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**CENTRAL ADMINISTRATIVE TRIBUNAL  
ERNAKULAM BENCH**

**Original Application No.180/00601/2018,**  
**Original Application No.180/00622/2018,**  
**Original Application No.180/00649/2018,**  
**Original Application No.180/00652/2018,**  
**Original Application No.180/00677/2018,**  
**Original Application No.180/00682/2018,**  
**Original Application No.180/00683/2018,**  
**Original Application No.180/00690/2018**  
**&**  
**Original Application No.180/00708/2018**

**Thursday, this the 4<sup>th</sup> day of October, 2018**

**C O R A M :**

**HON'BLE Mr.E.K.BHARAT BHUSHAN, ADMINISTRATIVE MEMBER  
HON'BLE Mr.ASHISH KALIA, JUDICIAL MEMBER**

**Original Application No.180/00601/2018**

Siby Mathew,  
S/o.P.D.Mathew,  
Postal Assistant,  
Kottayam H.O. Department of Post.  
Residing at Pullatt House,  
Ettumanoor, Kottayam. ....Applicant

**(By Advocate Mr.V.Sajithkumar)**

**V e r s u s**

1. Union of India  
represented by the Secretary to the Government of India,  
Department of Post, Government of India, New Delhi – 110 001.
2. The Chief Postmaster General,  
Kerala Circle, Trivandrum – 695 033.
3. The Senior Superintendent of Post Office,  
Kottayam – 686 001. ....Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R])**

.2.

**Original Application No.180/00622/2018**

S.Ramar, S/o.Subrahmanyam,  
Sub Postmaster, Viswanathapuram.  
Residing at Postal Quarters,  
Viswanathapuram – 685 535.

...Applicant

**(By Advocate Ms.Sreekala.T.N)**

**V e r s u s**

1. Union of India represented by the Postmaster General,  
Central Region, Kochi – 682 020.
2. The Superintendent of Post Offices,  
Idukki Division, Thodupuzha – 685 584.
3. Sajimon.P.S.,  
Sub Postmaster, Peruvanthanam – 685 532.
4. Siji.S.,  
Sub Postmaster, Kanchiyar – 685 511. ...Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R] [R1-2])**

**Original Application No.180/00649/2018**

R.Sathees, S/o.K.Rajappan Pillai,  
Postal Assistant, Pala Head Post Office  
(on deputation at Arunapuram).  
Residing at Sayoojya (Ozhukayil),  
Puliyannoor P.O., Kottayam – 686 573.

...Applicant

**(By Advocate Mr.V.Sajithkumar)**

**V e r s u s**

1. Union of India  
represented by the Secretary to the Government of India,  
Department of Post, Government of India, New Delhi – 110 001.
2. The Chief Postmaster General,  
Kerala Circle, Trivandrum – 695 033.
3. The Senior Superintendent of Post Office,  
Kottayam – 686 001. ...Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R])**

.3.

**Original Application No.180/00652/2018**

Minooja.K.,  
W/o.Rajesh.K.G.,  
Working as Postal Assistant,  
Kidangoor S.O – 686 572.  
Residing at Kannuvettiyel (H),  
Kattachira P.O., Kidangoor – 686 572. ....Applicant

**(By Advocate Mr.V.Sajithkumar)**

**V e r s u s**

1. Union of India  
represented by the Secretary to the Government of India,  
Department of Post, Government of India, New Delhi – 110 001.
2. The Chief Postmaster General,  
Kerala Circle, Trivandrum – 695 033.
3. The Senior Superintendent of Post Office,  
Kottayam – 686 001. ....Respondents

**(By Advocates Mr.T.C.Krishna, Sr.PCGC [R])**

**Original Application No.180/00677/2018**

Athira R Nair,  
W/o.Vishnu Prabhath,  
Postal Assistant, Vandanmettu P.O.  
Residing at Valiya Ozhukayil,  
Puliyannoor P.O., Pala, Kottayam – 686 573. ....Applicant

**(By Advocate Mr.Shabu Sreedharan)**

**V e r s u s**

1. The Postmaster General,  
Central Region, Kochi – 682 020.
2. The Superintendent of Post Offices,  
Idukki Division, Thodupuzha,  
Idukki – 685 584. ....Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R])**

**Original Application No.180/00682/2018**

Sheeba Eapen, W/o.Sunish Thomas,  
Postal Assistant MACP III,  
Head Post Office, Kottayam.  
Residing at Valanjattil,  
Thazhathangady PO, Kottayam – 686 005.

