

**Corporate Office
Personnel-IV Section**

Bharat Sanchar Nigam Limited
(A Government of India Enterprise)
5th flr. Bharat Sanchar Bhawan
Janpath, NEW DELHI-110001
Website: www.bsnl.co.in

No. 5-Gen/AIGETOA/2010- Pers-IV.

Oct. 25th, 2010

To

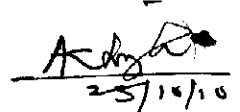
**The General Secretary,
All India Graduate Engineers & Telecom Officers Association.
Bharat Sanchar Nigam Limited,**

SUB.- Circle Seniority List/ All India eligibility list of JTOs in BSNL- reg.

I am directed to refer to your letter no. CHQ/AIGETOA/289 dated 10-09-2010 addressed to the GM(Estt.), BSNL CO., New Delhi, on the subject cited above.

The issues raised by you have been examined and the comments of this office on the same are enclosed herewith alongwith the relevant rules/orders, for perusal please. In case any objections/suggestions are still desired, the same may be submitted to the undersigned within 15 days, otherwise, it will be assumed that you have no further comments to make on the issues.

Encl: as above.


25/10/10

(A.K. SINGH).
A.G.M. (Pers-IV).

TF:- 011-23734152 FAX:- 011-23725255.

Copy for:-

1. The General Secretary BSNLEU/AIBSNLEA/SNEA for information please.
- ✓ 2. BSNL Interanet.

**BSNL Corporate Office
[Personnel-IV Section]**

This Annexure cover the comments of the P-IV section of Establishment branch for issues raised by the AIGETOA vide there letter dt. 10.9.2008 & 10.9.2010.

ISSUE No.1 of AIGETOA

The DoP&T guidelines, vide OM no.22011/7/1986-Estt. (D) dated 3-7-1986, further clarified, vide DoPT OM dtd 3-3-2008, are not being followed for Circle Seniority List and All India Eligibility List of JTOs.

COMMENTS on subject of 'preparation of Circle seniority list':-

In this connection it is to state that DoT/BSNL is following the MHA (O.M. No. 9/11/55-RPS dt. 22/12/1959) / DoP&T (O.M. No. 22011/7/1986-Estt.(D) dt. 3/7/1986) guidelines since many years, for fixation of seniority. Subsequent to the issue of MHA O.M dt. 22/12/1959, DGP&T had specifically taken up the issue of fixation of seniority of the Technical cadres, having pre-appointment training and with the due approval of the Ministry of Home Affairs (the ministry controlling the service matters at that time), it was decided vide DGP&T letter no. 1/28/60-NCG dt. 28-2-1963 (Annexure- 1), that inter-se-seniority of departmental and direct recruitment JTOs of a particular recruitment year, shall be determined on the basis of training centre marks.

As regards allotment of recruitment years to JTOs, for the departmental promotional examinations held in 1999/2000 (which were conducted by DoT under JTO RRs 1996), it is stated that the provisions contained in the Note, under column 6 of Schedule of Recruitment rules 1996 (Annexure- 2), clearly indicates that "the crucial date for determining the age limit or service conditions for both departmental and direct recruits, as the case may be, shall be the 1st July of the year for which application for recruitment are called for." So, accordingly, a particular recruitment year has been allotted to the candidates (departmental and direct recruits), who fulfilled the eligibility conditions (like Age, Service condition etc.) as on 1st July of that particular year, for which their applications were called for. The same has also been clarified by DOT in a particular clarification sought by Haryana Telecom circle vide letter no. 5-18/99-NCG dt.5/10/99 (Annexure- 3). In addition, the Hon'ble CAT Chandigarh in TA no. 95-CH-2009 in CWP no. 8762/2004, titled as Arun Kumar & Ors Vs UOI & Ors, vide order dated 3-6-2010 (Annexure- 4), has supported the procedure being adopted by DoT, for allotment of recruitment years, on the basis of provisions contained in the JTO recruitment rules 1996 that "the crucial date for.....1st July.....called for". Thereafter their inter-se-seniority has been fixed in that particular year on the basis of training centre marks (i.e as per the provisions of DGP&T letter no. 1/28/60-NCG dated 28-2-1963). Subsequently, the seniority list of JTOs (departmental and direct recruits) of a particular recruitment year has been prepared, on the basis of rotation of vacancies between the departmental and direct recruit candidates and also in accordance with the percentage of vacancies reserved for them in the recruitment rules.

