

**Central Administrative Tribunal  
Principal Bench, New Delhi**

**O.A. No. 3033/2015  
M.A No. 2669/2015**

New Delhi, This the, 14<sup>th</sup> day of August, 2015

**Hon'ble Mr. G.George Paracken, Member (J)  
Hon'ble Mr. Shekhar Agarwal, Member (A)**

1. Shri Baboo Lal, Aged 61 years,  
S/o Sh. Chaloo,  
Retd. from the post of Keyman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Locab, PO Nanu Kalan,  
Distt. Gurgaon, Haryana.
2. Tara Chand, Aged 59 years,  
S/o Sh. Ram Lal,  
Vol. Retd. from the post of Gangman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Inchapuri, Distt. Gurgaon, Haryana.
3. Duli Chand, Aged 61 years,  
S/o Sh. Chajoo Ram,  
Retd. from the post of Keyman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Inchapuri, Distt. Gurgaon, Haryana.
4. Shri Pyare Lal, Aged 57 years,  
S/o Sh. Chander,  
Vol. Retired from the post of Gatekeeper,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh, Distt. Gurgaon, Haryana.
5. Shri Sheo Ram, Aged 59 years,  
S/o Sh. Challu Ram,  
Vol. Retired from the post of Gatekeeper,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh, Distt. Gurgaon, Haryana.
6. Shri Tara Chand, Aged 56 years,  
S/o Sh. Guljari Lal,  
Vol. Retired from the post of Gangman,

From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh, Distt. Gurgaon, Haryana.

7. Shri Khem Chand, Aged 59 years,  
S/o Sh. Shobha Ram,  
Vol. Retired from the post of Gangman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh, Distt. Gurgaon, Haryana.
8. Shri Zile Singh, Aged 57 years,  
S/o Sh. Raghubir Singh,  
Vol. Retired from the post of Keyman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Dhadawas, Inchapuri, Distt. Gurgaon, Haryana.
9. Shri Dhanna Ram, Aged 59 years,  
S/o Sh. Leela Ram,  
Vol. Retired from the post of Gateman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh, Distt. Gurgaon, Haryana.
10. Shri Ram Avtar, Aged 60 years,  
S/o Sh. Zhandu Ram,  
Vol. Retired from the post of Gangman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Gudana, Distt. Gurgaon, Haryana.
11. Shri Lal Singh, Aged 57 years,  
S/o Sh. Prabhu Dayal,  
Vol. Retired from the post of Gangman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Kakrola, PO Bhangrola,  
Distt. Gurgaon, Haryana.
12. Shri Suraj Bhan, Aged 57 years,  
S/o Sh. Moji Ram,  
Vol. Retired from the post of Gangman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Ahmadpuri, PO Gudiani,  
Distt. Rewari, Haryana.
13. Shri Naresh, Aged 57 years,  
S/o Sh. Phool Singh,  
Vol. Retired from the post of Gateman,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Jatola, Distt. Gurgaon, Haryana.

14. Shri Mange Ram, Aged 59 years,  
S/o Sh. Banwari,  
Vol. Retired from the post of Gatekeeper,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Near Sansai Wali Bagichi,  
Shiv Colony, Rewari, Haryana.
15. Shri Ramesh Chand, Aged 59 years,  
S/o Sh. Sheo Chand,  
Vol. Retired from the post of Gatekeeper,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Jatola, Distt. Gurgaon, Haryana.
16. Shri Mool Chand, Aged 60 years,  
S/o Sh. Hardari Lal,  
Vol. Retired from the post of Gatekeeper,  
From the office of SSE (P.Way), Gurgaon,  
R/o. Vill. Chillarh,  
Distt. Gurgaon, Haryana. ....Applicants

(By Advocate: Shri Yogesh Sharma)

Versus

1. Union of India through the General Manager,  
Northern Railway, Baroda House, New Delhi.
2. The Divisional Railway Manager,  
Northern Railway, Delhi Division,  
State Entry Road, New Delhi.
3. The Sr. Divisional Personal Officer,  
Northern Railway, Delhi Division,  
State Entry Road, New Delhi. ....Respondents

O R D E R (O R A L)

SHRI G. GEORGE PARACKEN, MEMBER (J) :

**M.A. No. 2669/2015 :**

This M.A has been filed by the applicants for grant of permission to file a joint application. For the reasons stated herein, the M.A is allowed.

