

**CENTRAL ADMINISTRATIVE TRIBUNAL  
BANGALORE BENCH**

**ORIGINAL APPLICATION NO.170/00753/2017**

**DATED THIS THE 3<sup>rd</sup> DAY OF JUNE, 2019**

**HON'BLE DR.K.B.SURESH, JUDICIAL MEMBER**

**HON'BLE SHRI C.V.SANKAR, ADMINISTRATIVE MEMBER**

M.Naganna  
Technical Assistant (S) (Retd)  
# E-33, E & F Block  
4<sup>th</sup> "A" Main Road  
SBM Colony  
Ramakrishna Nagara  
Mysore-560022.

...Applicant

(By Advocate Sri N.Obalappa)

Vs.

1. The Union of India  
Represented by its Secretary  
Ministry of Information  
and Broadcasting  
'A' Wing, Shastry Bhavan  
New Delhi-110 001.
2. The Director General  
Directorate of Field Publicity  
Ministry of I & B  
5<sup>th</sup> Floor, Soochna Bhawan  
Lodhi Road  
New Delhi-110 003.
3. The Director  
Directorate of Field Publicity  
Kendriya Sadana  
Koramangala  
Bangalore-560 034.

...Respondents

(By Advocate Sri Vshnu Bhat)

**ORDER**

**(PER HON'BLE SHRI C.V.SANKAR, MEMBER (ADMN.))**

The case of the applicant is that he joined as Field Publicity Assistant and got promotion as Technical Assistant(S). As per the communication

dtd.5.1.2000(Annexure-A2) the posts of Field Publicity Assistants, Technical Assistants and Technical Assistants(S) were upgraded to the pay scales of Rs.4500-7000, Rs.5000-8000 & Rs.5500-9000 respectively w.e.f. 1.1.1996. As such the 2<sup>nd</sup> respondent upgraded the pay scales of Field Publicity Assistant and Technical Assistant(S) vide communication dtd.4.2.2000(Annexure-A3). A similarly placed employee Shri J.S.Bhullar, Technical Assistant(S) has filed OA.469/CH/2002 before Chandigarh Bench of this Tribunal which is allowed and as per which the 2<sup>nd</sup> respondent decided to extend similar benefits to the similarly placed employees vide communication dtd.8.2.2006(Annexure-A4) granting the upgraded pay scale of Rs.5500-9000 to the applicant. The applicant retired from service w.e.f. 31.03.2009 after attaining the age of superannuation.

2. The applicant submits that as the pay scales of Rs.5000-8000, 5500-9000 & 6500-10500 have been merged in the pay scale of Rs.7450-11500 with GP Rs.4600 w.e.f. 1.1.2006 vide circular dtd.13.11.2009(Annexure-A6), the 2<sup>nd</sup> respondent issued circular dtd.23.11.2009(Annexure-A7) to re-fix the pay of the employees. He submits that as per DOPT clarification dtd.9.9.2010(Annexure-A8) towards the admissibility of GP for the 1<sup>st</sup> and 2<sup>nd</sup> ACP for the merged pay scales of Rs.5000-8000, 5500-9000 & 6500-10500, the applicant who has completed 24 years of service and drawing the pay scale of Rs.6500-10500 as on 9.8.1999, is entitled for the GP of Rs.4600 for the 1<sup>st</sup> ACP and GP Rs.4800 for the 2<sup>nd</sup> ACP as on 1.1.2006 and also entitled for the 3<sup>rd</sup> MACP with GP Rs.5400 w.e.f. 1.9.2008. The applicant further submits that the Director General of All India Radio, New Delhi vide circular dtd.17.1.2013 & 4.9.2013(Annexure-A9) issued instructions to subordinate offices to revise the Grade Pay of employees which are applicable to the applicant. The 3<sup>rd</sup> respondent vide order dtd.16.12.2013(Annexure-A10) granted 3<sup>rd</sup>

