singh – Vice Chairman :-**

The applicants have filed this application against non-payment of incentive allowance by the respondents to the applicant's Association of Bank Note Press, Shramik Sangh.

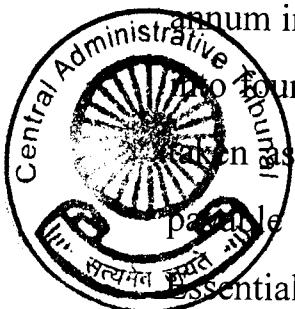
2. The applicants alleged discrimination on the part of respondent No. 2 General Manager of Bank Note Press in not extending the benefit of incentive scheme to the members of the applicant's Association for the period 1991-1994. It was claimed that the applicant's Union was a registered Union of the employees of Bank Note Press, an industrial establishment owned and controlled by the Government of India, Ministry of Finance and Economic Affairs. It was also claimed that in the year 1978 an incentive scheme was prepared and initiated for giving incentive to the employees working in the said industry so that the production of the currency notes be increased. A copy of the said scheme has been annexed as Annexure A/2. According to the applicants incentive bonus was to be divided among all the members of the crew on the basis of work performed by them, On the ground that the production was increased by joint effort made by them. It was alleged that as the rate of spoiled note increased and percentage of rejection became higher, which was due to inferior quality of paper and ink supplied to the press, which resulted in financial loss as a result of deduction in their incentive. It was also claimed that respondent No. 2 paid incentive to employees who were working in control, Numerota and Guillotine Sections, but no



*[Signature]*

such incentive was paid to the applicant's Association for the said period and hence this original application.

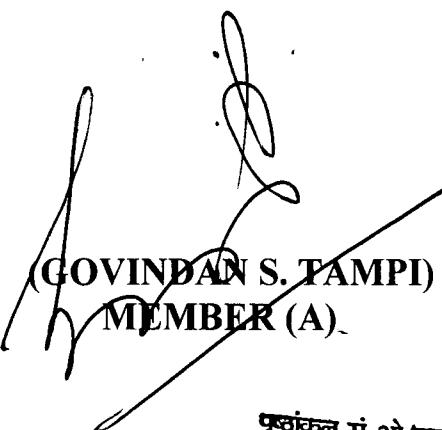
3. The claim of the applicant's Association was contested by the respondents by filing reply wherein it was asserted that no discrimination has been made and the benefit of incentive scheme was made applicable to all the employees of the Press including the members of the applicant's Association as per their entitlement and working in different areas of the Press. It was however admitted that the Government had introduced an incentive scheme in Bank Note Press, Dewas in the year 1977 and the same was implemented from September 1997. According to the respondents as per the approved incentive scheme the production target was fixed at 1,305 million pieces per annum including the salvaged notes and the eligible groups were divided into four groups. It was also denied that the whole employees were not taken as one group for the incentive scheme and the incentive rate is payable to the employees coming under Direct Industrial Workers, Essential indirect workers, Supervisory staff on the shop floor and Non-essential indirect workers depending upon the section in which those employees were working. It was further claimed that different rates of incentives were paid to the workers in different sections as provided in the incentive scheme and non essential indirect workers of the office, estate and hospital also got incentive, but at different rate as approved in the incentive scheme. According to the respondents no incentive was paid for salvage processing and the employees who have done meritorious work during the salvage processing were given honorarium under Rule 46(b) of the FR and incentive was paid as per approved incentive scheme.



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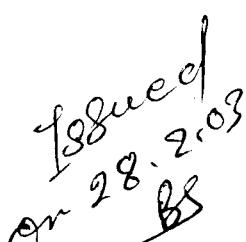
4. We have heard Miss. Vandana Kasrekar learned counsel for the applicant and Shri B. Dasilva learned counsel for the respondents. Shri Dasilva contended that such matter was out of jurisdiction of this Tribunal as it was not a service matter and in support of his claim he placed reliance on AIR 2001 SC Page 3288, wherein it was held that the scheme of reward to officers and the Staff of Government is out side the jurisdiction of this Tribunal. In paragraph 9 of the said judgment, it has been held that "under Section 14 of the Administrative Tribunal Act, 1985, the Tribunal had jurisdiction power and authority in relation to service matter. 'Service matters' include remuneration (including allowances), pension and other retiral benefits. The reward amount was purely ex-gratia payment. It is difficult to treat it as a condition of service."

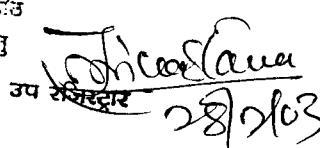
Relying on the aforesaid Hon'ble Supreme Court's judgment we find and hold that the claimed incentive allowance and allegation of discrimination is not service matter to be adjudicated by this Tribunal and accordingly this Original Application is dismissed on the ground of lack of jurisdiction. There will be no order as to cost.

  
(GOVINDAN S. TAMPI)  
MEMBER (A).

"SA"

पूछांकन सं ओ/न्या..... जबलपुर, दि.....  
प्रतिलिपि तात्पुर दिन:-  
(1) सदित, उत्तर न्यायालय तार एसोसिएशन, जबलपुर  
(2) आर्कोफ श्री/महिला, Shri Vandana Kasrekar Sh. D.  
(3) प्रत्यक्षी श्री/प्रियांका/कृष्णा बा. Shri B. Dasilva Sh. D.  
(4) वंशपाल, केंद्रीय, जबलपुर न्यायालय  
सूचना एवं आवश्यक कार्यवाही द्वारा  
  
(N.N. SINGH)  
VICE CHAIRMAN

  
Issued  
on 28.2.03  
By  
B

  
ज्येष्ठ न्यायालय  
28/2/03