

**CENTRAL ADMINISTRATIVE TRIBUNAL
ERNAKULAM BENCH**

Original Application No.180/00911/2014

Original Application No.180/00733/2015

Friday, this the 23rd day of March, 2018

CORAM:

Hon'ble Mr. U. Sarathchandran, Judicial Member

Hon'ble Mr. E.K. Bharat Bhushan, Administrative Member

1. Original Application No.180/00911/2014 -

1. M. Pramod,
Tower Wagon Driver, Overhead Equipment,
Southern Railway, Trivandrum Division, Ernakulam,
Residing at Mini Nivas, Vellenazhi P.O.,
Palakkad.

2. Sibi Raman P.,
Tower Wagon Driver, Overhead Equipment,
Southern Railway, Trivandrum Division, Chalakudi,
Residing at Panakkootathil, Kinfra Park P.O.,
Koratty.

..... **Applicants**

(By Advocates – Mr. P. Santhosh Kumar & Mr. K.P. Chandra Shekhar)

V e r s u s

1. The Union of India,
Represented by the General Manager,
Southern Railway, Headquarters Office,
Chennai – 600 003.
2. The Senior Divisional Personnel Officer,
Southern Railway, Trivandrum Division,
Thycaud P.O., Thiruvananthapuram – 695 014.
3. The Divisional Electrical Engineer,
Traction Distribution, Southern Railway,
Trivandrum – 695 014.

4. The Chairman,
Railway Board, New Delhi – 110 001.

..... **Respondents**

(By Advocate – Mrs. Mini R. Menon)

2. **Original Application No.180/00733/2015 -**

K.K. Vijayan,
Technician Grade I, OHE, TRD,
Ernakulam South, Southern Railway,
Trivandrum Division, Ernakulam,
Residing at Saranga House,
Chenakkalangadi P.O., via Thenjipalam,
Malapuram – 673 636.

..... **Applicant**

(By Advocates – Mr. P. Santhosh Kumar)

V e r s u s

1. The Union of India,
Represented by the General Manager,
Southern Railway, Headquarters Office,
Chennai – 600 003.
2. The Senior Divisional Personnel Officer,
Southern Railway, Trivandrum Division,
Thycaud P.O., Thiruvananthapuram – 14.
3. The Divisional Electrical Engineer,
Traction & Distribution, Southern Railway,
Trivandrum, Thycaud P.O.,
Thiruvananthapuram – 14.
4. The Senior Section Engineer,
Traction and Distribution,
Ernakulam South, Southern Railway,
Ernakulam – 16.
5. The Chairman,
Railway Board, Rail Bhavan,
New Delhi – 110 001.

..... **Respondents**

(By Advocate – Mr. Sunil Jacob Jose)

These Original Applications having been heard on 14.03.2018, the
Tribunal on 23.3.2018 delivered the following:

COMMON O R D E R

Per Hon'ble Mr. U. Sarathchandran, Judicial Member -

Since common issues are involved in both these OAs a common order

is passed as under. For the sake of convenience, the documents produced by both parties in OA No. 180/911/2014 are referred to in this common order.

2. The applicants are presently working as Tower Wagon Drivers (for short, TWD) under the respondents Railway. According to the applicants unlike in other Zonal Railways the post of TWD is treated as an ex-cadre post and as a tenure post under the Southern Railway. They contend that the policy of the Southern Railway is discriminatory and is violative of Articles 14 & 16 of the Constitution of India. The immediate cause of action for the applicants is Annexure A3 order (Annexure A2 in OA No. 180/733/2015) repatriating them to the original cadre of Technician and hence they challenge Annexure A3 order (Annexure A2 in OA No. 180/733/2015).

3. The 1st applicant in OA No. 180/911/2014 was posted as TWD on 6.7.2006 whereas the 2nd applicant therein who was appointed as Khalasi was posted as TWD on 12.5.2007. In OA No. 180/733/2015 the applicant was a Technician Grade-III and was appointed as TWD on 14.2.2008. They state that for posting as TWD the incumbent has to pass a written examination and thereafter submit medical fitness certificate after undergoing a medical examination which is similar to the medical examination for a Loco Pilot. The TWD has to obtain a certificate of competency from the Zonal Railway Training Institute. Though they have fulfilled the above rigorous requirements yet they continue in the ex-cadre post under the Southern Railway whereas in other Zonal Railways TWD is treated a separate cadre. Applicants' state that their repatriation to their cadre post i.e. Technician will be a loss to them as

well as to the Railways especially in the circumstance that they have undergone the arduous training program and have obtained competency certificate required for TWD. They plead that they should be declared as in a cadre post and all benefits and promotional avenues available to the Goods Driver have to be extended to them also. They had submitted representations for keeping their repatriation in abeyance. Considering the above representations the respondents have issued the impugned order repatriating the applicants to the cadre of Technician. They, therefore, seek relief as under:

