



कर्मचारी भविष्य निधि संगठन  
(श्रम मंत्रालय भारत सरकार)

Employees' Provident Fund Organisation  
(Ministry of Labour, Govt. Of India)

मुख्य कार्यालय / Head Office

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Dated : - 9 JUN 2015

To

All the Regional Provident Fund Commissioners of the Region including  
Regional PF Commissioner (ASD), Head Office.

(Through EPFO Website)

**Sub: - Forwarding of draft /proposed Agenda item in respect of Stenographer/PA/PS -  
Regarding.**

Sir,

Please refer to the above cited subject.

In this connection draft /proposed Agenda item relating to stenographer/Personal Assistant/Private Secretary cadre is enclosed herewith with a request to obtain the comments/views from stenographers/Personal Assistant/Private Secretary working under your jurisdiction and forward the same within 15 days from the date of circulation of this Agenda to RC- I (HRM) Head Office.

If no comments are received from any official at Regional Office/Sub-Regional Office within the stipulated time, it will be presumed that the said official has nothing to say and a 'NIL' report may be furnished to RC-I (HRM) Head Office in their case.

Encls As above

Yours faithfully,

( Uday Baxi )

Regional Provident Fund Commissioner-I (HRM)

Copy to :-

The Secretary General, All India EPF Staff Federation, 311, Sector 30-A, Chandigarh-160030. The Agenda item was handed over in the meeting held on 29.5.2015 with a request to offer comments, if any.

1. There are two issues in the Stenographer cadre which are summarized as under:

(A) To give effect the cadre restructuring approved during the year 1997 in the cadre of Stenographer/PA/PS and remove the hurdles in the career progression of officials of these cadres.

(B) Creation of new posts in the cadre consequent to substantial increase in the number of offices and officers since 1997.

#### **ISSUE 'A'**

- I. The stenographical cadre of EPFO comprising of Steno Gr-III (180), Steno Gr-II (57), Steno Gr I/PA (13) & Sr PA (01) were restructured by redistributing all the available posts in the cadre in the ratio of 40:40:20 thereby creating the post of Stenographer (103), PA (103) & PS (52) in accordance of DOPT instructions no. O.M. No. 10/10/87-CS II dt. 01.11.1993 by 23<sup>rd</sup> Executive Committee held on 14.07.1997. **(copy placed as annexure A1)**
- II. Though the cadre was restructured on 14.07.1997 by Executive Committee, CBT, EPF and its Recruitment Rules were approved on 29.06.1998, the same were notified on 2<sup>nd</sup> Jan 1999 in Official Gazette. Thus, the restructuring of cadre in effect got notified only on 2<sup>nd</sup> Jan 1999, whereby it became an All India Cadre from erstwhile Regional Cadre. **(copy placed as annexure A2)**
- III. Accordingly vide Head Office letter dated 22.09.1999, the post of Steno, PA & PS were distributed amongst the Regional Offices, ZTIs, NATRSS, ACC(Zones) & Head Office **(copy placed as annexure A3)** The said distribution was done on following consideration:
  - a. Number of offices sanctioned
  - b. Number of officers sanctioned/positioned
  - c. Number of accounts
  - d. Functional justification
  - e. Other relevant factors

IV. In accordance with the notified Recruitment Rules, following actions were initiated for effecting promotion against Seniority Quota and Examination Quota:

DATE	ACTION TAKEN
07.06.2000	Finalization of seniority list in the cadre of Stenographer as on 31.03.1999
17.12.2002	Finalization of seniority list in the cadre of PA as on 31.03.2001
02.05.2005	Finalization of seniority list in the cadre of PS as on 31.07.2004
16.01.2003	Promotion to the post of PS
24-27.02.2004	Departmental Exam held for the post of PA

V. However, a number of CAT judgments have affected further action in finalization of seniority list and promotion. In all 22 cases were filed before different Judicial Forum. **(List placed as annexure D1)**. Out of these 22 cases, 13 are already disposed off and 9 are still pending. **List of pending cases placed as annexure D2)**. Out of 13 disposed cases, 6 are important as judgments pronounced in these cases have impacted the cadre. The details of these 6 important cases are as under:-

- i. O.A. No. 2234/01 in the case of Shri Vinod Grover & Others Vs. Union of India & Others, the Hon'ble CAT, Principal Bench, New Delhi vide order dated 19.02.2003. The decision of Executive Committee on restructuring be retrospectively implemented from 14.07.1997 (date of EC decision). Hence, after acceptance of CAT order Notional promotion w.e.f. 14.07.1997 was allowed on the basis of All India Seniority List of Stenographers Cadre. **(copy placed as annexure B1)**
- ii. OA No. 237/04 in the case of Shri B.T. Krishna Rao & Others Vs. Union of India & Others. Vide order dated 27.03.2006 the CAT Hyderabad Bench, which too was accepted, has directed that the restructuring shall be implemented by following the Regional Seniority List instead of All India Seniority List for the period from 14.07.1997 to 02.01.1999 and from 02.01.1999 onwards by following All India Seniority List. The organization was banned to declare the result of the Departmental Examination which was held in accordance of Recruitment Rules notified on 02.01.1999. **(copy placed as annexure B2)**

- iii. OA No. 125/2007 in the case of V. Vijaya Vs Union of India & others, Hon'ble CAT, Hyderabad Bench order dated 18.09.2008. This CAT order, which too was accepted, directed that restructuring of Stenographer Cadre in the ratio of 40:40:20 should be done by taking into account the Regional Cadre Strength and grant promotion to the Applicant as per her eligibility nullifying the distribution made by Head Office vide letter dated 22.09.1999. **(copy placed as annexure B3)**
- iv. O.A.No. 1955/2008 in the case of Mr. Ashok Bhatt & others Vs Union of India & others. The Hon'ble CAT, Principal Bench, New Delhi vide order dated 28.04.2009, which was challenged in the High Court of Delhi by the Organisation, directed that the Organisation should reckon 52 vacancies of PS on the strength of Headquarter only as on 14.07.1997 as the post of Sr. PA to CPFC was existed only in HQ on 14.07.1997 and grant promotion to the Applicants as per their eligibility. **(copy placed as annexure B4)**
- v. EPFO has filed Writ Petition (C) No. 493/2010 before Hon'ble High Court, Delhi against the order of Hon'ble CAT, Principal Bench, New Delhi in O. A. no. 1955/2008. The High Court vide proceeding dated 30.07.2013 **(copy placed as annexure B5)** has ordered as under:
1. Order of CAT, Principal Bench in OA No. 1955/2008 remains stayed.
  2. Writ Petition (C) No. 493/2010 – Rule DB
- vi. OA No.4281/2011 in the case of Sh. Harish Makhija Vs Union of India & others. The Hon'ble CAT, Principal Bench, New Delhi vide order dated 20.05.2014 directed that the reservation roster is not applicable on restructuring of Stenographer Cadre. **(copy placed as annexure B6)**. This has since been clubbed with the case of WP No. 3996/2014 filed by Darshan Kumar & others against the order of CAT in OA No. 3623/2011 on similar issue. A stay has been granted by High Court on the operation of CAT order. **(copy placed as annexure B7)**