Recently, the clarifications issued vide DoPT OM no. 20011/1/2006-Estt.(D) dated 3-3-2008 (Annexure- 5) clearly directed to various Departments/Ministries, that vacancy year/ recruitment year will be the year in which the official is actually/substantially appointed, after completion of pre-appointment formalities as prescribed. This order was further circulated by BSNL to its field units vide letter no. 5-38/2009-Pers-IV dated 25-5-2010 (Annexure- 6).

In this OM dated 3-3-2008 it is clearly mentioned, "Cases of seniority already decided with reference to any other interpretation of the term 'available' as contained

in O.M dt. 3.7.1986 need not be re-opened.” Hence, the orders vide O.M dt. 3/3/2008 will be effective for allotment of recruitment year for the appointments made on or after 3/3/2008, until and unless, very specifically mentioned in the Notification for the Recruitment/Examination, as has been done for the JTO Recruitment – 2007 (Annexure- 7). The recruitment years already allotted for the appointment made before 3/3/2008 will not be altered. Once the recruitment year of an employee has been fixed, it will be immaterial whether the seniority list/gradation list is already prepared or is yet to be prepared.

We understand that by the term Gradation list, the Association is referring to the circle seniority list combined/ consolidated over a period of various recruitment years. Even if the Circle Gradation List is prepared after 03-03-2008 for the JTOs appointed earlier to 03-03-2008 of JTO's- 2007, it would have no effect on their recruitment years, decided as per relevant rules/orders.

However, their inter-se-seniority will continue to be determined in that year as per the prevailing guidelines/instructions issued by DGP&T vide order dt. 28-2/1963 and the DoT/BSNL instructions issued from time to time.

As regards, the issue of Eligibility List raised by the association, it is mentioned that the same is being prepared by Pers-II branch for promotion of JTOs to the cadre of SDE.

ISSUE No.2 of AIGETOA :-

JTO post was upgraded from group-C to group-B in 1999, which involved change or shouldering of higher responsibility, requirement of higher qualification, higher pay scale, so the suitability of the incumbents is required to be assessed to be appointed to the upgraded post of group B from the date of notification, as per DoP&T OM no. 22011/10/84-Estt.(D) dated 4-2-1992.

COMMENTS:-

- (1) Vide DoT letter no. 1-1/97-PAT dated 24-10-1997 (Annexure- 8), the pay of JTOs was revised to Rs. 6500-10500 w.e.f 1-1-1996, as per the recommendations of Vth pay commission with the approval of Ministry of Finance and not upgraded in the year 1999, as indicated by the association.
- (2) In the letter dated 24-10-1997 itself, it is mentioned that upgraded scale is subject to change in Recruitment Rules (RRs) providing B.E. as the minimum qualification for Direct Recruit.
- (3) It is incorrect to indicate that in RR 1999, higher qualification i.e B.E. was prescribed for JTOs (Annexure- 9), rather it is remarked that, B.E qualification already existed along with the BSc, from the time JE/JTO cadre came into existence. The JE/JTOs RR 1980, 1990, 1996 (Annexure- 10) may please be referred in this regard. The only difference in RR 1999 is that now B.E. has been prescribed as the only minimum qualification for DR JTO, dropping the B.Sc qualification of earlier RRs, as per the recommendations of the Vth Pay Commission.
- (4) Further, it is also remarked that, while revising the JTO post from group C to group B in 1999, the responsibility has not been increased.

Based on the observations made above in paras 1-4, the suitability of the incumbents was not required to be assessed, for appointment to the upgraded post of group B. Hence the notification (DoP&T OM no. 22011/10/84-Estt.(D) dated 4-2-1992) is ineffective for the incumbents/already working JTO's.

ISSUE No.3 of AIGETOA:-

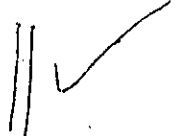
Relaxations given by BSNL vide letter no. 12-15/2002-DE dated 10-3-2003 for the 15% quota LDCE conducted by DoT in the year 1999/2000 and allotment of recruitment years 1998,1999 to the selected candidates is irregular.