- "(i) to declare that the applicants are entitled for regularisation in service as Tower Wagon Drivers treating the category as a cadre post and they are entitled for further promotions given to the Goods Drivers;
- (ii) to declare that the applicants can continue in the posts of Tower Wagon Drivers without any repatriation to the parent cadre Technician;
- (iii) to issue a direction to the respondent No. 2 to take into consideration Annexure A2 representation and pass orders on it within a time frame fixed by this Hon'ble Tribunal; and
- (iv) to grant such other reliefs as may be prayed for and the court may deem fit to grant."

The relief sought in OA No. 180/733/2015 is :

- "(i) To call for the records relating to Annexure A2 order and set aside the same.
- (ii) to declare that the applicant is entitled for regularisation in service as Tower Wagon Driver treating the category as a cadre post and he is entitled for further promotions as given to the Goods Drivers;
- (iii) to issue a direction to the respondent No. 2 to take into consideration the qualification and experience of the applicant and post him as Tower Wagon Driver treating the category as a cadre post; and
- (iv) to grant such other reliefs as may be prayed for and the court may deem fit to grant."

4. The respondents filed reply statement pointing out that as per the administrative instructions the post of TWD is an ex-cadre post filled up by

calling for "**eligible volunteers**" from Artisan cadre including Motor Truck Driver, Lorry Driver, Engine Mechanic categories of TRD wing of electrical Department. Annexure R1 has been produced by the respondents as the administrative instructions in this regard. Respondents state that applications for filling up the vacancies of TWDs were invited from volunteers among the aforesaid category of Railway employees, as indicated in Annexures R2 and R3. Regarding the contention of the applicants that the TWDs should be given the status of a Goods Driver, the respondents contend that the post of Goods Driver is a post in the Loco Running cadre and is a distinctly different post for which different norms and yardsticks are followed for filling up such posts. The duties performed by TWDs are quite different. Goods Drivers have to perform additional work as acting as Guard, hauling heavily loaded trains, working in multiple units of locomotives, attaching/detaching of couplings and shunting of trains. However, TWDs have no such responsibility and they have less intensive nature of duties to perform. The pay scales of TWDs vis-a-vis the Goods Drivers were considered by the Railway Board in terms of the observations made by the Hon'ble apex court in *Union of India & Ors. v. Jagdish Pandey & Ors.* - (2010) 7 SCC 689 and the Railway Board vide letter No. PC-V/2000/CC/16/Pt., dated 15.11.2010 observed as under:

"2.1 That as regards eligibility and the mode of filling up the post; it is seen that the post of Goods Drivers is filled up from Shunter/Asstt Drivers on promotion. Further, in terms of Board's orders RBE No. 152/2001, educational qualification for the post is Matriculate and Act Apprentice passed or ITI passed or Diploma in Mech./Elect./Electronics in lieu of ITI. Whereas, the post of Tower Wagon Drivers are filled up from the existing Motor Vehicle Drivers for which educational qualification is class VIII Pass with ability to read and understand the traffic rules and other electrical safety rules along with heavy Motor Driving License.

2.2. That the nature of duties & responsibilities of Goods Drivers is much more strenuous and difficult vis-a-vis that of tower Wagon Drivers (TWDs). While

Goods Drivers have immensely greater responsibility of driving a Goods Train independently with large number of wagons and the job calls for great amount of alacrity and concentration, Tower Wagon Drivers drive single Motor Car only on specified area to carry staff for attending brake downs in their jurisdiction within about 30 Kms.

2.2.1 That normal duty hours of Goods Drivers are 10 hours, while that of TWDs is 8 hours.

2.2.2 That Goods Drivers are responsible for running extremely heavy duty Locomotives varying from 3850 to 6000 Horse Power, while the type of Tower Wagons driven by TWDs are of a maximum of 530 Horse Power.

2.2.3 That a Goods Driver has to study lock book and inspect the Locomotive (Engine) and follow other instructions as laid down in the Operating Manual of the particulars class of Locos. No such work is required to be done by TWDs.