**VI.** It is settled from various Court Judgments that the restructuring have to be made effective from 14.07.1997. Further, during the period 14.07.1997 to 01.01.1999 i.e. the date of approval of restructuring and prior to the notification of new Recruitment Rules, the re-

structured posts were required to be fill up on the basis of regional seniority and Old Recruitment Rule. The same was accepted by EPFO as well. However it appears that due care was not taken while effecting promotion to the upgraded/created post of PS/PA. The availability of Recruitment Rules is very crucial requirement for promotion. As the post of Private Secretary was newly created, there was no Recruitment Rule available before its notification i.e. 02.01.1999. While effecting the promotion to the post of Private Secretary w.e.f. 14.07.1997 errors committed as under:

- i. There was no Recruitment Rule before 02/01/1999 for the restructured post of Private Secretary as this was a newly created post
- ii. Promotions were effected to the post of Private Secretary taking into account the Recruitment Rule for Sr. PA to CPFC
- iii. The basis behind this was that the pay scale of PS & Sr. PA to CPFC was same
- iv. The provisions of Recruitment Rule of Sr. PA to CPFC were not taken into account in totality
- v. The very crucial fact with regard to eligible service in feeder cadre i.e. Personal Assistant (which is 4 years of service for being eligible for consideration to the post of Sr. PA to CPFC) was completely ignored
- vi. Officials having Nil service in the cadre of Personal Assistant were also promoted to the post of Private Secretary

**VII.** Similar error was also committed while effecting the promotion to the post of Personal Assistant as promotion were effected from Stenographer-III treating them as feeder cadre instead of Stenographer-II which was actual feeder cadre for promotion to the post of Personal Assistant. Further, against the sanctioned post of 52 in the cadre of Private Secretary, total 57 promotions were made and all were w.e.f. 14.07.1997. **(copy placed as annexure C1)**

**VIII.** As it is evident that any promotion effected to the post of Private Secretary prior to the notification of Recruitment Rule i.e. 02.01.1999 is not in order. It is also evident from Court judgment that promotion effected from 02.01.1999 onwards should have been made only by operating All India Seniority List.

**IX.** This has been admitted by Organisation vide order dated 03.07.2008, issued in the matter of OA No. 867/2007 CAT, Principal Bench. In the said order, it was admitted that the

decision approving the recommendation of DPC held on 28.09.2006 (for Private Secretary) in implementing the judgement in B. T. Krishna Rao case (OA No. 237/2004) was erroneous. The promotion against the vacancies existed after 02.01.1999 ought to have been considered only on the basis of All India Seniority list. All the vacancies after 02.01.1999 in the grade of PS and PA therefore need to be reviewed. **(copy placed as annexure C2)**

X. However, CAT, Principal Bench, in the matter of OA No. 1955/2008, vide order dated 28.04.2009 has set aside the above order dated 03.07.2008 of Central PF Commissioner. **(copy placed as annexure B4)**. Organisation has filed appeal before Hon'ble High Court Delhi, WP(C) 493/2010, against the order dated 28.04.2009 of CAT, Principal Bench. Vide proceeding dated 18.04.2013, High Court has commented as under:

*"...As arguments proceeded, utter confusion was occurred. Partly the reason is the sketch decision of the Tribunal and a non-reasoned decision dismissing review sought thereof..."*

Vide proceeding dated 30.07.2013 High Court has ordered as under:

1. Order of CAT, Principal Bench in OA No. 1955/2008 remains stayed.
2. Writ Petition (C) No. 493/2010 – Rule DE

**(copy placed as annexure B5)**

XI. As the High Court has not only stayed the operation of CAT, Principal Bench order dated 28.04.2009 but also commented adversely for dismissing the review sought by Central PF Commissioner. Thus the order dated 03.07.2008 of Central PF Commissioner has revived which states that promotion to the post of Private Secretary ought to have been considered only on the basis of All India Seniority list.

XII. Accordingly, as per available records, a list of officials in the Stenographer cadre as on 02.01.1999 is arranged in the order of seniority on All India Basis. **(List placed as annexure D3)**

This list includes all those officials who were on the roll as on 02.01.1999 as well as between 14.07.1997-02.01.1999. The methodology adopted is as under:

- i. At the top, taken Sr. PA to CPFC, which was only one in number. (S. No. 1)

- ii. Thereafter, taken erstwhile Stenographer Grade-I/PA en-bloc and arranged in descending order of their respective seniority. (S. No. 2-11)
- iii. Thereafter, taken erstwhile Stenographer Grade-II en-bloc and arranged in descending order of their respective seniority. (S. No. 12-50)
- iv. Thereafter, taken erstwhile Stenographer Grade-II en-bloc and arranged in descending order of their respective seniority. (S. No. 51-255)

**XIII.** While going through this list of 255 officials (arranged in seniority on All India Basis), it is observed that total 57 officials were promoted to the post of Private Secretary w.e.f. 14.07.1997 against the sanctioned post of 52. As the promotion effected to the post of Private Secretary prior to the notification of its Recruitment Rule i.e. 02.01.1999 is not in order, these promotions are required to be shifted from 14.07.1997 to 02.01.1999. This shifting of promotions to a later date will result in re-fixation of pay and allowances accordingly. At this junction, it is pertinent to mention that though the promotions to the post of Private Secretary were effected from 14.07.1997, upgraded pay and allowances were released only from 26.09.2000 as per direction of Hon'ble CAT. For the period 14.07.1997 to 25.09.2000, fixation benefits were extended on notional basis. Further, these officials were also granted the benefits of NFSG on notional basis from 03.10.2003 and with monetary benefit from 04.10.2007. Thus, the excess pay and allowances paid on account of erroneous promotions made w.e.f. 14.07.1997 will cease from 04.10.2007 i.e. on grant of benefits under NFSG.