COMMENTS:-

In the 15% quota LDCE conducted in the years 1999/2000 under the provisions of JTO RRs 1996, a large number of vacancies remained unfilled, thereby causing shortfall of JTOs in the field areas. BSNL had come into existence by then, to whom the DoT had transferred the Powers and Liabilities related to the work force. As such, BSNL took a decision to fill up the unfilled vacancies under 15% JTO quota and make available JTOs in field units by granting relaxation of qualifying marks. It is incorrect to indicate that the RRs do not have provisions to relax, rather, the clause 7 of JTO RRs 1996 (Annexure- 2) may be referred, which deals with Power to Relax, wherein, it is provided that *“Where the Central Government is of the opinion that it is necessary or expedient so to do, it may by order and or reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.”* The candidates selected as JTO, as per the relaxation in qualification standards granted vide BSNL letter No. 12-15/2002- DE dt. 10-3-2003 have been allotted recruitment year 1998/1999, as per the provisions contained in JTO RRs 1996, because they had initially applied and appeared for the vacancies of the years 1998/1999 in the 15% quota LDCE conducted in 1999/2000, fulfilling the eligibility conditions on 1st July of the respective years. It has already been clarified vide this office letter no. 5-31/2001-Pers-IV dated 4-3-2008 (Annexure- 11). The procedure for allotment of recruitment year as per the provisions contained in the DOT JTO RRs 1996, has already been explained in comments of issue no. 1.

of the letter No. 1/28/60-NCG dated 28th Feb.63 from DGP&T
All Heads of Circles etc.

Sub: Principles for determination of seniority of non-gazetted staff in the Telegraph Engineering & Traffic branches.



A reference is invited to this office letter No. 25/1/60-SPB.II dated the 31st Jan.1961, forwarding a copy of the general principles laid down by the Ministry of Home Affairs in their O.M.No. 9/11/55-RPS dated the 22nd Dec.1959, for determining the seniority of officials employed in the Central Services. It has been stated in para 2 of this office letter referred to above that orders regarding the applicability of these general principles to cadres in the department will be issued separately.

~~The matter has been considered in consultation with the Ministry of Home Affairs and it has been decided that the general principles laid down in the O.M.No. 9/11/55-RPS should be applied to all cadres in the department including clerks and telephonists. The only exception to this rule is in the case of telephonists who are appointed to the department through the Central Services Commission. In such cases, the seniority of each category should be determined on the basis of the marks obtained by them in the examination or examination held during or at the end of the training. Candidates who are given extended training in the first attempt should rank en bloc junior to those who pass in the first attempt without extended training. Wherever separate quotas of vacancies have been reserved for departmental and outside candidates should be determined according to the rotation of vacancies between the departmental and outside candidates in accordance with the percentage of vacancies reserved for them in the recruitment rules. Confirmations should be made from the combined seniority list of departmental and outside candidates thus prepared, subject, of course, to the orders for reservation of posts for Scheduled Castes and Scheduled Tribe candidates. The clarification issued in the Ministry of Home Affairs O.M.No. 9/45/60-Estt(D) dated the 20th April, 1961, forwarded with this office letter No. 45/1/60-SPB.II dated the 11th June, 1962, should be kept in view while maintaining the seniority list of officials made permanent in a cadre.~~

2. In cases where seniority lists of officials belonging to different recruitment units are to be prepared for promotion to the next higher cadre, e.g. for promotion of Lineman as Sub-Inspectors, etc. such combined seniority lists should be prepared on the basis of the dates of confirmation of the officials of the different units.

The detailed procedure to be followed for fixation of seniority of officials

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4. In regard to clerks and telephone operators, further communication may be awaited.

Sd/- A. Bhattacharjee
A. D. G. (STN)

A N N E X U R E

1. ENGINEERING SUPERVISORS (New JTOs)

In this connection reference is invited to this office letter No. 41/2/61-NCG dated the 2nd March, 61. Inter-se-seniority of each category of recruits is to be fixed in the order of marks in the examination held during or at the end of the theoretical training. The combined seniority of departmental and outside candidates should be determined by rotation of vacancies in accordance with the percentages reserved for them in the recruitment rules. For this purpose in the case of 1959 and 40 recruitments of Engineering Supervisors, rotation of vacancies should be on the basis of 75% for outsiders and 25% for departmental candidates in circles, where there were no Trade Test qualified candidates who remained in the waiting list for absorption and it should be 50% for outsiders and 50% for departmental candidates including Trade Test qualified candidates in circles which absorbed Trade Test candidates in those years. From the 1961 recruitments onwards, the rotation should be on the basis of 75% vacancies for outsiders and 25% for departmental candidates in all units.