**O.A. No. 3033/2015 :**

2. The applicants' claim in this case is for counting of 50% of casual service and 100% of temporary service rendered by them for the purpose of pensionary benefits and also for the purpose of granting benefits of financial upgradations under MACP Scheme. According to the counsel for the applicants, the date of initial engagement, date of granting temporary status, date of regularisation and present post & posting of the applicants are mentioned in a tabulated form, which is as under :-

Sr. No.	Name	Date of initial engagement on casual basis	Date of granting temporary status	Date of regularisation	Date of retirement
1.	Baboo Lal	1977	15.10.82	17.08.89	16.04.13
2.	Tara Chand	12.06.76	01.03.78	25.04.89	23.04.13
3.	Duli Chand	Dec, 1973	17.04.74	17.08.89	19.06.13
4.	Pyare Lal	Dec, 1976	27.03.77	17.08.89	30.04.13
5.	Sheo Ram	16.03.78	27.01.79	17.08.89	01.10.13
6.	Tara Chand	07.01.78	05.02.82	17.08.89	01.10.13
7.	Khem Chand	01.07.74	09.10.82	17.08.89	18.04.13
8.	Zile	1977	04.03.79	17.08.89	19.04.13

	Singh				
9.	Dhanna Ram	16.07.74	11.04.78	17.08.89	30.04.13
10.	Ram Avtar	08.01.74	23.11.82	17.08.89	19.04.13
11.	Lal Singh	01.01.76	21.02.78	17.08.89	25.10.14
12.	Suraj Bhan	1983	15.02.84	17.08.89	25.10.14
13.	Naresh	1977	28.03.80	18.08.87	30.04.13
14.	Mange Ram	04.06.75	19.09.76	17.08.89	18.04.13
15.	Ramesh Chand	1977	13.01.79	09.08.87	30.04.13
16.	Mool Chand	01.04.74	05.02.77	09.08.87	30.04.15

However, the respondents have counted only 50% of service rendered as temporary status towards their qualifying service.

3. According to the counsel for the applicants, his case is squarely covered by the decision of the Hon'ble Andhra Pradesh High Court in the case of General Manager, South Central Railway, Rail Nilayam, Secunderabad, A.P. and another vs. Shaik Abdul Khader, 2004 (2) ATJ 23. The relevant part of the said judgment reads as under:-

“4. The arguments and counter arguments can be appreciated only after going through the relevant rules. Rule 31 of the Railway Services (Pension) Rules, 1993 lays down:

31. Counting of service paid from Contingencies:- In respect of a railway servant, in service on or after the 22nd day of August, 1968, half the service paid from

contingencies shall be taken into account for calculating pensionary benefits on absorption in regular employment subject to the following condition, namely:-

- (a) the service paid from contingencies has been in a job involving whole-time employment;
- (b) the service paid from contingencies should be in a type of work or job for which regular posts could have been sanctioned such as posts of malis, chowkidars and khalasis;
- (c) the service should have been such for which payment has been made either on monthly rate basis or on daily rates computed and paid scales of pay, Bears some relation in the matter of payment to those being paid for similar jobs being performed at the relevant period by staff in regular establishments;
- (d) the service paid from contingencies has been continuous and followed by absorption in regular employment without a break;

Provided that the weightage for past service paid from contingencies shall be limited to the period after 1st January 1961 subject to the condition that authentic records of service such as pay bill, leave record or service-book is available. Subject to condition laid down in this rule, in respect of a railway servant half of the service paid from contingencies shall have to be taken into account for calculating pensionary benefits on absorption in regular employment. Now the question is, when a person gets a temporary status whether it could be said that he had been absorbed in terms of Rule 31 because

after absorption the service shall have to be counted keeping in view Rule 31.