**XIV.** The excess payments of pay and allowance already disbursed to these officials may not be recovered in terms of order of Hon'ble Supreme Court of India in the matter of Civil Appeal No. 11527 of 2014 arising out of SLP (C) No. 11684 of 2012. The Hon'ble apex court has summarised the following few situations wherein recoveries by employees would be impermissible in law:

- i. Recovery from employees belonging to Class-III and Class-IV service (or Group 'C' and Group 'D' service).

- ii. Recovery from retired employees, or employees who are due to retire within one year, of the order of recovery.
- iii. Recovery from employees, when excess payment has been made for a period in excess of five years, before the order of recovery is issued.
- iv. Recovery in cases where an employee has wrongfully been required to discharge duties of a higher post, and has been paid accordingly, even though he should have rightfully been required to work against an inferior post.

**XV.** As the officials to be considered for promotion to the post of Private Secretary were not having the requisite qualifying service in feeder cadre as on 02.01.1999, a initial fitment clause, relaxing the qualifying service, is required to be inserted in the Recruitment Rules of Private Secretary notified on 02.01.1999.

**Proposal 1:**

Under 'initial fitment a new para as 7 (e) be inserted as following:-

*"The Recruitment Rules for Private Secretary was notified on 02.01.1999. The former officials in the cadre of Personal Assistant/Stenographer Grade-I/Stenographer Grade-II/Stenographer Grade-III who are on the roll as on 02.01.1999 will be considered for promotion to the post of Private Secretary without taking into account of eligible qualifying service."*

**XVI.** Further, while going through this list of 255 officials (arranged in seniority on All India Basis) it is observed that last official promoted to the post of Private Secretary is placed at serial no. 120. **(List placed as annexure D4)** Out of these 120 officials, 52 PS can be adjusted against sanctioned post of 52. This leaves behind some 68 officials who were not promoted in spite of being senior to the official placed at serial no. 120. Thus, to provide natural justice, these left out 68 officials are required to be promoted to the post of Private Secretary and be placed above their respective juniors. . **(List placed as annexure D5)**

However, it is also observed that 10 officials were either removed from service on account of disciplinary proceeding/left EPFO/changed the cadre. These officials are NOT required to be promoted to the post of Private Secretary. **(List placed as annexure D6)**

Thus, total 58 officials, who were senior to the last official promoted to the post of Private Secretary, are required to be promoted w.e.f 02.01.1999 by creating supernumerary post by relaxing the provision of Recruitment Rules. **(List placed as annexure D7)**

**Proposal 2:**

*58 posts in the cadre of Private Secretary be created as on 02.01.1999 on supernumerary basis for consideration of promotion of officials to the post of Private Secretary.*

**XVII.** The total number of officials holding the post of Private Secretary as on 02.01.1999 becomes 110(52 sanctioned & 58 supernumerary). However, during the period from 02.01.1999 to till date, 31 officials from the said list of 110 PS are not in the cadre either due to promotion to higher post/retired/voluntary retired/death. **(List placed as annexure D8)**

Further, 15 posts of Private Secretary were created by 78<sup>th</sup> Executive Committee held on dated 05.03.2014. Therefore, the total posts of Private Secretary already consumed till date would be 46(31 vacated & 15 created) out of total 58 to be created. Thus, the total number of officials who will still holding the post of Private Secretary as on today will be 79 against the revised sanctioned posts of 67. These leaves only 12 officials who will be still holding the post of Private Secretary on supernumerary basis. These supernumerary posts will also be consumed on further creation of equal or more posts in the cadre of PS. **(The list of 79 officials who will be holding the post of PS at present is placed as annexure D9)**

**XVIII.** The total financial liability in respect of 58 posts of PS to be created on supernumerary basis has been calculated and placed at **Annexure D10**). Out of total 58 posts to be created, 04 are already working as PS and thus no additional financial liability will be accrued in respect of these 04 officials. Further, 07 officials are already retired /VRS /expired. Thus in respect of these 7 officials only increase in pension liability has been calculated. The total financial liability in respect of 54 officials comes to the tune of Rs. 1,23,126/- plus admissible allowances per month as on date.

**XIX.** EPFO vide notification No. HRD/2(4)83.Voll.II dated 25.01.2002 and 08.02.2003 published in Gazette of India part-III, Section 4, has provided a initial fitment in the Recruitment Rules notified on 02.01.1999 for appointment of Personal Assistant. Further,

this fitment enables all Personal Assistants prior to the date of notification i.e. 02.01.1999 to be fitted in the cadre of Private Secretary w.e.f. 02.01.1999. As these notifications are no more relevant in view of present proposal, they are required to be repealed. **(copy placed as annexure E1 & E2)**

**Proposal 3:**

*Notification No. HRD/2(4)83.Voll.II dated 25.01.2002 and 08.02.2003 published in Gazette of India part-III, Section 4, be repealed.*

**XX.** Similar action is required in the cadre of Personal Assistant also. On going through the list of officials arranged in the order of All India Seniority, it is observed that last official promoted to the post of Personal Assistant is placed at serial no. 189. This official was not having the requisite length of service in the feeder cadre as on 02.01.1999. Thus to extend the benefit of promotion to long stagnated stenographers (15-20 years), a initial fitment clause, relaxing the qualifying service, is required to be inserted in the Recruitment Rules of Personal Assistant notified on 02.01.1999.

**Proposal 4:**

Under 'initial fitment a new para as 7 (f) be inserted as following:-

*"The Recruitment Rules for Personal Assistant was notified on 02.01.1999. The former officials in the cadre of Stenographer Grade-III who are on the roll as on 02.01.1999 will be considered for promotion to the post of Personal Assistant without taking into account of eligible qualifying service."*

By operation of this initial fitment clause, 103 officials from serial no. 121-237 would be promoted to the post of Personal Assistant against the sanctioned posts of 103. **(List placed as annexure D11)**

It is also observed that 14 officials from serial no. 121-237 were either left EPFO/changed the cadre. These officials are NOT required to be promoted to the post of Personal Assistant. **(List placed as annexure D12)**

**XXI. Impact on acceptance of above proposal 1,2,3& 4:**

- Officials stagnating for almost 20 years will be benefitted.
- Cadre will be set right and regular recruitment by way of promotion, departmental exam & direct recruitment can be made effective.
- Huge resentment in the cadre will come to end.