2. WIRELESS OPERATORS :

In this connection reference is invited to this office letter No. 95/58/59-NCG dated the 28th Nov. 61. Inter-se-seniority of each category of recruits should be fixed in the order of marks obtained in the examination held at the end of the theoretical training. The combined seniority of the departmental candidates and outsiders should be determined by rotation of vacancies in accordance with the percentages reserved for them in the recruitment rules, i.e. 75% for outsiders and 25% for departmental candidates.

3. REPEATER STATION ASSISTANTS :

Same procedure as for Wireless Operators.

4. AUTO EXCHANGE ASSISTANTS :

Same procedure as for Repeater Station Assistants and Wireless Operators, except that the rotation of vacancies should be 50% for outsiders and 50% for departmental candidates.

1. Short title and commencement

(1) These rules may be called the Junior Telecom Officer Recruitment Rules, 1996.

(2) They shall come into force on the date of their publication in the official Gazette.

2. Number of posts, classification and scale of pay

The number of the said post, its classification and the scale of pay attached thereto shall be as specified in Column 2 to 4 of the Schedule annexed thereto.

3. Method of recruitment, age limit, qualifications etc.

The method of recruitment, age limit, qualifications and other matters relating to the said post shall be as specified in columns 5 to 14 of the said Schedule.

4. Disqualifications:- No person—

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post, unless he is exempted therefrom by the Central Government. Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Bond and training

(1) All candidates provisionally recruited against 50% quota of direct recruits shall execute a Bond in the format specified by the Department for a period of at least five years from the date of their appointment as Junior Telecom Officer.

(2) The candidates selected both against the 50% direct recruitment quota of vacancies and the 50% departmental promotion/transfer of vacancies shall, before their appointment as Junior Telecommunications Officers, have to successfully undergo prescribed training as per the training plan laid down and appended by the Department from time to time.

(3) During the period of training the direct recruited Junior Telecom Officers will be entitled to a stipend and dearness allowance admissible thereon or such stipend and allowances as appended by the Department from time to time.

6. Service under Territorial Army/Signal Unit:-

All candidates (both direct and departmental) shall if so required, be liable to serve in the territorial army signal unit for a period specified in the Territorial Army Act, 1948 (36 of 1948) and the rules made thereunder.

7. Power to relax:

Where the Central Government is of the opinion that it is necessary or expedient so to do, it may by order and or reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

8. Saving:-

Nothing in these rules shall affect reservations/relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

| Name of Post | No. of Posts | Classification |
|-----------------------------|--|---|
| Junior Telecom Officer | 20,030 as on 31-3-94 (Subject to variation dependent on work load) | General Central Service Group 'C' Non-gazetted, Non-Ministerial |
| Scale of pay | Whether selection or non-selection | Age for direct recruits |
| Rs. 1640-60-2600-ED-75-2900 | As explained under column 11 of the schedule | Between 19 and 27 years (Relaxable for eligible departmental candidates upto 40 years/45 years in case of SC/ST etc.) in accordance with the instructions or orders issued by Central Government. |

Note:-

The crucial date for determining the age limit or service credit for both departmental and direct recruits, as the case may be, shall be 1st July of the year for which applications for recruitment are called for.

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8:3 2002 16:33 FROM:COMPTON LIGHT HOUSE DISTRICT

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हिन्दी का मातृ राष्ट्र का सम्मान

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11-10

SSS(ERL)

8/7
AGM(A)
AGM(ERL)
11/10



दूर संचार विभाग
संचार भवन, प्रशाक रोड, 3
नई दिल्ली - 110009
Government of India
Department of Telecommunications
Sanchar Bhawan, Ashoka Road, New Delhi - 110001

No.5-18/99-NCG

Dated: 11-10-99

To

The Chief General Manager Telecom
Haryana Telecom Circle, Ambala.

Sub:-Competitive Exam for SC/ST candidates (Under Spl.Recvt. Drive for the year - 1995) for Direct Recvt. of JTO held on 27 & 28th January, 1995.