...Applicant

**(By Advocate Ms.Rekha Vasudevan)**

**V e r s u s**

1. Union of India  
represented by the Secretary to Government of India,  
Ministry of Communications & IT,  
Department of Posts, New Delhi – 110 001.
2. The Chief Postmaster General,  
Department of Posts, Kerala Circle,  
Thiruvananthapuram – 695 033.
3. The Postmaster General,  
Department of Posts, Central Region,  
Kadavanthra, Cochin – 682 020.
4. The Senior Superintendent of Post Offices,  
Kottayam Division, Kottayam – 686 001. ...Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R])**

**Original Application No.180/00683/2018**

Sreejesh V Soman,  
S/o.late V.R.Soman,  
Postal Assistant,  
Head Post Office, Kottayam.  
Residing at Valiyakallumkal House,  
Mattakara, Kottayam – 686 564.

...Applicant

**(By Advocate Ms.Rekha Vasudevan)**

**V e r s u s**

1. Union of India  
represented by the Secretary to Government of India,  
Ministry of Communications & IT,  
Department of Posts, New Delhi – 110 001.

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2. The Chief Postmaster General,  
Department of Posts, Kerala Circle,  
Thiruvananthapuram – 695 033.
3. The Postmaster General,  
Department of Posts, Central Region,  
Kadavanthra, Cochin – 682 020.
4. The Senior Superintendent of Post Offices,  
Kottayam Division, Kottayam – 686 001. ....Respondents

**(By Advocates Mr.E.N.Hari Menon,ACGSC)**

**Original Application No.180/00690/2018**

Subhadrakutty Amma.P.P., W/o.Sreekumar.K.A.,  
Sub Postmaster, Thirunakkara, Kottayam Division.  
Residing at Kottiyattu House,  
Parippu P.O., Kottayam District – 686 014. ....Applicant

**(By Advocate Ms.Rekha Vasudevan)**

**V e r s u s**

1. Union of India represented by the Secretary to Government of India,  
Ministry of Communications & IT, Department of Posts,  
New Delhi – 110 001.
2. The Chief Postmaster General,  
Department of Posts, Kerala Circle,  
Thiruvananthapuram – 695 033.
3. The Postmaster General, Department of Posts,  
Central Region, Kadavanthra, Cochin – 682 020.
4. The Senior Superintendent of Post Offices,  
Kottayam Division, Kottayam – 686 001. ....Respondents

**(By Advocates Mr.N.Anilkumar, Sr.PCGC [R])**

**Original Application No.180/00708/2018**

Jayachandran Nair.K.R., S/o.N.Ramachandran Nair,  
Postal Assistant, Puthuppally Post Office,  
Kottayam Division – 686 011. ....Applicant

**(By Advocate Dr.V.N.Sankarjee)**

**V e r s u s**

1. The Postmaster General,  
Southern Region, Kerala Circle,  
Thiruvananthapuram – 695 033.
2. Senior Superintendent of Post Offices,  
Kottayam Division, Kottayam, Kerala – 686 001. ...Respondents

**(By Advocates Mr.Thomas Mathew Nellimoottil)**

These applications having been heard on 27<sup>th</sup> September 2018, the Tribunal on 4<sup>th</sup> October 2018 delivered the following :

**O R D E R**

**HON'BLE Mr.E.K.BHARAT BHUSHAN, ADMINISTRATIVE MEMBER**

The applicants in the above O.As are all Postal Assistants working in Kottayam/Idukki Divisions. They are aggrieved by the impugned transfer orders and challenge the same on various grounds such as non-completion of tenure in existing post, ignoring their options submitted, violation of guidelines issued by the respondent Department from time to time and grave personal inconvenience caused to the applicants. As the issue is general in nature and common to all nine O.As, they are being dealt with through a common order.