**ISSUE 'B'**

I. The last restructuring in the cadre was attempted in the year 1997 vide 23<sup>rd</sup> meeting of Executive Committee (held on 14.07.1997) which is as under:

S.No.	Name of Post	No. of posts Sanctioned
1	Private Secretary	52
2	Personal Assistant	103
3	Stenographer	103

II. Since year 1997, the number of offices and officers has been increased considerably (**copy placed as annexure F1, F2 & F3**) and it is almost doubled which can be seen as under:

S.No.	Offices/Officers	As on 31.03.1997	As on 31.03.2014
1	Zonal Office	4	10
2	Regional Office	16	40
3	Sub Regional/Account Office	62	82
4	Group A Officers	416	1132*

*\*Two(2) posts in the rank of Joint Secretary and Ten(10) post in PB-IV having Grade pay Of Rs 8900/- created in the year 2014.*

III. Considering the huge increase in the number of offices and officers, the subject matter of restructuring is under discussion for quite some time. As an interim measure, Executive Committee in its 78<sup>th</sup> meeting, held on 05.03.2014, was pleased to create 15 posts

of Private Secretary, 30 posts of Personal Assistant & 30 posts of Stenographers and also desired that comprehensive cadre restructuring be expedited. **(Copy placed as annexure F4)**

The issue has been examined in the light of three sets of pattern which are as under:

- i. Pattern followed by DoP&T (for Ministry & for Attached Offices). **(Copy placed as annexure F5 & F6)**
- ii. Pattern followed by ESIC
- iii. Pattern followed by EPFO vide its circular dated 22.09.1999 issued in implementation of cadre restructuring approved by Executive Committee in its 23<sup>rd</sup> meeting held on 14.07.1997. **(Copy placed as annexure A3)**

**IV.** If the DOPT norms are applied as applicable to the officers posted in the Ministry & Attached Offices, the EPFO requires a total creation of 799 **(Copy placed as annexure F7 & F8)** personal staffers as per post-wise details given as indicated in the table below:

Sl. No.	Name of the Post	Creation if DoP&T norms for Ministry are applied	Creation if DoP&T norms for Attached Offices are applied	Existing sanctioned posts in EPFO
1.	Sr. PPS	01	01	--
2.	PPS	04	04	--
3.	PS	25	- 67	67
4.	PA	149	- 40	133
5.	Stenographer	620	901	133
<b>Total</b>	<b>799</b>	<b>799</b>	<b>333</b>	

**V.** As it is evident that the Organizational set-up and functioning of EPFO is quite different from Ministry, it is neither desirable nor advisable to follow the pattern of Ministry

in toto. Incidentally, the Organizational set-up and functioning of ESIC (sister organization of EPFO under Ministry of Labour & Employment) are quite similar to that of EPFO. The cadre restructuring as carried upon in ESIC (*Copy placed as annexure F9*) since its 135<sup>th</sup> meeting held on 21.02.2006 are as under:

Sl. No.	Name of the Post	Cadre Strength before 21.02.2006	Cadre Strength as on 21.02.2006	Cadre Strength as on 10.11.2012
1.	PPS	01	01	18
2.	PS	55	91	141
3.	PA	109	201	182
4.	Stenographer	109	231	183
<b>Total</b>		<b>274</b>	<b>524</b>	<b>524</b>

From the above, it is evident that ESIC has not only increased its cadre strength from 274 to 524 but also increases substantial number of posts at higher level i.e. PPS & PS. This might be due to increase in number of posts at higher level viz. Deputy Secretary, Director & Joint Secretary level. Thus, the ESIC has appears to be deviated from the pattern of DoP&T to cater its requirement.

**VI.** Similar situation prevailed in EPFO as well. Perhaps, keeping in view of this differential requirement, the EPFO vide its circular dated 22.09.1999 (issued in implementation of cadre restructuring approved by Executive Committee in its 23<sup>rd</sup> meeting held on 14.07.1997) has adopted the distribution of posts on following consideration:

- i. Number of offices sanctioned
- ii. Number of officers sanctioned/positioned
- iii. Number of accounts
- iv. Functional justification
- v. Other relevant factors

If the EPFO follows its pattern as issued vide its circular dated 22.09.1999 (issued in implementation of cadre restructuring approved by Executive Committee in its 23<sup>rd</sup> meeting

held on 14.07.1997) the required number of posts to be created as on today will be 423(*Copy placed as annexure F10*). The post wise creation is as under:

Sl. No.	Name of the Post	Required Cadre Strength as on date	Sanctioned Cadre Strength as on date	New creation required
1.	PPS	5	--	05*
2.	PS	92	67	25
3.	PA	281	133	148
4.	Stenographer	378	133	245
<b>Total</b>		<b>756</b>	<b>333</b>	<b>423</b>

**VII.** In view of detailed submission made as above, Central Board may consider the creation of posts in the stenographer cadre as under:

Name of the post	New creation required
PPS	05*
PS	25
PA	148
Stenographer	245
<b>Total</b>	<b>423</b>

*\* 01 post of PPS is for CPFC and 04 posts of PPS are for JS rank i.e. ACC (Hqrs) - 02, CVO-01, FA&CAO- 01. Earlier there was no post of PPS and thus no norms available for the same in EPFO.*

**Proposal 5:**

*“Central Board may consider the creation of the 05 posts of PPS, 25 posts of PS, 148 posts of PA and 245 posts of Stenographers to enable provisions of adequate personal staff support to officers for smooth functioning.”*

Accordingly the following is proposed:

**PROPOSAL:**

1. Central Board of Trustees may consider the insertion of initial fitment as a new para 7 (e) as following:-

*"The Recruitment Rules for Private Secretary was notified on 02.01.1999. The former officials in the cadre of Personal Assistant/Stenographer Grade-I/Stenographer Grade-II/Stenographer Grade-III who are on the roll as on 02.01.1999 will be considered for promotion to the post of Private Secretary without taking into account of eligible qualifying service."*

2. Central Board of Trustees may consider the creation of 58 posts in the cadre of Private Secretary as on 02.01.1999 on supernumerary basis for consideration of promotion of officials to the post of Private Secretary.
3. Central Board of Trustees may repeal the Notification No. HRD/2(4)83.Voll.II dated 25.01.2002 and 08.02.2003 published in Gazette of India part-III, Section 4.
4. Central Board of Trustees may consider the insertion of initial fitment as a new para 7 (f) as following:-

*"The Recruitment Rules for Personal Assistant was notified on 02.01.1999. The former officials in the cadre of Stenographer Grade-III who are on the roll as on 02.01.1999 will be considered for promotion to the post of Personal Assistant without taking into account of eligible qualifying service."*

5. Central Board of Trustees may consider the creation of the 05 posts of PPS, 25 posts of PS, 148 posts of PA and 245 posts of Stenographers.