2.2.4 That several other technical aspects are involved in the job profile of a Goods Driver such as careful examination of the State of OHE of his own line and liens in proximity, the Under-Gear, the brake of the train, lower the Pantograph and earth the Locomotive before carrying out any work in the high tension Compartment. TWDs are not required to perform any such technical or specialized work.

2.2.5 That Goods Driver have to work with different load likes 58 'N'/Loaded, 40 BCN, 40BOX, 41BRH Loaded/empty. They have to also keenly observe Signal, the vacuum and pressure Gauge, etc. to ensure that everything is in order.

2.2.6 That while taking charge of the train, Goods Driver has to check continuity integrity/completion of rack, Brake continuity test ensuring adequate brake power, revalidation of brake power/vacuum certificate. On the contrary, TWDs are not required to perform any such responsibility.

2.2.7 That Goods Drivers have to undergo Technical Refresher course training for Two weeks in every three year. TWDs are not required to undertake any such training.

2.2.8 That at the time of signing on duty, a Goods Driver has to read various register such as, On duty register, Green Notice register, Caution register, Currently Safety Instruction, Currently Technical Circulars, Breath Analyzer Test register, Line abnormalities register etc. No such reading of books or registers is done by TWDs.

2.2.9 That while signing off from duty, Goods Drivers are required to fill up Combined Trains Report, Line abnormalities like Signal, Tack, Loco defect register etc and they have to perform any other kind of additional prescribed work. Tower Wagon Drivers are free of all such duties.

2.3 That in view of the onerous reprehensibility and more sensitive nature of the job profile of Goods Drivers, a training period of 90 days is prescribed for them despite the fact that they are from the same Loco feeder stream i.e. Asstt. Driver. The training period of Tower Wagon Drivers is of merely 30 days.

3. From the above position, it is clear that in terms of appointment, recruitment qualifications, nature of duties and level of responsibilities and also training period, TWSs are not comparable with Goods Drivers.

4. Further, the Hon'ble Supreme Court, in their judgments on various occasions, have held that unless there is wholesale and complete identity between the two categories, there lies no case for pay parity amongst them.

5. In view of the above observations the competent authority have decided that Tower Wagon Drivers are not entitled for grant of pay scale of Rs. 5000-8000 at par with that of Goods Drivers and they shall continue to be in the scale of Rs. 4000-6000 and Rs. 4500-7000."

It is further pointed out by the respondents that if the applicants want to continue in the post of TWD they ought to have rejected the promotions that were extended in their cadre post. It is also stated by the respondents that the applicants have approached this Tribunal after the passage of 7 years i.e. after completion of the tenure period. It is also pointed out that on becoming eligible for promotion in their parent cadre the applicants were promoted as Technician Grade-I/TRD while continuing in the ex-cadre posts of TWDs . Respondents pray for rejecting the OAs.

5. Applicants produced Annexures A5 & A6 to indicate that TWD is a separate cadre in the South Central Railway . They filed a rejoinder pointing out that the respondents did not state in the reply as to why only in the Southern Railway the post of TWD is treated as ex-cadre.

6. We have heard learned counsel appearing for the applicants and Mrs. Mini R. Menon, learned Standing counsel appearing for the respondents in OA No. 180/911/2014 and Mr. Sunil Jacob Jose, learned Standing Counsel appearing for the respondents in OA No. 180/733/2015. Perused the record.

7. We note from the pleadings of the applicants that the desire of the applicants is to treat the TWDs as a separate cadre and eventually to consider them to the post of Goods drivers. The Railway Board letter dated 15.11.2010 quoted above gives a clear picture about the nature, duties and

responsibilities of the TWDs vis-a-vis those of the Goods Drivers. Referring to Annexure R4(3) the respondents state that the posts of TWDs are *ab initio* ex-cadre posts, filled up by calling for volunteers from cadre of Technicians.

Annexure R4 in OA No. 180/911/2014 reads:

"No. P(S)535/VII/Misc

Headquarters Office,
Personnel Branch,
Chennai – 600 003.

DRM/P/MAS.MDU.PGT.TPJ.TVC.SA
CEE & CEDE

Dated 28-06-2011.

Sub: Avenue to fill up the post of Tower Wagon Driver (Ex-cadre) in Pay Band Rs. 5200-20200 with Grade Pay Rs. 2800 in TRD Unit of Electrical Department – Reg.