2. The challenge is against transfer and posting order in the cadre of Sub Postmaster/Postal Assistant issued on 29.6.2018 by Kottayam Division of Department of Posts and resultant transfers dated 6.7.2018 issued by Thodupuzha Division of the Department of Posts. As the circumstances on which each case rest are distinct in some respects, the facts pertaining to each O.A are described below :

3. O.A.No.180/652/2018 is filed by Smt.Minooja.K., who is aggrieved by the order transferring her from her position as Postal Assistant, Kidangoor S.O to Sub Postmaster, Puliyannur. She contends that the minimum tenure for Postal employees as per Transfer Policy is four years whereas she was transferred to Kidangoor only in 2017. Thus she cannot be deemed to have completed her minimum tenure. She has put in only eight years of service and has not been eligible for MACP-I which is available after ten years of completed service. The respondent Department itself had issued certain guidelines on posting of official incharge of Single Handed and B Class offices (available as Annexure R-4) in O.A.No.180/601/2018 wherein it is laid down as below :

“4. While following the above instructions, the hierarchy to be followed is to post willing MACP-3 officials, followed by MACP-2 and MACP-1 officials. However, it may be ensured that MACP-3 and MACP-2 officials are not posted against single-handed, B-class and also at A-class and LSG Offices, keeping the HSG-I and HSG-II posts vacant or manned by MACP-2 and MACP-1 officials in respectively. There is no dearth for MACP-3, MACP-2 and MACP-1 officials in any postal division. Hence there is no justification in posting newly recruited officials as SPMs in single-handed and B-class offices. It is reiterated that, time-scale P.As should not be posted as SPMs of any post offices under any circumstances.”

4. The applicant is not a MACP beneficiary and due to the fact that she had also faced departmental action resulting in one stage reduction during her service, she ought not have been considered for independent charge of Sub Postmaster Office. The respondents counter this argument stating that there is no available hand who has got MACP-1 in the Division to be considered for the charge of SPM, Puliyannur. The inconvenience claimed by the applicant

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due to transfer is non-existent as Puliyannur SPM is only 8 kms away from her residence. In so far as the applicant's reference to Annexure R-4 of O.A.No.180/601/2018 is concerned, it is maintained that the said communication was applicable for a specific period and was in respect of transfer of Postal Assistants for the years 2009-2010. The said direction dated 25.8.2011 had been superseded by the Transfer Policy. While it is a policy to transfer only people who have completed their tenure, this dictum cannot always be followed due to administrative exigencies.

5. O.A.No.180/601/2018 is filed by Shri.Siby Mathew, Postal Assistant, Kottayam HO. In this O.A the arguments are similar. Applicant has not completed minimum tenure in the present post. He is neither a MACP beneficiary nor a LSG official. The applicant also maintains that if given the greater responsibility of a Sub Postmaster the 3<sup>rd</sup> respondent is bound to allow the enhanced Grade Pay of Rs.2800/- per month as applicable to Sub Postmaster. This, having not been done, the applicant is aggrieved by the transfer.

6. O.A.No.180/649/2018 is filed by Shri.R.Sathees, Postal Assistant, Pala HPO. He now works on deputation as Postal Assistant, Arunapuram and has been transferred as Sub Postmaster, Poonjar, Thekkedara. Here the applicant is a MACP-2 beneficiary and the only grievance he has is the inconvenience the transfer causes to him. He has also mentioned that he stands to lose the

HRA by staying in the allotted quarters in the new station. Due to the poor condition of the said building a proposal for demolishing the same is pending with superior officers.

7. O.A.No.180/682/2018 is filed by Smt.Sheeba Eapen, Postal Assistant MACP-3, Kottayam HPO against her transfer as Sub Postmaster, Kumaranalloor. She has been in the present post only for the last one year. She has been granted MACP-3 and does not have any grievance on that count. It has been mentioned in the impugned order that though she has been transferred in public interest, no such reason has been recorded. The tenure for the post is four years and only those people who have completed the said tenure are entitled to file their option statement. Hence the applicant in this case having completed only one year has been deprived on this count as well.