23rd Executive Committee

Item No.12 Restructuring of the posts of Senior Personal Assistant/ Personal Assistant/Stenographer in Grade 'D', 'C' &amp; 'A&amp;B'.

Employees' Provident Fund Organisation has the following posts and Grades of Senior Personal Assistant/ Personal Assistant/ Stenographers in operation:

Sl No.	Name of Post	No. of Posts	Scale	Central Government
1.	Stenographer (Grade III)	180	Rs.1200-30-1560-EB-40-2040	Grade 'D'
2.	Stenographer (Grade II)	57	Rs.1400-40-1800-EB-50-2600	
3.	Stenographer (Grade I) (Called Personal Assistant (PA))	13	Rs.1640-60-2600-EB-75-2900	Grade 'C'
4.	Senior Personal Assistant	01	Rs.2000-60-2300-EB-75-3200	Grade 'A&B'

2 Stenographers in the Employees' Provident Fund Organisation were allowed to join the main stream alongwith other staff like Upper Division Clerks, Head Clerks, Superintendents and get promotion to the higher posts. Before 1986, Stenographers Grade III were entitled to join the main stream of promotional avenue by treating the date of appointment as the date of seniority in Upper Division Clerks cadres. Thereafter, the provision was for promotion as Head Clerk alongwith other Upper Division Clerks. Stenographers Grade II were given the date of seniority as the date of seniority in the cadre of Head Clerks. All the Stenographers were thus entitled to join the main stream and they could become Head Clerk, Enforcement Officer/ Assistant Accounts Officer and Assistant Provident Fund Commissioner automatically. There have been a continuous promotion channel for Stenographers.

Due to the changes in the Recruitment Rules, the Stenographers Grade III are not eligible for becoming Head Clerks with effect from 1987. Similarly, Stenographers Grade II would be removed from the channel of promotion to the post of Enforcement Officer/ Assistant Accounts Officer. Thus, Stenographers are no longer getting promotion as Head Clerks/ Assistant Accounts Officer/ Enforcement Officer. A person joining as Stenographer Grade III has to wait for a number of years to become Stenographer Grade II. In the Regional Offices, the number of posts of Stenographers Grade II is only one or two, whereas the number of posts of Stenographer Grade III are more. If the person holding the post of Stenographer Grade II is junior in age, the Stenographer Grade III will never get promotion till his retirement. Similarly, a Stenographer Grade II will retire as Stenographer Grade II only as he is no more eligible to get the promotion to the post of Enforcement

Officer/Assistant Accounts Officer. This will not only affect the efficiency of the Organisation but also create heart-burning to the incumbents. This is also not in agreement with the policy of the Government that an employee should get at least two promotions in his official career.

The above situation, requires immediate rectification. The Organisation has, therefore, been examining various alternatives in order to increase the promotional avenues of Stenographers. It is noticed that Government of India had introduced a scheme applicable to some of its Offices providing for a restructured cadre of Stenographers in the ratio of 40:40:20 of Stenographers Grade 'D', Grade 'C' and Grade 'A&B' levels.

3. Government of India, Department of Personnel & Training vide their Office Memorandum No. 10/10/87-CS.II dated 1.11.1993 has informed that a scheme has been formulated to restructure posts of Grade 'D', 'C' and 'A&B' (merged) of Central Secretariat Stenographers Service in the ratio of 40:40:20 respectively with a view to provide better avenues of promotion to Grade 'D' & 'C' Stenographers. The basic features of the scheme are as under:-

- (i) On the specified date i.e. 1.11.93, each cadre of the Stenographer will be restructured. By suitable upgradation/downgrading of posts in Grades 'D', 'C', and 'A&B' (merged) of Central Secretariat Stenographers Service, the strength of these grades will be refixed in the ratio of 40:40:20 in each cadre. In other words, if the total strength of the said three grades of Central Secretariat Stenographers Service (permanent as well as temporary posts) in a cadre is 100 posts, 40 posts will be held in Grade 'D', 40 in Grade 'C' and 20 in Grade 'A' & 'B' (merged).
- (ii) The vacancies that may arise in Grade 'C' and Grade 'A&B' (merged) in a cadre as a consequence of refixing the strength of these grades on the specified date will be filled up, in the first instance, by nomination by the Department of regularly appointed Stenographers Grade 'C' and Stenographers Grade 'A&B' (merged), respectively, found surplus to the refixed strength in other cadres. Stenographers found surplus to the restructured strength of the grades in the cadre in which they are working and not willing to move to the cadre where they may be nominated by this Department will be liable to reversion. Any vacancies that remains unfilled after merger as regular vacancies occurring on the specified date.
- (iii) The vacancies arising out of the restructuring will be filled up only from amongst the employees who fulfill the eligibility criteria laid down in the recruitment rules for the posts.

*True Copy  
Vishal Arora*

- (iv) Subsequent to the specified date, all the new posts (other than Principal Private Secretary) necessary to be created in a cadre of stenographers of central secretariat stenographers service will be created only grade 'd' initially.
- (v) At the beginning of every Select List Year, the total strength of Grade 'D' Grade 'C' and Grade 'A&B' (merged in each cadre of Central Secretariat Stenographers Service will be computed by adding the number of posts created during the previous year and reducing the number of posts abolished or surrendered during the previous year. Based on the total strength so computed, the number of posts of each level may be determined in accordance with the ratios and higher level posts created only to the extent eligible persons are available. Every year promotions/reversions will be made based on the number of posts at each level determined in this manner.
- (vi) The existing norms laying down the level of Stenographic assistance admissible to Officers will stand relaxed. Suitable adjustments may be made by the cadre authorities within the re-fixed strength of different grades.