Ref: This office letter of even No. dated 27.01.2003.

As per the Avenue chart existing on date, the post of Tower Wagon Driver (Ex-cadre) in TRD wing of Electrical Department are filled by calling volunteers from all Technicians in Gr. III & Gr. II including Motor Truck driver, Lorry & Engine Mechanic categories of TRD wing of Electrical Department of the division in the first instance, by calling volunteers from all Technicians in Gr. III & Gr. II of all wings of Electrical Department of the division in the second instance and lastly by calling volunteers from Technicians in Gr. III & Gr. II of all departments of the division.

Some divisions expressed difficulties in getting adequate number of volunteers from the above source to fill the posts of Tower Wagon Driver. Hence the matter was examined and decided by the Competent Authority that henceforth the revised avenue chart shall be followed for filling the posts of Tower Wagon Driver of TRD wing of Electrical Department.

The proposed revision was consulted with both unions and they have no objection to the proposed revision of Avenue chart. Those selected for the post should also successfully complete the requisite training at ZTC/TPJ before begin allowed to take up independent duty.

The lien of volunteers selected to the ex-cadre post of Tower Wagon Driver in Pay Band Rs. 5200-20200 with Grade Pay Rs. 2800 of TRD wing of Electrical Department will continue to be maintained in their parent seniority units. Their normal promotion opportunities based on such lien in their parent seniority unit shall continue. Whenever promotion opportunities based on such lien in their parent seniority unit come up for them, they should be duly notified and considered for such promotion by their lien unit. In case, on being offered promotion after due process in the parent lien avenue, an employee refuses the promotion and prefers to continue in the Ex-cadre post of Tower Wagon Driver, that employee would stand debarred for one year as per usual rules of promotion.

All divisions shall follow these instructions uniformly.

This issues with the approval of competent authority.

Encl: As above.

Sd/-
(C. DEVARAJAN)

Senior Personnel officer/ M&E
for Chief Personnel Officer."

8. Annexure R4(3) is the copy of the "Avenue Chart" mentioned in the afore extracted R4 letter. Annexure R4(3) reads:

"AVENUE FOR THE EX-CADRE POST OF TOWER WAGON DRIVER
ELECTRICAL DEPARTMENT

TOWER WAGON DRIVER
Pay Band Rs. 5200-20200 in Grade Pay Rs. 2800

1. **Mode of Filling** :

- a. By calling volunteers from Technicians of all departments of the division and adjoining Workshops within the geographical jurisdiction of the division.
- b. First preference will be given to Technicians Gr.III&Gr.II, Motor Truck Driver, Lorry Driver, Engine Mechanic category of TRD wing of Electrical Department of the concerned Division.
- c. Second preference will be given to Technicians Gr.III & Gr. II of other wings of Electrical Department of the concerned Division with other requisite qualification prescribed.
- d. Third preference will be given to Technicians Gr.III & Gr. II of all Departments of the Division and also from adjoining Workshops with other requisite qualification prescribed.
- e. Lastly, if the above procedure does not get adequate number of volunteers to fill up the posts, then volunteers will be called for from Technicians Gr. II and Sr. II of all Departments of all Divisions.

2. **Educational Qualification**: Should possess minimum educational qualification of matriculation or its equivalent.

3. **Age Criteria** : Below 52 years of age.

4. **Experience** : Should be capable of locating failures and carry out repairs and maintain the tower wagon in good fettle.

5. **Tenure period** : 5 years.

6. **Medical classification** : Aye One."

Annexure R4(3) is akin to a recruitment rule, but TWD being treated as an ex-cadre post it is styled as "Avenue Chart", prescribing the modalities for filling up the post. A reading of Annexure R4(3) makes it clear that TWD is not a regular post but is a temporary post for a fixed tenure of 5 years for

driving tower wagons and hence it is treated as ex-cadre post, to be filled up by calling for volunteers from the Technicians of all Departments of the Divisions and Workshops.