8. O.A.No.180/683/2018 is filed by Shri.Sreejesh.V.Soman, Postal Assistant, Kottayam HPO against his being posted to Puthupally MDG. While admitting that he has completed his term at his present station, he submits that the circular calling for option, copy of which is available at Annexure A-5 dated 25.6.2018 had required those officers to submit their option on or before 28.6.2018. The fact that the impugned order of transfer is issued the very next day ie. 29.6.2018 reveals non application of mind on the part of the respondents. The minutes of the Transfer and Placement Committee at Annexure A-12 have concluded thus :

In the recent scenario of CSI implementation, officials working at HO/SO needs to be more familiar with various day to day works. Hence in order to gain exposure in CSI, in the interest of service, the committee recommends the transfer of officials at serial number 7, 15, 44, 66, 85, 86, 87 and 92 from their respective HO to respective S.Os and officials at serial number 1, 25 and 69 from their respective S.Os to respective H.Os as indicated above. The committee also recommends the transfer of officials at Serial Number 3, 11, 13, 16, 19, 21, 23, 29, 30, 32, 33, 35, 38, 47, 49, 52, 67, 72, 74, 78, 79, 81, 82, 83, 84, 89 and 91 in the interest of service and administrative convenience. Smt.Salini.A.B., SPM Peroor filed a petition against one of the GDSMD of the office which comes under Section 4(2) of Sexual Harassment of Women at Workplace Act, 2013 which is currently under process. Hence the committee recommends the transfer of Smt.Salini.A.B., to Thellakom SO from Peroor SO as the case is under process.

9. Again this does not indicate careful examination and employees have been reduced to serial numbers with no mention whatsoever of any public interest involved.

10. O.A.No.180/690/2018 is filed by Smt.Subhadrakutty Amma.P.P., Sub Postmaster, Thirunakkara, Kottayam Division against her transfer to Kudamalloor. As in O.A.No.180/683/2018 it is alleged that the transfer norms laid down in Annexure A-2, issued in pursuance to the directions of the Hon'ble Supreme Court in **T.S.R.Subramanian & Ors. v. Union of India & Ors. (2013) 15 SCC 732**, have been violated. She had submitted her option for choice station but was denied the same despite existence of vacancies. Also it is stated that her juniors have been granted transfers to stations for which she had opted.

11. O.A.No.180/622/2018 is filed by Shri.S.Ramar, Sub Postmaster, Viswanathapuram against his transfer to Elappara in Thodupuzha

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Division. He has completed his tenure period in the present station but alleges that many persons who have so completed their stint are being retained in their stations. He further alleges that there is no system in deciding who should be posted to a choice station when more than one employee seek that particular station. The applicant has spent more than three decades in the department and ought to have been treated with more consideration.

12. O.A.No.180/677/2018 is filed by Smt.Athira R Nair, Postal Assistant, Vandanmettu against her posting to Nedumkandam, also pointing out the failure on the part of the respondents to consider her option for choice station. She is being posted to Nedumkandam P.O which is a LSG Station. In the event of another employee opting for Nedumkandam the respondents should consider giving her a station of her choice.

13. O.A.No.180/708/2018 is filed by Shri.Jayachandran Nair.K.R., Postal Assistant who has been transferred from Puthupalli to Nattakom as Sub Postmaster. He contends that there is no public interest involved in the transfer.

14. We have heard Shri.V.Sajithkumar, Smt.Sreekala.T.N, Shri.Shabu Sreedharan, Smt.Rekha Vasudevan and Dr.V.N.Sankarjee on behalf of the applicants in the O.As and Shri.N.Anilkumar,Sr.PCGC [R], Shri.T.C.Krishna,

Sr.PCGC, Shri.E.N.Hari Menon, ACGSC and Shri.Thomas Mathew Nellimoottil on behalf of the respondents in the O.As. Perused all the available pleadings, both oral and documentary.

15. The grievance of the applicants centers around the inconvenience caused to them on account of their shift. As mentioned above some of the aggrieved applicants have not completed the tenure of four years prescribed under the transfer policy, copies of which have been made available in the various O.As. Only an employee who has completed the tenure period is allowed to file his option indicating the station of his choice. This necessarily means that a person who has not completed his tenure and is moved out before time is deprived of this facility. As pointed out by one of the learned counsel during hearing this has a cascading negative effect on the applicant who is transferred before his or her term is completed, time to time. Other difficulties are the stated incompetence of these applicants to shoulder the higher responsibilities of Sub Postmaster. The respondent Department itself has ordered that only a person having MACP-1, that is, ten years of experience ought to be considered for charge of Branch Post Offices. This direction of the respondent Department itself issued in 2011 has been more honoured in the breach than in the observance and in O.A.Nos.180/652/2018, 180/601/2018 & 708/2018, Postal Assistants having less than ten years period of experience have been moved out to head Branch Post Offices. These persons who have not completed their tenure as required in the Transfer

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Policy and those who have not gained at least MACP-I have a strong case of not to be put in-charge of Sub Postmaster as per respondent's own circular of 25.8.2011.