4. At present, in the Employees' Provident Fund organisation, there are about 251 sanctioned posts in all the four grades i.e. 180 post in Stenographer (Grade III), 57 posts in Stenographer (Grade II), 13 posts in Stenographer (Grade I) and 1 post of Senior Personal Assistant. By implementing the Government Orders, out of 251 posts, 101 will go to Grade 'D', 100 to Grade 'C' and 50 to Grade 'A&B'. The additional expenditure that is likely to be incurred will be negligible since some of Stenos have already put a number of years in their respective grades, thus drawing more pay than the initial scale of their promoted grade.

5. Finance has stated that the Employees' Provident Fund Organisation is considered as a subordinate office to the Ministry and therefore, the Central Secretariat Services structure/rules are not applicable in these cases automatically. This has not been supported by any circular of Government on the subject.

6. Stenographers have been completely delinked from the channel of promotions, and thus alternative promotional avenues are required to be created. This will also be as per the principle of the Government that an official should get atleast two promotions in his career. In order to provide for this contingency, Central Government has restructured the Stenographers cadre ensuring promotional avenues.

7. In view of the above, the proposal may kindly be considered so that the grievances of the Stenographers can be redressed.

*Touse Gopin  
Vinod Kumar*

8. Government of India, Department of Expenditure, Ministry of Finance has issued instructions vide Circular No. 5(3)E.III/97 dated 7.2.97 that pending finalisation of the Report of the Fifth Pay Commission, creation/restructuring of cadres etc. should not be done.

9. Executive Committee may kindly approve the proposal. The proposal will, however, be implemented only when the Government removes the ban in respect of creation of posts/restructuring of cadres. The decision providing for this restructuring is proposed to take effect from date of clearance from the Government with reference to order dated 7.2.97.

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5(ii) The confirmation of a probationer shall depend on passing the examination and overall qualitative assessment. Failure to qualify in the examination within the prescribed period will result in loss of seniority vis-à-vis those who qualify within prescribed period and are confirmed as a result thereof. If a candidate fails to qualify the examination during the prescribed period and/or extended period of probation, services of such probationer shall be terminated.

First two lines of Para 10 of the Scheme should be read as :-

"Any candidate who is found to be copying from the answer paper of another candidate(s) or from any written paper or document found in unauthorised possession of him or in any other way".

Item No. 10. Recruitment Rules for the post of Addl.CPFC (Computer Operations), Director(MIS) and Director(Computer) in the EPFO.

The Committee approved the proposal as contained in the memorandum. The Committee also decided that designation of the post of Addl. CPFC (Computer Operation) may be Additional CPFC(Computer & System Management)

Item No. 11. Recruitment Rules for the posts of Data Entry Operator (Grade-"A", "B" & "C"), Supervisor and Programmer.

The Committee approved the proposal as contained in the memorandum. The Committee observed that the existing Data Entry Operators working in the EPFO may be given opportunity to join the above posts as a one time measure. It was decided that all the existing Computer staff will be given opportunity through a scheme to be approved by the Executive Committee separately.

Item No. 12. Restructuring of the posts of Senior Personal Assistant/Personal Assistant/ Stenographer in Grade - "D", "C" and "A" & "B".

The Committee approved the proposal as contained in the memorandum.

Item No. 13. Implementation of Time Bound Promotion Scheme - matching savings

The Board approved the proposal as contained in the memorandum as below:

Instead of Upper Division Clerks, 20% of the LDCs posts compared to the total number of Upper Division Clerks given the scale of Section Supervisor may be surrendered as originally approved to generate the required matching savings.

Minutes of 23rd EC  
Item No 12  
Time Copy

**EMPLOYEES' PROVIDENT FUND  
ORGANISATION  
(HEAD OFFICE)**

**BHAVISHYA NIDHI BHAWAN,  
14, BHIKAJI CAMA PLACE**

New Delhi, the 11th November 1998

No. P-IV (4)/83/ Vol. I/—: In exercise of the powers conferred by Sub-section 7(a) of Section 5 (D) of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) and in supersession of the following Recruitment Rules :-

(i) Employees' Provident Fund Organisation Senior Personal Assistant to Central Provident Fund Commissioner, Recruitment Rules, 1991; (Published vide Notification No. P. IV/ 1 (9) 89, dated 05-06-1991)

(ii) Employees' Provident Fund Organisation Stenographers (Grade I) (PA) (Headquarters & Regional Office) Recruitment Rules, 1992; and (Published in Part-III, Section-4 of the Gazette of India dated 26-07-1986 vide notification No. P. IV/2 (4) 83/RR, dated 15-07-1986)

(iii) Employees' Provident Fund Organisation Stenographers Recruitment Rules, 1986, (Published in Part-III, Section-4 of the Gazette of India dated 26-07-1986 vide notification No. P. IV/2 (4) 83/RR, dated 15-07-1986)

except as respects things done or omitted to be done before such supersession, the Central Board hereby makes the following rules for regulating the method of recruitment to the posts of Employees' Provident Fund Organisation Stenographers Service under the Employees' Provident Fund Organisation, namely :-

**1. SHORT TITLE AND COMMENCEMENT**

(1) These rules may be called Employees' Provident Fund Organisation Stenographers Service Rules, 1998.

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

**2. APPLICATION** :- These rules shall apply to the posts specified in Column 1 of the Schedule annexed to these rules.

**3. NUMBER OF POSTS, CLASSIFICATION AND SCALE OF PAY** :- The number of posts, their classification and scale of pay attached thereto shall be as specified in Columns 2 to 4 of the aforesaid Schedule.

**4. METHOD OF RECRUITMENT, AGE LIMIT AND OTHER QUALIFICATIONS ETC.** :- The method of recruitment, age limit, qualifications and other matters connected therewith shall be as specified in Columns 5 to 14 of the said Schedule.

**5. DISQUALIFICATION** : 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;

Provided that the Central Board 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.

6. COMPOSITION OF SERVICE : All the existing posts of Employees' Provident Fund Organisation, i. e., Stenographer (Grade III), Stenographer (Grade II), Stenographer (Grade I) (Personal Assistant) (Headquarters and Regional Office) and Senior Personal Assistant to Central Provident Fund Commissioner shall be constituted into the following three grades of Employees' Provident Fund Organisation Stenographers Service:

Sl. No.	Grade	Pay Scale
1.	Private Secretary	Rs. 6500-200-10500/-
2.	Personal Assistant	Rs. 5500-175-9000/-
3.	Stenographer	Rs. 4000-100-6000/-

7. INITIAL CONSTITUTION OF EMPLOYEES' PROVIDENT FUND STENOGRAPHERS SERVICE :—

(a) Any person holding the post of Senior Personal Assistant to Central Provident Fund Commissioner on regular basis shall be deemed to be appointed as Private Secretary from the date of publication of this Notification in the Official Gazette.

