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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL,  
CALCUTTA BENCH

O.A. No. 350/342 of 2017

Madan Mohan Majumder, son of  
Usha Ranjan Majumder, working for  
gain at Ordnance Factor Board, in  
the post of Charge Man, 10A, S.K.  
Bose Road, Kolkata - 700001,  
residing at 205, S.K. Deb Road,  
Lake Town, Kolkata - 700048,

... Applicant

-VERSUS-

1. Union of India, service through  
*Ministry of Defence*  
the Secretary, *having* office at  
South Block, New Delhi-110001.
2. The Secretary (Defence  
Production), Ministry of Defence,  
Department of Defence  
Production, South Block, New  
Delhi-110001.

*Wd*

*Madan Mohan Majumder*

3. The Chairman, Ordnance Factory .

Board, 10A, Saheed Khudiram

Bose Road, Kolkata-700001.

4. The Director General of Ordnance

Factories, having office at 10A,

S.K. Bose Road, Kolkata -

700001.

.....Respondents

WLL

O.A.No.350/342/2017

Date of order : 22.03.2017

**Coram : Hon'ble Mr. A.K. Patnaik, Judicial Member**

For the applicant : Mr. S. Das, counsel

For the respondents : Mr. B.P. Manna, counsel

**ORDER(ORAL)**

The applicant has filed this O.A. under Section 19 of the Administrative Tribunals Act, 1985 challenging the following :-

- (i) " Purported order bearing No. D.O. Pt. No. 432 dated 13.4.2016 issued by the Director General of Ordnance Factories wherein the applicant's pay scale was fixed at Rs. 14, 700/- + Rs. 4,200/- w.e.f. 01.07.2015 with a direction that amount will be recovered w.e.f. 09.12.2014 (as per Court Case Order vide Case No. 17(9)2002, HQ/NG dated 08.4.2015) ;
- (ii) Purported order bearing No. 132, dated 22<sup>nd</sup> November, 2016 issued by Staff Officer Head Quarters and further order that recovery or adjustment is required to be made in respect of the applicant Madan Mohan Majumder, Sl. No. 34;
- (iii) Purported order bearing No. D.O. Pt. 239 dated 27.2.2017, issued by the Director General of Ordnance Factories, superseding the earlier order D.O. Pt. II, No. 432, dated 13.4.2016, directing the applicant that the amount will be recovered w.e.f. 24.12.1996 in pursuance of Section HQ/NG corrigendum Office Order No.132 dated 22.11.2016."

2. In this O.A. the applicant has prayed for the following reliefs:-

"8(a) To direct the respondents to forthwith cancel, withdraw and/or rescind and quash the impugned circular bearing No. D.O. Pt. No. 432 dated



13.4.2016 issued by the Director General of Ordnance Factories and refund excess amount if any deduct from the salary of the applicant.

(b) To direct the respondent authority to forthwith cancel and or rescind and quash the impugned circular being No. 132, dated 22<sup>nd</sup> November, 2016 issued by the Staff Officer, Head Quarters, being Annexure "A-8".

(c) To direct the respondent authority not to give any effect or further effect to the circular bearing No. 239 dated 27.02.2017, issued by Staff Officer Head Quarters;

(d) To direct the respondents to forthwith cancel, withdraw and/or rescind and quash the impugned circular bearing No. D.O. Pt. No. 239 dated 27.02.2017 ;

(e) To direct the respondents not to give effect of the circular being No. 57 dated 8<sup>th</sup> April, 2015 issued by the Staff Officer, Ordnance Factory;

(f) To pass such other or further order or orders as this Hon'ble Tribunal may think fit and proper."

3. I have heard Mr. S. Das, Id. counsel for the applicant and Mr. B.P. Manna, Id. counsel for the respondents and perused the materials available on record.

4. Mr. S. Das, Id. counsel for the applicant submitted that the applicant has made a representation to the respondent No.3 i.e. the Chairman, Ordnance Factory Board, Kolkata ventilating his grievances , but no reply has been given by the respondents till date. He further submitted that the applicant would be satisfied if a direction is given to the respondents to consider and decide the representation within a specific time frame.

5. Right to know the result of the representation that too at the earliest opportunity is a part of compliance of principles of natural justice. The employer is also duty bound to look to the grievance of the employee and respond to him in a suitable manner, without any delay. In the instant case, as it appears, though the applicant submitted representations to the authorities ventilating his grievances , she has not received any reply till date.

*Wale*

6. It is apt for us to place reliance on the decision of the Hon'ble Supreme Court of India in the case of **S.S.Rathore-Vrs-State of Madhya Pradesh, AIR1990 SC Page 10 / 1990 SCC (L&S) Page 50** (para 17) in which it has been held as under:

**"17. ....Redressal of grievances in the hands of the departmental authorities take an unduly long time. That is so on account of the fact that no attention is ordinarily bestowed over these matters and they are not considered to be governmental business of substance. This approach has to be deprecated and authorities on whom power is vested to dispose of the appeals and revisions under the Service Rules must dispose of such matters as expeditiously as possible. Ordinarily, a period of three to six months should be the outer limit. That would discipline the system and keep the public servant away from a protracted period of litigation."**

7. Considering the aforesaid facts and circumstances, I do not think that it would be prejudicial to either of the sides if a direction is issued to the respondents to consider and decide the representation of the applicant. Accordingly the Respondent No.3 i.e. the Chairman, Ordnance Factory Board, Kolkata is directed to consider and dispose of the representation of the applicant, if pending for consideration, by passing a well reasoned order as per rules and intimate the result to the applicant within a period of two months from the date of receipt of a certified copy of this order. If the applicant is found entitled to the benefits, he should be given the same within a further period of three months from the date of taking decision in the matter. The respondents are also directed not to recover any amount from the applicant till disposal of the representation.

8. It is made clear that I have not gone into the merits of the case and all the points raised in the representation shall remain open for consideration by the respondent authorities as per rules and guidelines governing the field.



9. As prayed by Mr. Das, a copy of this order along with the paper book may be transmitted to the Respondent No.3 by speed post by the Registry for which Mr. Das undertakes to deposit the cost by 24th March, 2017.

10. With the above observations the O.A. is disposed of. No order as to cost.

  
( A.K. Patnaik)  
Judicial Member

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