16. The applicants have also stated that in the judgment in *T.S.R.Subramanian's* case (supra) the Apex Court had taken the view that frequent transfers without insisting upon tenure, will demoralize the civil service. Accordingly, the respondent Department as other Government agencies, had issued orders to constitute Transfer and Placement Committees. These Committees were expected to consider the exigencies of work as well as the choice given by independent officers with regard to their station of work. However as pointed out in O. As the dates of calling for option and date on which the Committee met to decide upon the transfers having been separated by only 24 hours, clearly would show that careful examination was not done. When a policy is in place on transfer, it is not known why so many transfers are effected, before completion of tenure under the euphemism of public interest which remains unstated.

17. The respondents argued that transfer is an exigency of service and in the absence of any proven *malafide* the same is not open to judicial review. They call to their assistance judgment of the Hon'ble Supreme Court in **Union of India & Ors. v. S.L.Abbas (1993) (4) SCC 357**. It is laid down that a transfer cannot be interfered with unless it is made with *malafide* intention

and in violation of statutory provisions. In **Shilpi Bose & Ors. v. State of Bihar & Ors. AIR 1991 SC 532** the following view is taken by the Apex Court. Para 4 of the judgment reads :

4. In our opinion, the Courts should not interfere with a transfer Order which are made in public interest and for administrative reasons unless the transfer Orders are made in violation of any mandatory statutory Rule or on the ground of malafide. A Government servant holding a transferable post has no vested right to remain posted at one place or the other, he is liable to be transferred from one place to the other. Transfer Orders issued by the competent authority do not violate any of his legal rights. Even if a transfer Order is passed in violation of executive instructions or Orders, the Courts ordinarily should not interfere with the Order instead affected party should approach the higher authorities in the Department. If the Courts continue to interfere with day-to-day transfer Orders issued by the Government and its subordinate authorities, there will be complete chaos in the Administration which would not be conducive to public interest. The High Court over looked these aspects in interfering with the transfer Orders.

18. In **State Bank of India v. Anjan Sanyal AIR 2001 SC 1748** it has been stated that the transfer order can be interfered with by Court only if the said order is malafide or is passed by incompetent authority or is impermissible under service rules.

19. We have analysed the issue in detail. The Department of Posts is an arm of Government which has a declared Transfer Policy. Thus it is mandatory for them to effect transfers on the basis of the said policy. However, as far as the issues raised in the O.As are concerned, certain aspects such as tenure, grant of option etc. have been ignored so also the Department's own restriction on posting of junior officials as in-charge of Post Offices. At the same time with due regard to the judicial pronouncements referred to above, we do not wish to stand as an impediment in the path of deployment of

personnel. Considering all aspects we direct the respondents, who are the competent authority for the purpose, to examine each case mentioned in the O.As, if necessary after giving personal hearing to the applicants. Arguments raised in favour of the applicants should be properly evaluated with due consideration to the norms and orders issued by the respondent Department from time to time. The entire process should be completed within 30 days of receipt of a copy of this order. The transfers in question are not to be given effect to until speaking orders are brought out in each case.

20. The Original Application No.180/00601/2018, Original Application No.180/00622/2018, Original Application No.180/00649/2018, Original Application No.180/00652/2018, Original Application No.180/00677/2018, Original Application No.180/00682/2018, Original Application No.180/00683/2018, Original Application No.180/00690/2018 & Original Application No.180/00708/2018 are disposed of accordingly. No order as to costs.

(Dated this the 4<sup>th</sup> day of October 2018)

**(ASHISH KALIA)  
JUDICIAL MEMBER**

**(E.K.BHARAT BHUSHAN)  
ADMINISTRATIVE MEMBER**

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**List of Annexures in O.A.No.180/00601/2018**