(c) Any person holding the post of Stenographer (Grade I) (Personal Assistant) (Headquarters & Regional Office) on regular basis shall be deemed to be appointed as Personal Assistant from the date of publication of this Notification in the Official Gazette.

(d) Any person holding the post of Stenographer (Grade II) on regular basis shall be deemed to be appointed as Personal Assistant from the date of publication of this Notification in the Official Gazette.

Provided that such person has completed a minimum of five years of regular service in the post of Stenographer (Grade II).

Provided further that Stenographer (Grade II), who are not eligible for appointment to the post of Personal Assistant in terms of the above proviso shall be appointed as Personal Assistant on completion of five years of regular service in the post of Stenographer (Grade II).

(e) Any person holding the post of Stenographer (Grade III) on regular basis shall be deemed to be appointed as Stenographer from the date of publication of this Notification in the Official Gazette.

#### 8. INTER-SE SENIORITY

Subject to the regulation of the Employees' Provident Fund Staff (Fixation of Seniority) Regulations, 1989, inter-se seniority of a person serving appointed at the time of initial constitution of service shall be regulated as follows :

(a) The Senior Personal Assistant to Central Provident Fund Commissioner on being redesignated as Private Secretary shall count his seniority from the date of his appointment in the scale of Rs. 6500-10500/- as Senior Personal Assistant to Central Provi-

dent Fund Commissioner. The seniority of other officers appointed as Private Secretary hereafter shall be determined on the basis of the Employees' Provident Fund Staff (Fixation of Seniority) Regulations, 1989.

b) Any person appointed as Personal Assistant shall be entitled to seniority on the basis of his seniority in the existing Stenographer (Grade I) (Personal Assistant) (Headquarters & Regional Office) at present.

c) Any person at present working in Stenographer (Grade II) and now appointed as Personal Assistant shall be entitled to the seniority on the basis of the inter-se seniority in Stenographer (Grade II). All persons working in the grade of Stenographer (Grade II) shall rank en bloc junior to the persons working at present as Stenographer (Grade I) (Personal Assistant) (Headquarters & Regional Office) on appointment as Personal Assistant.

d) Any person appointed as Stenographer shall be entitled to seniority on the basis of his/her existing inter-se seniority presently in the grade of Stenographer (Grade III).

9. POWER TO RELAX :—Where the Central Board is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

10. SAVING :—Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the 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.

11. REPEAL :—On the coming into force of the Employees' Provident Fund Organisation Stenographers Rules, 1998, the following rules shall stand repealed :—

(i) Employees' Provident Fund Organisation Senior Personal Assistant to Central Provident Fund Commissioner, Recruitment Rules, 1991; (Published vide Notification No. P. IV/1(9) 89, dt. 05-06-1991)

(ii) Employees' Provident Fund Organisation Stenographer (Grade I) (PA) (Headquarters & Regional Office) Recruitment Rules, 1992; and (Published in Part-III, Section-4 of the Gazette of India dated 26-07-1986 vide notification No. P. IV/2(4)83/RR, dated 15-07-1986)

(iii) Employees' Provident Fund Organisation Stenographers Recruitment Rules, 1986; (Published in Part-III, Section-4 of the Gazette of India dated 26-07-1986 vide notification No. P. IV/2(4) 83/RR, dated 15-07-1986)

R.S. KAUSHIK

Central Provident Fund Commissioner and  
Secretary, Central Board of Trustees  
Employees' Provident Fund

SCHEDULE						
Name of the Post	Number of Posts	Classification	Scale of Pay	Whether Selection Posts or Non-Selection Post	Whether benefit of added years of service admissible under Rule 30 of the Central Civil Service (Pension) Rules, 1972	Age Limit for Direct Recruits
1	2	3	4	5	6	7
Private Secretary to variation dependent on workload)	52	Group "B" Ministerial	Rs. 6500-200-10500/-	Selection Post	Not Applicable	Not Applicable
Personal Assistant to variation dependent on workload)	102	Group "B" Ministerial	Rs. 5500-175-9000/-	Selection Post	Not Applicable	18 to 25 years (Relaxat for Government Servant employees of Employees Provident Fund Organisation up to 35 years in accordance with the instructions or orders issued by the Central Government/ Employees' Provident Fund Organisation.
Steno-grapher to variation dependent on workload)	102	Group "C" Ministerial	Rs. 4000-100-5000/-	Not Applicable	Not Applicable	18 to 25 years (Relaxable for Government Servant employees of Employees Provident Fund Organisation in accordance with the instructions or order issued by the Central Government/ Employees' Provident Fund Organisation.

- Note:—
- (i) Age is also relaxat for Scheduled Caste Scheduled Tribe/ Oth Backward Classes/Physically Handicapped and other categories as per the Government of India Instruction in this regard.
  - (ii) The crucial date for determining the age limit shall be close date for receipt of applications from candidates in India (other than those in Andaman & Nicobar Islands and Lakshadweep).

Educational and other qualifications required for Direct Recruits	Whether age and educational qualifications prescribed for direct-recruits will apply in the case of promotees	Period of Probation, if any	Method of Recruitment whether by Direct Recruitment or by Promotion/Deputation/Transfer and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
		10	11	12	13	14
Not Applicable	Not Applicable	Not Applicable	(i) 50% by Departmental Promotion (ii) 50% by Departmental Competitive Examination	Promotion : Personal Assistant in the pay scale of Rs. 5500-175-9000/- with eight years regular service in the grade. Departmental Examination: Personal Assistant with five years regular service in the grade are eligible to appear in the examination.	Group 'B' Departmental Promotion Committee (for considering confirmation) consisting of 1. Additional Central Provident Fund Commissioner- Chairman 2. Regional Provident Fund Commissioner (RA) - Member 3. An Officer of the Grade of Deputy Secretary to the Government of India or equivalent of Ministry of Labour or other Organisation under Ministry of Labour- Member	Not necessary
(1) Degree of a recognised University (2) Speed of 120 words per minute Stenography (English or Hindi)	Not Applicable	Two (2) years in case of direct recruitment	(i) 50% by direct recruitment through Staff Selection Commission/ Examination conducted by Employees Provident Fund Organisation	Promotion: Stenographer in the pay scale of Rs. 4000-6000/- with 5 years regular service in the Grade Departmental Competitive Examination: Stenographer having 3 years regular service in the	Group 'B' Departmental Promotion Committee (for considering confirmation) consisting of 1. Additional Central Provident Fund Commissioner—Chairman 2. Regional Provident Fund Commissioner (RA)- Member 3. Regional Provident Fund Commissioner-in-Charge of the Region Member 4. An officer of the Grade of Under Secretary to	Not necessary