Please refer to your letter No.ELR/R-35/Spl.Drive/97/44 dated 2.9.99 on the subject noted above. The matter has been considered and I am directed to convey that the age of candidates appeared in the said special Recvt. Drive for SC/ST direct recruitment for JTO had been reckoned w.r.t. 1st July, 1995. Thus it is quite clear that their recruitment year taken in the instant case is 1995 is quite correct and in order. As such, the request of such candidates to change their year of recruitment from 1995 to 1993 cannot be acceded to.

44/2

(J.B.JAIN)
Asstt. Dir. Gen. (STC)
5.10.99

~~Annex-4~~

Bharat Sanchar Nigam Limited
O/o CGMT, Pb. Telecom Circle office,
Chandigarh

✓ To

The ADG(P-IV),
BSNL Corporate office,
Bharat Sanchar Bhawan,
H.C.Mathur lane, Janpath,
NewDelhi.

No:-LC/HC-46/04/CH/47 Dated at CH 22-6-2010

Sub:TA No. 95-CH-2009 in CWP No. 8762 of 2004 titled as Arun Kumar & others V/s
UOI & Others.

Kindly find enclosed herewith a copy of judgement dated 3-6-10 passed by the
Hon'ble CAT Chandigarh regarding the subject cited above for favour of kind
information please.

304/c.c./p.w/10
27/10
Chami
Copy to:-
1/2


Astt. General Manager Legal

1 AGM(Staff), O/o CGMT, Pb. Telecom Circle office, Chandigarh:- For information
please.

Received - 23.8.10 - 95-CH-2009
Spd. No. - 95
7/2010

CENTRAL ADMINISTRATIVE TRIBUNAL,

CHANDIGARH BENCH.

T.A.NO.95-CH-2009
CWP NO 8762 of 2004

Decided on : June 3rd, 2010

**CORAM: HON'BLE MRS.SHYAMA DOGRA, MEMBER (J) AND
HON'BLE MRS. PROMILLA ISSAR, MEMBER (A)**

1. Arun Kumar s/o Shri H.D. Nahar, Junlor Telecom Officer (O/D)-II, Ph-2, Chandigarh.
2. Balvir Singh S/o Sh. Saran Singh, JTO (OFC), Mohali (Punjab).
3. Paramjit Singh S/o Sh. Jagtar Singh, JTO(OM), CMTS, Mani Majra, Chandigarh.
4. Satish Kumar S/o Sh. Dharam Chand JTO(PG Cell), Jalandhar.
5. Amrik Singh S/o Sh. Ujagar Singh, JTO(G), Sahnewal, Ludhiana.
6. Jaswinder Paul, S/o Sh. Amar Singh, JTO, Telephone Exchange Upra, Jalandhar.
7. Raj Kumar-II, S/o Lt. Sh. Om Pasrkash JTO(C-DOT), Talwara, Hoshiarpur
8. Parvinder Bhagat S/o Sh. Ram Dhan SED(M/W), Jalandhar
9. Dinesh Attrl, S/o Sh. Tej Ram, SDO (M/W), M/W Station, Mohali.
10. Avtar Singh S/o Sh. Chhota Singh JTO Ahmedgarh Sangrur (Punjab)
11. Jagtar Singh S/o Sh. Sarwan Singh JTO, Telephone Exchange, Malpur
12. Jagdish Singh S/o Sh. Mangat Singh JTO(Directory), Office of GMT, Patiala
13. Ajay Kumar S/o Sh. Charan Dass JTO(CDQ), MTS Nagar, Jalandhar
14. Parminder Kumar S/o Sh. Pritam Singh JTO(G) North Hoshiarpur.
15. Sukhwant Rai, S/o Sh. Sadhu Ram, JTO(G) Telephone Exchange. Kartarpur, Jalandhar
16. Raj Kumar-1, s/o Sh. Shankar Dass JTO, Nakodar, Jalandhar.
17. Harpinder Pal Singh S/o Sh. Harbans Singh JTO(MDF), New Telephone Exchange Batala.
18. Sukhwinder Kumar, S/o Sh. Sewa Singh JTO(G), Office of SDE(G) Ghuman, Batala, Patiankot.
19. Rajwinder Singh S/o Sh. Gurdas Singh JTO(G), Moga, Punjab
20. Kulwant Singh S/o Sh. Babu Singh JTO(O/D)-VI Patiala
21. Amarjit Singh S/o Sh. Piara Singh JTO(O/D), Hoshiarpur.
22. Tarsem Singh s/o Sh. Gurdial Singh JTO(TNE), Bharat Nagar Exchange, Ludhiana.