MACP to the applicant in GP Rs.4800 w.e.f. 1.9.2008. But in view of Annexure-A8, the applicant is entitled for GP Rs.4800 for the 2<sup>nd</sup> ACP w.e.f. 1.1.2006 and GP Rs.5400 for 3<sup>rd</sup> MACP w.e.f. 1.9.2008. Hence, the said order dtd.16.12.2013 is liable to be set aside. The applicant submitted a representation dtd.15.09.2015(Annexure-A11) requesting for revision of GP as admissible under the rules. But the respondents have not replied so far. Consequent on the 7<sup>th</sup> CPC recommendations, the DOPT vide OM dtd.12.5.2017(Annexure-A12) directed the concerned authorities to revise the pension by notional fixation from 1.1.1986 to 1.1.2016. The applicant retired from service w.e.f. 31.3.2009 and the 3<sup>rd</sup> MACP order has been issued on 16.12.2013 and the respondents have not refixed the pay and grade pay as per the revised DOPT circular. The delay is due to the lapse on the part of the respondents. However, he filed condonation of delay petition. Aggrieved by the inaction of the respondents, the applicant has filed the present OA seeking the following relief:

- i. To quash Annexure-A10 dtd.16.12.2009 granting the MACP order with Grade pay of Rs.4800 passed by the 3<sup>rd</sup> respondent which is incorrect.*
- ii. Call for records from the respondents for not granting the 2<sup>nd</sup> ACP in the Grade Pay of Rs.4800 w.e.f. 1.1.2006 and 3<sup>rd</sup> MACP with Gr.Pay of Rs.5400/- w.e.f. 1.9.2008 even after issue of DOPT clarification at Annexure-A8 dtd.9.9.2010.*
- iii. To direct the respondents to re-fix the Grade Pay of Rs.4800/- w.e.f. 1.1.2006 & grant 3<sup>rd</sup> MACP with Gr.Pay of Rs.5400 w.e.f. 1.9.2008 with all other consequential benefits of pay and allowances & arrears payments and retirement benefits and revision of pension admissible to the applicant.*

3. The respondents, on the other hand, have submitted in their reply statement that the applicant was appointed as Field Publicity Assistant on 15.3.1972. As on 1.1.1996, he was in the pay scale of Rs.4500-7000. He was promoted as Technical Assistant(Sound) on 29.5.1998 in the pay scale of Rs.5000-8000 as per the order dtd.18.7.2001(Annexure-R1). The applicant was given two ACPs in the pay scales

of Rs.5500-9000 and Rs.6500-10500 w.e.f. 9.8.1999 vide order dtd.13.4.2006 (Annexure-R2). As on 1.1.2006, the applicant was in Pay Band-2 with GP Rs.4600. The GP Rs.4800 has been given to the applicant w.e.f.1.9.2008 as per the order dtd.25.11.2013(Annexure-R3). The applicant is not entitled to GP Rs.5400 w.e.f. 1.9.2008. He retired from service on 31.3.2009. The applicant has completed 30 years of service on 15.03.2002 and within these 30 years he got two regular promotions and 1<sup>st</sup> and 2<sup>nd</sup> ACP also. From 01.09.2008 to 31.3.2009, he got 3<sup>rd</sup> MACP with GP Rs.4800 and all arrears including pensionary benefits. The applicant did not make any representation against the pay fixation of 3<sup>rd</sup> MACP and the same was also verified by the PAO and pension was refixed accordingly. As such the applicant is not entitled to any relief. And moreover, the OA is filed after 8 years from the date of his retirement and hence the OA is liable to be dismissed on the ground of delay and laches. The respondents received request on 8.1.2018 from the applicant when the case was already under consideration by this Tribunal.

4. The applicant has filed rejoinder reiterating the submission already made in the OA and submits that as per DOPT clarification dtd.9.9.2010, it is clarified that 'since the pre-revised pay scales of Rs.5000-8000 & Rs.5500-9000 have been merged and placed in PB-2 with GP of Rs.4200, 1<sup>st</sup> Financial Upgradation would be allowed in the GP of Rs.4600 w.e.f. 1.1.2006. It is also clarified that 'since the pre-revised pay scales of Rs.6500-10500 & Rs.7450-11500 have been merged and placed in PB-2 with GP of Rs.4600, 2<sup>nd</sup> financial upgradation would be allowed in the GP of Rs.6600. The applicant having completed 30 years of service by 15.3.2002, he is entitled for 3<sup>rd</sup> MACP in the next GP Rs.5400 w.e.f. 1.9.2008 vide DOPT OM dtd.19.5.2009. He is entitled for 1<sup>st</sup> ACP in GP Rs.4600 and 2<sup>nd</sup> ACP in GP Rs.4800 w.e.f.1.1.2006 and 3<sup>rd</sup> MACP in GP Rs.5400 w.e.f. 1.9.2008. The contention of the

respondents that he is not entitled for the 2<sup>nd</sup> ACP in GP of Rs.4800 and 3<sup>rd</sup> MACP in GP Rs.5400 is untenable and the Annexure-A10 dtd.16.12.2013 granting 2<sup>nd</sup> MACP with GP Rs.4600 and 3<sup>rd</sup> MACP with GP Rs.4800 is liable to be set aside.