9. It is well settled position of law in *P.U. Joshi & Ors. v. Union of India & Ors.* - (2003) 2 SCC 632 that creation or abolition of posts is within the domain of the executive authorities. The apex court in that case held:

“.....Questions relating to the constitution, pattern, nomenclature of posts, cadres, categories, their creation/abolition, prescription of qualifications and other conditions of service including avenues of promotions and criteria to be fulfilled for such promotions pertain to the field of Policy and within the exclusive discretion and jurisdiction of the State, subject, of course, to the limitations or restrictions envisaged in the Constitution of India and it is not for the Statutory Tribunals, at any rate, to direct the Government to have a particular method of recruitment or eligibility criteria or avenues of promotion or impose itself by substituting its views for that of the State. Similarly, it is well open and within the competency of the State to change the rules relating to a service and alter or amend and vary by addition/substruction the qualifications, eligibility criteria and other conditions of service including avenues of promotion, from time to time, as the administrative exigencies may need or necessitate. Likewise, the State by appropriate rules is entitled to amalgamate departments or bifurcate departments into more and constitute different categories of posts or cadres by undertaking further classification, bifurcation or amalgamation as well as reconstitute and restructure the pattern and cadres/categories of service, as may be required from time to time by abolishing existing cadres/posts and creating new cadres/posts. There is no right in any employee of the State to claim that rules governing conditions of his service should be forever the same as the one when he entered service for all purposes and except for ensuring or safeguarding rights or benefits already earned, acquired or accrued at a particular point of time, a Government servant has no right to challenge the authority of the State to amend, alter and bring into force new rules relating to even an existing service.”

10. It is contended by the applicants that as per paragraph 49 of the Indian Railway Establishment Code, Volume-I a 'tenure post' is a permanent post which an individual Railway servant may hold for more than a limited period. The respondents point out that the above paragraph in the IREM takes wind out of the sails of the applicants because being a tenure post of 5 years as indicated in Annexure R4(3), the applicants do not have any claim as TWD after expiry of five years. It was argued by the learned counsel

appearing for the Railways that in terms of Annexure R1 letter of instructions whenever promotion opportunities based on the lien in their parent seniority unit becomes available, the applicants should be considered and on being offered promotion in the parent lien, if the applicants refuse their promotion and prefers to continue in the ex-cadre post of TWD they would be debarred for one year as per rules of promotion. The relevant portion of Annexure R1 (in OA No. 180/911/2014) reads:

"It shall be ensured that the lien of volunteers selected to the Ex-cadre post of Tower Wagon Driver in scale Rs. 4000-6000 of TRD wing of Electrical Department will continue to be maintained in the parent seniority units. Their normal promotion opportunities based on such lien in their parent seniority unit shall continue. Whenever promotion opportunities based on such lien in their parent seniority unit come up for them, they should be duly notified and considered for such promotion by their lien unit. In case, on being offered promotion after due process in the parent lien avenue, an employee refuses the promotion and prefers to continue in the Ex-cadre post of Tower Wagon Driver, that employee would stand debarred for one year as per usual rules of promotion."

11. It is stated by the respondents in their reply statement that the applicants have indeed been given promotions as Technician Grade-I in their parent Department but they choose to continue in the ex-cadre post of TWD even after the expiry of the 5 year tenure for which they have been posted. We note that this conduct of the applicants having chosen the ex-cadre post for a tenure of 5 years and to continue in the same ex-cadre post, claiming for regularisation in that post treating it as a cadre post is an unreasonable demand especially when the administrative instructions on the basis of which they volunteered for such ex-cadre post is only for a limited period of 5 years.

12. We are of the view that since the applicants have exceeded their tenure in the present posting as TWD they have no right to continue there and

therefore, the impugned order repatriating them back to their parent cadre of Technician cannot be found fault with. It is worth noting that the applicants have not denied the contention of the respondents that they have enjoyed the promotion as Technician Gr.I while continuing in the ex-cadre post of TWD.

13. In support of their contention that only in the Southern Railway the post of TWD is treated as ex-cadre post, the applicants have produced Annexures A5 & A6 documents from the South Central Railway indicating that the posts of TWD are regular posts by way of promotion. But a close examination of Annexures A5 & A6 clearly reveals that they were issued in 1993 & 1994 and that much water has flown under the bridge thereafter. Annexure A5 further shows that for filling up of the vacancies of TWDs, **volunteers** from Linemen cadre have been invited but Annexure R4(3) followed by the Southern Railway treats TWD as ex-cadre post only. Whether there should be a uniform provision for the post of TWDs as a separate cadre post is a policy matter for which this Tribunal cannot give any direction to the Railways in the light of the decision of the apex court in *P.U.Joshi (supra)*. Nevertheless having accepted the posting as TWD as an ex-cadre and tenure post for five years, the applicants cannot now be heard to take of different contention suiting their own convenience, at this distant point of time, after expiry of their tenure as TWDs.