[Handwritten signature]

24. Exchange, Patiala.
25. Harjinder Singh S/o Sh. Sher Singh JTO(O/D) group Ludhiana.
26. Surinder Pal Singh s/o Sh. Bhajan Singh JTO(Group). Gole Digg Exchange, Bathinda.
27. Tejpal Singh s/o Sh. Chhote Ram, SDE(I/D), Telephone Exchange Partap Vihar SEC 12, Gaziabad.
28. Satpaul S/o Sh. Ram Kishan JTO(Group), Telephone Exchange Building Mallpur Hoshiarpur
29. Neelam w/o Sh. A.K. Bhadhan JTO (WLL) Telephone Exchange Gurgaon, Haryana.

BY. MR. R.K. SHARMA, ADVOCATE

.....Applicants



Versus

1. Union of India through the Secretary to Government of India, Ministry of Communications, Department of Telecom Services, Sanchar Bhawan, New Delhi.
2. Bharat Sanchar Nigam Limited through Chairman-cum-Managing Director, Sanchar Bhawan, Ashoka Road, New Delhi.
3. Chief General Manager, Telecom, Bharat Sanchar Nigam Limited, Punjab Circle, Sector 34-A, Chandigarh.
4. Sanjeev Kumar, Junior Telecom Officer, Bhatinda SSA
5. Ajay Gupta, Sub Divisional Engineer, Amritsar.
6. Kailash Patti, Sub Divisional Engineer, Ropar.
7. Parminder Kr. Sharma, sub divisional Engineer, DTM Jalandhar.
8. Sushil Chopra, Sub Divisional Engineer, C.O. Chandigarh.
9. Sandeep Luthra, Sub Divisional Engineer, C.O. Chandigarh.
10. Sandeep Kr. Garg, Sub Divisional Engineer, SRR
11. Sukhvinder Singh, Sub Divisional Engineer, Jalandhar.
12. Jagdeep Singh Dhillon, Sub Divisional Engineer, ARS
13. Ashwani Kumar, Sub Divisional Engineer, Jalandhar
14. Dimple Kumar, Sub Divisional Engineer, ARS
15. Sanjeev Kumar-II, Sub Divisional Engineer, Bathinda
16. Gurtej Singh Bhullar, Sub Divisional Engineer, CO Chandigarh.
17. Rajvinder Singh Gill, Sub Divisional Engineer, Ludhiana
18. Ritesh Behl, Sub Divisional Engineer, Jalandhar.

Signature

19. Harinder Singh, Sub Divisional Engineer, Ludhlana.
20. Raj Kumar, SDE, RPR
21. Ravinder Kumar, Sub Divisional Engineer, Ferozepur
22. Jitesh Kumar, Sub Divisional Engineer, Ludhiana
23. Pirthi Chand, Sub Divisional Engineer, RPR
24. Pawan Kumar, Sub Divisional Engineer, Bathinda
25. Lalita Rani, Sub Divisional Engineer, Ludhiana.
26. Seema Gupta, Sub Divisional Engineer, Ludhiana
27. Sushil Kumar, Sub Divisional Engineer, CO Chandigarh.
28. Rajinder Kumar Jatt, Sub Divisional Engineer, Ferozpur.
29. Amanpal Singh, Sub Divisional Engineer, RTTC RJA
30. Rakesh Bhatti, Sub Divisional Engineer, Jalandhar.
31. Rajeev Kumar, Sub Divisional Engineer, ARS
32. Sumesh Chand, Sub Divisional Engineer, Ludhiana.
33. Joginder Singh, Sub Divisional Engineer, Chandigarh.
34. Joginder Singh, SDE CSDMRL
35. Rajinder Singh, SDE Ferozepur.
36. Surinder Kumar, SDE Jalandhar.
37. Amarjit SDE, Proj. Jalandhar
38. Varinder Kumar Balhotra, Chandigarh
39. Ravi Sharma, SDE Ludhiana.
40. Sukhjot Singh, SDE CSD MHL
41. Rajiv Kumar Garg, SDE SRR
42. Surinder Singh Tornar, SDE Chandigarh.
43. Sanjay, SDE Chandigarh.
44. Deepak Kumar Gupta, SDE, SRR
45. Mohit Grover, SDE ARS
46. Anu Gupta, SDE ARS
47. Munish Vohra, SDE Chandigarh.
48. Rajiv Kumar, SDE Ferozepur
49. Kulwant Rai SDE Jalandhar.
50. Sanjeev Kumar Gupta SDE PA
51. Savtantar Kumar SDE ARS
52. Seema Aggarwal, SDE Bathinda
53. Alpana Kaushik, SDE Chandigarh.
54. Ganesh Kumar, SDE Ludhiana.
55. Ajay Chopra, SDE ARS
56. Mal Singh, SDE Ludhiana.
57. Harvinder Kaur, SDE CO Chandigarh.
58. Sanjay Kumar, SDE RJA
59. Nirmal Singh, SDE Bathinda
60. Vijay Yadav, SDE Ferozepur
61. Rajiv Kaushesh SDE PA
62. Pritpal Singh, SDE Ludhiana
63. Rajeev Kumar, SDE Ferozepur.
64. Babita Singla, SDE Chandigarh.