5. We have heard the Learned Counsel for both the parties and perused the materials and written arguments note filed by both the parties in detail. The case of the applicant is heavily dependent on Annexure-A8 which talks about the effect of the promotion granted in the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000, Rs.6500-10500 & Rs.7450-11500 which have been merged into a single Grade Pay of Rs.4200 and Rs.4600 w.e.f. 01.01.2006. As rightly pointed out by the respondents, the applicant was appointed as Field Publicity Assistant on 15.3.1972 and as on 01.01.1996 he was in the pay scale of Rs.4500-7000. Annexure-A8 would clearly apply only in the case of persons recruited in the pre revised pay scale of Rs.5000-8000 and who had completed 12/24 years in the period between 01.01.2006 to 31.08.2008. The applicant is clearly not in this category. In fact, he was promoted on 29.05.1998 as Technical Assistant(Sound) in the pay scale of Rs.5000-8000. Therefore, he was not recruited in the scale of Rs.5000-8000 but was promoted into this scale and therefore his promotion cannot be ignored for the purpose of ACPS. Further he was given two ACPs to Rs.5500-9000 and further to Rs.6500-10500 w.e.f. 09.08.1999 vide order dtd.13.4.2006(Annexure-R2). As on 01.01.2006, the applicant was in the Pay Band-2 with Grade Pay of Rs.4600 and on completion of 30 years, he was entitled for further upgradation to Grade Pay Rs.4800 which has been granted to him vide order dtd.25.11.2013. Therefore, it is clear that he is not entitled to any further upgradations. The applicant would also rely on Annexure-A15. But a clear interpretation of the order would show that it is meant for promotions given within the merged pay scales and not from a lower pre-

revised pay scale to these pay scales which were merged. The applicant was in the pay scale of Rs.4500-7000 and therefore Annexure-A15 would also not be of any help to him. The OA is, therefore, dismissed. However, the respondents are directed to refix the pay, pension etc., if not already done within a period of one(1) month from this order as per their orders already issued. No costs.

(C.V.SANKAR)  
MEMBER (A)

(DR.K.B.SURESH)  
MEMBER (J)

/ps/

**Annexures referred to by the applicant in OA.No.170/00753/2017**

Annexure-A1: DOPT OM dtd.9.8.1999  
Annexure-A2: The 2<sup>nd</sup> respondent communication dtd.5.1.2000  
Annexure-A3: 2<sup>nd</sup> respondent letter dtd.4.2.2000  
Annexure-A4: 2<sup>nd</sup> respondent communication dtd.8.2.2006  
Annexure-A5: DOPT OM dtd.19.5.2009  
Annexure-A6: Min. Of Finance OM dtd.13.11.2009  
Annexure-A7: 3<sup>rd</sup> respondent circular dtd.23.11.2009  
Annexure-A8: DOPT OM dtd.9.9.2010  
Annexure-A9: The Director General, AIR, N.Delhi circular dtd.17.1.2013 & 4.9.2013  
Annexure-A10: 3<sup>rd</sup> respondent order dtd.16.12.2013  
Annexure-A11: representation dtd.15.9.2015  
Annexure-A12: DOPT OM dtd.12.5.2017  
Annexure-A13: Standard pay scales of 4<sup>th</sup> CPC to 7<sup>th</sup> CPC

**Annexures with reply statement:**

Annexure-R1: Office order dtd.18.7.2001  
Annexure-R2: Office order dtd.13.4.2006  
Annexure-R3: Office order dtd.25.11.2013

**Annexures with rejoinder:**

Annexure-A15: DOPT clarification dtd.10.2.2000  
Annexure-A8: DOPT clarification dt.9.9.2010

**Annexures with written argument note filed by the applicant:**

Annexure-A17: DOPT clarification point No.52

**Annexures with written argument notes filed by the respondents:**

-NIL-

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