1. **Annexure A-1** – True copy of the transfer Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 3<sup>rd</sup> respondent.
2. **Annexure A-2** – True copy of the Memo No.B42/Rectt/Dlg/2009 dated 8.7.2010 issued by the 3<sup>rd</sup> respondent.
3. **Annexure A-3** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 along with vacancy position issued by the 3<sup>rd</sup> respondent.
4. **Annexure A-4** – True copy of the General Transfer Policy by Order No.141-141/2013-SPB-II dated 31.1.2014 issued by the 1<sup>st</sup> respondent.
5. **Annexure A-5** – True copy of the Order No.25-04/2012-P.E.I dated 27.5.2016 issued by the 1<sup>st</sup> respondent.
6. **Annexure R-1** – True copy of the Directorate Letter No.4-7/2009-Vig. dated 8.3.2018.
7. **Annexure R-2** – True copy of the relevant extract of the Gradation List where the name and number of the applicant occurs.
8. **Annexure R-3** – True copy of the Transfer Committee Minutes.
9. **Annexure R-4** – True copy of the Letter No.ST/9-2/SR/2011 dated 25.8.2011.
10. **Annexure R-5** – True copy of the order dated 2.2.2017 of Hon'ble CAT in O.A.No.624/2016.
11. **Annexure R-6** – True copy of the judgment dated 15.3.2017 of Hon'ble High Court in OP (CAT) 48/2017.

**List of Annexures in O.A.No.180/00622/2018**

1. **Annexure A-1** – True copy of the transfer Memo No.B1/15/Dlg/XI, dated 6.7.2018 issued by the 2<sup>nd</sup> respondent.
2. **Annexure A-2** – True copy of the Office Memo No.B1/15/Dlg/2018, dated 18.6.2018 issued by the 2<sup>nd</sup> respondent.
3. **Annexure A-3** – True copy of the Office Memo No.B1/15/Dlg/2018, dated 19.6.2018 issued by the 2<sup>nd</sup> respondent.
4. **Annexure A-4** – True copy of the representation dated 21.6.2018 submitted by the applicant to the 2<sup>nd</sup> respondent.

**5. Annexure A-5** – True copy of the representation dated 7.7.2018 submitted by the applicant to the 2<sup>nd</sup> respondent.

**6. Annexure R-1** – An extract of Annexure to Directorate Letter No.141-141/2013-SPB-I dated 31.1.2014 regarding rotational transfers is enclosed herewith and marked as.

**7. Annexure R-2** – True copy of the order dated 2.2.2017 of Hon'ble CAT in O.A.No.624/2016.

**8. Annexure R-3** – True copy of the judgment dated 15.3.2017 of Hon'ble High Court in OP (CAT) No.48/2017.

**List of Annexures in O.A.No.180/00649/2018**

**1. Annexure A-1** – True copy of the transfer Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 3<sup>rd</sup> respondent.

**2. Annexure A-2** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 along with vacancy position issued by the 3<sup>rd</sup> respondent.

**3. Annexure A-3** – True copy of the General Transfer Policy issued by the 1<sup>st</sup> respondent by Order No.141-141/2013-SPB-II dated 31.1.2014.

**4. Annexure A-4** – True copy of the objection to the transfer submitted by the applicant before the 3<sup>rd</sup> respondent dated 4.7.2018.

**5. Annexure R-1** – True copy of the order dated 2.2.2017 of Hon'ble CAT in O.A.No.624/2016.

**6. Annexure R-2** – True copy of the judgment dated 15.3.2017 of Hon'ble High Court in OP (CAT) No.48/2017.

**List of Annexures in O.A.No.180/00652/2018**

**1. Annexure A-1** – True copy of the transfer Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 3<sup>rd</sup> respondent.

**2. Annexure A-2** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 along with vacancy position issued by the 3<sup>rd</sup> respondent.

**3. Annexure A-3** – True copy of the General Transfer Policy issued by the 1<sup>st</sup> respondent by Order No.141-141/2013-SPB-II dated 31.1.2014.

**4. Annexure A-4** – True copy of the Memo No.F6/02/2015-2016 dated 30.11.2016 issued by the 3<sup>rd</sup> respondent.

**5. Annexure A-5** – True copy of the representation submitted by the applicant dated 4.7.2018 before the 3<sup>rd</sup> respondent.

**6. Annexure R-1** – A true copy of the Postal Directorate Letter No.4-7/2009-Vig. Dated 8.3.2018.

**7. Annexure R-2** – True copy of the order dated 2.2.2017 in O.A.No.624/2016.

**9. Annexure R-3** – True copy of the judgment dated 15.3.2017 in OP (CAT) No.48/2017.

**List of Annexures in O.A.No.180/00677/2018**

**1. Annexure A-1** – True copy of the 2<sup>nd</sup> respondent issued Memo No.B1/15/Dlg/2018 dated 19.6.2018 stating the vacancies likely to arise. The true copy of the said memo.