5. Now different provisions of Master Circular 54 of 1994 shall have to be gone into to which a reference has been made by the Tribunal. Para-20 of the Master Circular No. 54 lays down;

20. Counting of the period of service of casual labour for pensionary benefits:- Half of the period of service of a casual labour (either than casual labour employed on Projects) after attainment of temporary status on completion of 120 days continuous service if it is followed by absorption in service as regular railway employee, counts for pensionary benefits. With effect from 1-1-1981, the benefit has also been extended to Project Casual Labour.

Reference has been made to another extract of para-2005 of Indian Railway Establishment Manual, Volume-II. Sub-para-1 of para 2005(a) lays down;

Casual labour including Project Casual labour shall be eligible to count only half the period of service rendered by them after attaining temporary status on completion of prescribed days of continuous employment and before regular absorption, as qualifying service for the purpose of pensionary benefits. This benefit will be admissible only after their absorption in regular employment. Such casual labour, who have attained temporary status, will also be entitled to carry forward the leave at their credit to new post on absorption in regular service. Daily rated casual labour will not be entitled to these benefits.

If this sub-para is read with para-20 and also with rule-31, there remains no doubt that on

absorption whole of the period for which a casual labour worked after getting temporary status would have to be counted and half of the period has to be counted of the period for which a casual labour worked without being absorbed. Once he is given temporary status that means that he has been absorbed in the department. Even para 2005 (a) has been drafted in the same way because of the fact that even such casual labour who have attained temporary status are allowed to carry forward the leave at their credit in full to the new post on absorption in regular service. Therefore, we have no doubt in our mind that once temporary status is granted to a person who is absorbed later on in regular service carries forward not only the leave to his credit but also carries forward the service in full. Half of the service rendered by him as casual labour before getting the temporary status has to be counted. Therefore, we do not feel that the Tribunal was wrong in coming to the conclusion it has, although we may not agree with the reasons given by the Tribunal. The view taken by us is further strengthened by mandate of rule-20 of Railway Services (Pension) Rules which lays down:

"20. Commencement of Qualifying service - Subject to the provisions of these rules, qualifying service of a railway servant shall commence from the date he takes charge of the post to which he is first appointed either substantively or in an officiating or temporary capacity.

Provided that officiating or temporary service is followed, without interruption, by substantive appointment in the same or another service or post.

Provided further that-

(a) .... ....

(b) .... ...."

Therefore, we hold that the respondent was entitled to get the service counted in full from 1-1-83. He was also entitled to get half of the service counted before 1-1-83 from the date he had joined in the railways as casual labour."

4. The applicants have also relied upon the Order of this Tribunal in OA No.1502/2005 - Chander Pal and another vs. Union of India and another decided on 16.2.2006 in which this Tribunal has relied upon the aforesaid judgment of the Hon'ble Andhra Pradesh High Court in Shaik Abdul Khader's case. The relevant part of the said Order of this Tribunal in the aforesaid OA is as under:-

"8. If one has regard to the above, deeming that on temporary status, one is absorbed in the department, the services rendered as such have to be reckoned in full for qualifying service and earlier period of casual service without having temporary status has to be reckoned in half towards qualifying service for the purpose of pensionary benefits.

9. In the light of the above, the same treatment has to be meted out to the applicants, once the Railway Servants (Pension Rules, 1993 have been interpreted by the Hon'ble Andhra Pradesh High Court (supra), which is the binding precedent on me.

10. In the result, OA is allowed. Respondents are directed to treat services rendered by applicant no.1 and deceased husband of applicant no.2 represented through LR with temporary status in

full for qualifying service and half of the service period rendered as casual labour before acquirement of temporary status as qualifying service and accordingly, retiral benefits on the basis of calculation of qualifying service has to be worked out and the arrears would be disbursed to the applicants within a period of three months from the date of receipt of a copy of this order. No costs."