Shy

SECTION
SECRETARY

65. Gurinderpal Singh SDE CO Chandigarh.
66. Sanjay Kumar Cheetu, SDE RPR
67. Raj Kumar, SDE Jalandhar
68. Lakhinder Singh, SDE ARS
69. Kuldip Singh, SDE Jalandhar.
70. Gursharan Singh, SDE Ludhlana.
71. Harpreet Singh, SDE Ludhlana.
72. Gurmeet Kaur, SDE PA
73. Bhupinder Singh-II SDE Ferozepur
74. Harish Chander, SDE Jalandhar.
75. Gurpreet Singh, SDE Ludhlana
76. Ranjeev Kumar, SDE Jalandhar.
77. Ravinder Pal, SDE Jalandhar.
78. Raman Trehan, SDE Jalandhar.
79. Ravinder Singh, SDE Chandigarh.
80. Puneet Chopra, SDE Jalandhar.
81. Harcharan Singh, SDE Chandigarh.
82. Tajinder Singh, SDE Jalandhar.
83. Deepak Kumar Gupta, SDE Ferozepur.
84. Sanjay Soni, SDE RPR
85. Charanjiv Singh, SDE Ludhlana.
86. Satinder Kumar, SDE Ludhlana
87. Satwinder Pal Singh, SDE Ferozepur
88. Charanjit Singh, SDE Ludhlana.
89. Bagesh Kumar, SDE Ludhlana.
90. Harmesh Singh, Sethi, SDE Ferozepur.

.....Respondents

BY. MR. D.R. SHARMA, ADVOCATE

ORDER
HON'BLE MRS. SHYAMA DOGRA, MEMBER (J)

The brief facts of the case as pleaded by the applicants are that they had applied for backlog vacancies of Junior Telecom Officers, advertised on 21.12.1995 under special Recruitment Drive for SC/ST candidates. They were called for written test on 27/28.01.1996. The result of the

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ame was declared on 23.02.1996 and all the applicants were declared successful. Thereafter they were sent for training on 07.04.1997. After completing the training successfully, they joined as J.T.O's on 28.07.1997.

2. Thereafter, another selection took place. The Department conducted the written test against the vacancies of 1993-94 for which advertisement was issued on 24.09.1995. The test was held on 13/14th July, 1996 and its result was declared on 20.11.1996. The successful candidates of this test were deputed for training, except a few, after joining of duties by the applicants. They joined their duty as J.T.O. on a date much later than the applicants joined as J.T.O. i.e. 28.07.1997. Their plea is that since they had been selected and appointed prior in point of time as a result of an earlier selection, they have to be treated as senior to the private respondents.

3. The respondents issued Circle Gradation List of JTOs for the year 1993-94 list in which the private respondents, who were selected in the year 1996, much after the applicants, were assigned seniority from the year 1993-94. Respondent No. 3 called for the ACR's of such persons for consideration of their claim for promotion to the higher post of TES Group B (Annexure A-7) resulting in filing of three Original applications before this Tribunal. However, the applicants were allowed to be interviewed provisionally by the interim order of the Court with direction to the respondents to continue with the process of selection but not to

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