**2. Annexure A-2** – True copy of the request submitted by the applicant before the 2<sup>nd</sup> respondent dated 21.6.2018.

**3. Annexure A-3** – True copy of the Memo No.B1/15/Dlg/XI dated 6.7.2018 issued by the 2<sup>nd</sup> respondent.

**4. Annexure A-4** – True copy of the request submitted by the applicant before the 2<sup>nd</sup> respondent dated 7.7.2018.

**5. Annexure A-5** – True copy of the representation preferred by the applicant before the 1<sup>st</sup> respondent 23.7.2018.

**6. Annexure R-1** – A true copy of the Letter No.4-7/2009-Vig. Dated 8.3.2018.

**List of Annexures in O.A.No.180/00682/2018**

**1. Annexure A-1** – True copy of the Letter No.4-09/2011-SPG(Pt) dated 10.1.2014 addressed by the 1<sup>st</sup> respondent to all Chief Postmasters General.

**2. Annexure A-2** – True copy of the Letter No.141-141/2013-SPB-II dated 31.1.2014 addressed by the 1<sup>st</sup> respondent to the Chief Postmasters General along with the Consolidated Transfer Policy.

**3. Annexure A-3** – True copy of the Letter No.4-09/2011-SPG (Pt) dated 30.3.2015 issued by the 1<sup>st</sup> respondent.

**4. Annexure A-4** – True copy of the Office Memorandum No.11013/10/2013-Estt.A dated 2.7.2015 issued by the Department of Personnel and Training.

5. **Annexure A-5** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 issued by the 4<sup>th</sup> respondent.

6. **Annexure A-6** – True copy of the Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 4<sup>th</sup> respondent.

7. **Annexure A-7** – True copy of the representation dated 4.7.2018 submitted by the applicant to the 4<sup>th</sup> respondent.

8. **Annexure A-8** – True copy of the First Move List issued by the 1<sup>st</sup> respondent.

9. **Annexure A-9** – True copy of the F.No.141-141/2013-SPB.II dated 31.7.2018 issued by the office of the 1<sup>st</sup> respondent.

10. **Annexure A-9(a)** – True copy of the judgment dated 11.12.2012 in OP (CAT) No.4278 of 2012 of the Hon'ble High Court.

11. **Annexure R-1** – True copy of the order dated 2.2.2017 in O.A.No.624/2016.

12. **Annexure R-2** – True copy of the order dated 15.3.2017 in O.P(CAT) No.48/2017.

**List of Annexures in O.A.No.180/00683/2018**

1. **Annexure A-1** – True copy of the Letter No.4-09/2011-SPG(Pt) dated 10.1.2014 addressed by the 1<sup>st</sup> respondent to all Chief Postmasters General.

2. **Annexure A-2** – True copy of the Letter No.141-141/2013-SPB-II dated 31.1.2014 addressed by the 1<sup>st</sup> respondent to the Chief Postmasters General along with the Consolidated Transfer Policy.

3. **Annexure A-3** – True copy of the Letter No.4-09/2011-SPG (Pt) dated 30.3.2015 issued by the 1<sup>st</sup> respondent.

4. **Annexure A-4** – True copy of the Office Memorandum No.11013/10/2013-Estt.A dated 2.7.2015 issued by the Department of Personnel and Training.

5. **Annexure A-5** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 issued by the 4<sup>th</sup> respondent.

6. **Annexure A-6** – True copy of the Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 4<sup>th</sup> respondent.

7. **Annexure A-7** – True copy of the representation dated 4.7.2018 submitted by the applicant to the 4<sup>th</sup> respondent.
8. **Annexure A-8** – True copy of the First Move List issued by the 1<sup>st</sup> respondent.
9. **Annexure A-9** – True copy of the F.No.141-141/2013-SPB.II dated 31.7.2018 issued by the office of the 1<sup>st</sup> respondent.
10. **Annexure A-10** – True copy of the application dated 3.8.2018 submitted by Sri.Vinayakumar S to the office of the 4<sup>th</sup> respondent.
11. **Annexure A-11** – True copy of the Letter No.CPT/RTI/99-2018 issued to Sri.Vinayakumar from the office of the 4<sup>th</sup> respondent.
12. **Annexure A-12** – True copy of the minutes of the Transfer and Placement Committee which met on 29.6.2018.
13. **Annexure R-1** – True copy of the Letter No.4-7/2009-Vig dated 8.3.2018.
14. **Annexure R-2** – True copy of the order dated 2.2.2017 in O.A.No.624/2016.
15. **Annexure R-3** – True copy of the judgment dated 15.3.2017 in O.P(CAT) No.48/2017.