5. Learned counsel for the applicants has also stated that the aforesaid Order of this Tribunal has been upheld by the Hon'ble High Court of Delhi in Writ Petition (Civil) No.6348/2008 decided on 15.1.2009. The said judgment being a short one is reproduced as under:-

"10. Learned counsel for the applicant has also stated that the aforesaid Order of this Tribunal has been upheld by the Hon'ble High Court of Delhi in Writ Petition (Civil) No.6348/2008 decided on 15.1.2009. The said judgment being a short one is reproduced as under:-

The question involved is as to whether service rendered by an employee after the grant of temporary status and before he was regularized should be counted for the purpose of fixing the pension. The learned Tribunal has answered this question in affirmative relying upon the judgment of Central Administrative Tribunal, Hyderabad, passed in the case of Sheikh Abdul Qadir vs. Union of India. Against the judgment, Railway had filed writ petition in the High Court of Andhra Pradesh which writ petition was also dismissed affirming the judgment of the Central Administrative Tribunal. SLP filed

by the Railways was also dismissed as withdrawn. Taking note of these facts, this Court has upheld similar view in the Writ Petition No.631-33/2006 and review petition filed therein has also been dismissed by the Division Bench of this Court vide orders dated 23.11.2007.

No doubt SLP was dismissed as withdrawn as respondent in the said SLP had died in the meantime. Be as it may, after going through the judgment of the Andhra Pradesh High Court, we agree with the view taken by the Andhra Pradesh High Court in the aforesaid case. We may point out at this stage that relying upon the judgment of the Andhra Pradesh High Court, earlier also a Division Bench of this Court had dismissed Writ Petition (Civil) No.2528/2007 of the Union of India under identical circumstances vide orders dated 12th December, 2007.

Learned counsel for the respondent informs that against that judgment, the petitioner, i.e., Union of India had filed Special Leave to Appeal (Civil) CC 7157/2008, which was, however, dismissed by the Supreme Court vide orders dated 13th May, 2008. Copy of the said orders is produced before us for our perusal.

In view thereof, we do not find any merit in this writ petition, which is accordingly dismissed."

6. This Tribunal again in its Order dated 26.05.2014 in OA No.2639/2013 - Ram Saran v. Union of India and Others held as under:-

"7. In view of what has been stated above, we are of the view that the applicant herein has made out a case for grant of relief. Accordingly, for parity of reasons given in the judgment of the Andhra Pradesh High Court in the matter of Shaik Abdul Khader (supra), this OA is allowed in the

same terms. However, before parting with the matter, it may be observed that the learned counsel for applicant has drawn our attention to Railway Boards circular dated 25.2.2010 based upon another circular dated 4.12.2009, which stipulates that for the purpose of extension of the benefit of MACP Scheme, 50% of temporary status casual labour service on absorption in regular employment may be taken into account. Suffice it to observe that here we are not concerned with the extension of benefits of MACP Scheme but the case of the applicant is regarding taking into consideration the full period of temporary status for counting of qualifying service instead of 50% of the period for the purpose of pensionary benefits and not for the purpose of MACP Scheme.

8. For the foregoing reasons, the OA shall stand disposed of. No costs."

7. In view of the aforesaid submissions made by the learned counsel for the applicants, we dispose of this O.A at the admission stage itself and direct the respondents to examine the case of the applicants in the light of the judgment of the Hon'ble Andhra Pradesh High Court in the case of Sheikh Abdul Qadir (supra) and the order of this Tribunal in the case of Chander Pal and another (supra) as upheld by the Hon'ble High Court of Delhi vide Order dated 15.1.2008 in WP (Civil) No.6348/2008 (supra). They shall also consider the order of this Tribunal in Ram Saran's case (supra). If his case is found to be covered by them, they shall count 50% of the casual service and 100% of temporary status service rendered by them along with their regular service. Thereafter, their claim for ACP/MACP benefits shall also be

considered and given to them, if they are found eligible. Consequently, their pension shall also be re-calculated and arrears are paid with 9% interest. In any case, they shall pass a reasoned and speaking order under intimation to the applicants.

8. The aforesaid directions shall be complied with, within two months from the date of receipt of a certified copy of this Order. No costs.

(SHEKHAR AGARWAL)  
MEMBER (A)

(G. GEORGE PARACKEN)  
MEMBER (J)

/Mbt/