14. In the above circumstance, we feel that there is no merit in the contentions of the applicants. Therefore, the OAs are dismissed. Parties shall suffer their own costs.

15. Registry is directed to include a copy each of this order in the files of OA No. 180/911/2014 and OA No. 180/733/2015.

(E.K.BHARAT BHUSHAN)
ADMINISTRATIVE MEMBER

(U.SARATHCHANDRAN)
JUDICIAL MEMBER

“SA”

Original Application No.180/00911/2014

List of Annexures of the Applicants

- Annexure A-1** - True copy of O/o No. 10/2007/EI/TRD dated 20.02.2007 of the 2nd respondent.
- Annexure A-2** - True copy of representation dated 26.08.2014 of the applicants submitted to the 2nd and 3rd respondents.
- Annexure A-3** - True copy of O/o No. 41/2014/Elec/TRD dated 18.09.2014 of the 2nd respondent.
- Annexure A-4** - True copy of order dated 06.02.1997 in OA No. 591/1995 of this Hon'ble Tribunal.
- Annexure A-5** - True copy of communication No. CP 676.TWD. TRD dated 14.06.1993 of the Divl. Railway Manager, South Central Railway.
- Annexure A-6** - True copy of order No. CP/676/TWD/TRD dated 08.02.1994 of the Divl. Railway Manager, South Central Railway.
- Annexure A-7** - True copy of order No. 40/2017/Elec./TRD dated 18.08.2017.

List of Annexures of the Respondents

- Annexure R1** - True copy of letter No. P(S)535/VII/Misc dated January 27, 2003.
- Annexure R2** - True copy of letter No. V/P.535/VIII/TRD/ Ex-cadre/Vol.I dated 13.02.2006.
- Annexure R3** - True copy of letter No. V/P.535/VIII/TRD/ Ex-cadre/Vol.I dated 03.08.2006.
- Annexure R4** - True copy of letter No. P(S)535/VII/Misc dated 28.06.2011.
- Annexure R5** - True copy of Speaking Order issued by Advisor (Staff) Railway Board.

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List of Annexures of the Applicant

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|----------------------------|---|--|
| <u>Annexure A-1</u> | - | True copy of Order No. 10/08/EI/TRD dated 07.02.2008 of the 2 nd respondent. |
| <u>Annexure A-2</u> | - | True copy of Order No. 41/2014/Elec/TRD dated 18.09.2014 of the 2 nd respondent. |
| <u>Annexure A-3</u> | - | True copy of order No. OHE/ERS/I/1 dated 28.09.2014 of the 3 rd respondent. |
| <u>Annexure A-4</u> | - | True copy of letter No. SCRE/Gr.157/EL/103 dated 12.12.2014 the Dy. CEE, RE, CLT, Kozhikode. |
| <u>Annexure A-5</u> | - | True copy of Memorandum dated 08.07.2015 of the 2 nd respondent. |
| <u>Annexure A-6</u> | - | True copy of order dated 09.10.2015 of the 2 nd respondent. |
| <u>Annexure A-7</u> | - | True copy of communication No. CP.676.TWD. TRD dated 11/14.06.1993 of the Divisional Railway Manager, South Central Railway. |
| <u>Annexure A-8</u> | - | True copy of office order No. CP/676/TWD/ TRD dated 08.02.1994 of the Divisional Railway Manager, South Central Railway. |

List of Annexures of the Respondents

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|---------------------------|---|---|
| <u>Annexure R1</u> | - | True extract of O.O. No. 18/2015/Elec./TRD issued under No. V/P.535/VIII/Elec./TRD/TWD/Ex-Cadre dated 09.10.2015. |
| <u>Annexure R2</u> | - | True copy of letter No. P(S)535/VII/Misc dated January 27, 2003. |
| <u>Annexure R3</u> | - | True copy of letter No. V/P.535/VIII/TRD/ Ex-cadre/Vol.I dated 13.02.2006. |
| <u>Annexure R4</u> | - | True copy of letter No. V/P.535/VIII/TRD/ Ex-cadre/Vol.I dated 03.08.2006. |
| <u>Annexure R5</u> | - | True copy of letter No. P(S)535/VII/Misc dated 28.06.2011. |

Annexure R6 - True copy of Speaking Order issued by Advisor
(Staff) Railway Board.