**List of Annexures in O.A.No.180/00690/2018**

1. **Annexure A-1** – True copy of the Letter No.4-09/2011-SPG(Pt) dated 10.1.2014 addressed by the 1<sup>st</sup> respondent to all Chief Postmasters General.
2. **Annexure A-2** – True copy of the Letter No.141-141/2013-SPB-II dated 31.1.2014 addressed by the 1<sup>st</sup> respondent to the Chief Postmasters General along with the Consolidated Transfer Policy.
3. **Annexure A-3** – True copy of the Letter No.4-09/2011-SPG (Pt) dated 30.3.2015 issued by the 1<sup>st</sup> respondent.
4. **Annexure A-4** – True copy of the Office Memorandum No.11013/10/2013-Estt.A dated 2.7.2015 issued by the Department of Personnel and Training.
5. **Annexure A-5** – True copy of the Notification No.B1/RT/2018 dated 25.6.2018 issued by the 5<sup>th</sup> respondent.

**6. Annexure A-6** – True copy of the revised transfer norms issued as per F.No.141-141/2013-SPB.II dated 31.7.2018 issued by the office of the 1<sup>st</sup> respondent.

**7. Annexure A-7** – True copy of the representation dated 30.7.2018 submitted by the applicant to the 4<sup>th</sup> respondent.

**8. Annexure A-8** – True copy of the Memo No.B1/3/RT/2018 dated 29.6.2018 issued by the 4<sup>th</sup> respondent.

**9. Annexure A-9** – True copy of the representation dated 30.7.2018 submitted by the applicant to the 4<sup>th</sup> respondent.

**10. Annexure A-10** – True copy of the representation dated 6.7.2018 submitted by the applicant to the 4<sup>th</sup> respondent.

**11. Annexure A-11** – True copy of the judgment dated 11.12.2012 in OP (CAT) No.4278 of 2012 of the Hon'ble High Court.

**12. Annexure R-1** – True copy of the Letter No.4-7/2009-Vig dated 8.3.2018.

**13. Annexure R-2** – True copy of the order dated 2.2.2017 in O.A.No.624/2016.

**14. Annexure R-3** – True copy of the judgment dated 15.3.2017 in O.P(CAT) No.48/2017.

**List of Annexures in O.A.No.180/00708/2018**

**1. Annexure A-1** – True copy of the Senior Superintendent of Post Offices Circular No.B1/RT/2018 dated 25.6.2018.

**2. Annexure A-2** – True copy of the Senior Superintendent of Post Offices Circular No.B1/3/RT/2018 dated 29.6.2018.

**3. Annexure A-3** – True copy of the representation by the applicant to Senior Superintendent of Post Offices dated 5.7.2018.

**4. Annexure A-3(a)** – True copy of the order in O.A.No.672 of 2018 of this Hon'ble Tribunal dated 31.7.2018.

**5. Annexure A-4** – True copy of the order No.B/CAT/14/2018 dated 9.8.2018 of the 2<sup>nd</sup> respondent.

**6. Annexure A-5** – True copy of the gradation list of P.As as on 1.7.2017 of Kottayam Division.

**7. Annexure R-1** – True copy of the DG Posts Letter No.4-7/2009-Vig dated 8.3.2018.

**8. Annexure R-2** – True copy of the request dated 20.2.2017 submitted by the applicant.

**9. Annexure R-3** – True copy of the CPMG Kerala Circle Letter No.ST/9-2/SR/2011 dated 25.8.2011.

**10. Annexure R-4** – True copy of the order dated 2.2.2017 in O.A.No.624/2016 filed by Shri.K.N.Sivadas.

**11. Annexure R-5** – True copy of the judgment dated 15.3.2017 in O.P(CAT) No.48/2017 against the order in O.A.No.624/2016.

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