	2	3	4	5	6	7
<p>1. Name of the post</p> <p>2. Nature of the post</p> <p>3. Grade</p> <p>4. Pay band</p> <p>5. Minimum educational qualification</p> <p>6. Other conditions</p> <p>7. Special conditions</p>						<p>Note :—</p> <p>(i) Age is also relaxable for Scheduled Caste/ Scheduled Tribe/Other Backward Classes/ Physically Handicapped and other categories as per the Government of India instructions in this regard.</p> <p>(ii) The crucial date for determining the age limit shall be closing date for receipt of applications from candidates in India (other than those in Andaman &amp; Nicobar Islands and Lakshadweep).</p>



8	9	11	12	13	14	
		(ii) 25% by Limited Departmental Competitive Examination	Grade.		the Government of India or equivalent of Ministry of Labour or other Organisation under Ministry of Labour - Member	
		(iii) 25% by Promotion.				
(1) Matriculation or equivalent	Not applicable	Two (2) years in case of direct recruitment	By transfer failing which by direct recruitment through Staff Selection Commission/ examination conducted by Employees' Provident Fund Organisation	by transfer including Inter-Departmental Transfer from Central Government Departments/ Statutory/ Autonomous Bodies under the Central Government, where appointment has been made by Selection through Staff Selection Commission.	Group 'C' Departmental Promotion Committee (for considering confirmation) consisting of	Not necessary
(2) Speed of 80 words per minute in Stenography (English or Hindi)					1. Additional Central Provident Fund Commissioner-Chairman 1. Regional Provident Fund Commissioner-Member 3. An Officer of the Grade of Under Secretary to the Government of India or equivalent of Ministry of Labour or other Organisation under Ministry of Labour - Member	



Annexure-3

**EMPLOYEES' PROVIDENT FUND ORGANISATION,**  
कर्मचारी भविष्य निधि संगठन,  
**HEAD OFFICE, मुख्य कार्यालय,**  
**BHAVISHYA NIDHI BHAWAN, 14 - BHIKAJI CAMA PLACE,**  
भविष्य निधि भवन, 14 - भीकाजी कामा प्लेस,  
**NEW DELHI - 110 066. नई दिल्ली - 110 066.**

No. P.IV/2(1) 83/Vol.I/ 60698

Dated: 22.09.1999

To

All Regional Provident Fund Commissioners – in – charge of Regions  
Addl. CPFC (West/South Zone)

**Subject: Distribution of posts as per the revised structure of Stenographers cadre.**

**Reference: Head Office letters No. P.IV/2(4) 83/Vol.I/18070-18087 dated 13.01.99 and P.IV/2(4) 83/Vol.I/Pt./9914-9936 dated 23.04.99.**

Sir,

As per the revised structure of Stenographers indicated in the recruitment rules notified vide Notification No. P.IV (4)/83/Vol I published in Part III Section 4 of the Gazette of India dated 02.01.1999 the existing sanctioned posts of Stenographers in various grades are to be redistributed.

2. The competent authority has accordingly approved the distribution of existing 258 posts of Stenographers in three grades as given below:

(i)	Private Secretary (Rs. 6500-200-10500)	-	52
(ii)	Personal Assistant (Rs 5500-175-9000)	-	103
(iii)	Stenographer (Rs 4000 – 100 – 6000)	-	103

3. Taking into consideration the number of accounts, number of Sub-Regional/Sub Accounts offices sanctioned, complement of officers sanctioned/positioned, functional justification of providing the assistance of Stenographer and other relevant factors, the above mentioned posts have been distributed to various offices as per the Annexure.

4. Addl. CPFCs of Zones/Regional Provident Fund Commissioners and other concerned authorities are requested to ensure that the Stenographers in different grades are positioned strictly in Sub Regional/Sub Accounts Offices as per the sanctioned strength given in the Annexure.

Cont'd...2/

Region-wise Distribution of Private Secretary, Personal Assistant and Stenographer Cadre in Employees' Provident Fund Organisation.

Name of the Office / Region	Private Secretary	Personal Assistant			Stenographer			Total
		RO	SRO / SAO (RC-II)	Total	RO	SRO/SAO (AC)	Total	
Andhra Pradesh	02	02	03	05	06	03	09	16
Bihar	01	02	02	04	02	02	04	09
Delhi	01	03	00	03	00	04	04	08
Gujarat	01	01	03	04	05	01	06	15
Haryana	01	02	02	04	02	00	02	07
Himachal Pradesh	01	01	00	01	01	00	01	03
Karnataka	01	03	02	05	04	03	07	13
Kerala	01	03	02	05	04	02	06	12
Madhya Pradesh	01	03	03	06	00	02	02	09
Maharashtra	02	05	07	12	10	03	13	27
NE Region	01	02	01	03	00	01	01	05
Orissa	01	03	01	04	01	02* (1+1)	03	08
Punjab	01	03	03	06	02	00	02	09
Rajasthan	01	02	02	04	00	01	01	06
Tamil Nadu	02	05	06	11	06	06	12	25
Uttar Pradesh	01	03	03	06	04	05	09	16
West Bengal	02	04	05	09	07	04	11	22
Head Office	21	-	-	07	-	-	07	35
NATRSS	02	-	-	02	-	01	01	05
	For Dir/Advisor			(For DD(Tig))		(For SAO)		
ZTIs	04	-	-	-	-	-	-	04
Addl. CPFC (Zones)	04	-	-	-	-	-	-	04
<b>Total</b>	<b>52</b>			<b>103</b>			<b>103</b>	<b>258</b>

Note: The Sub Regional/Sub Accounts Offices headed by RPFC Gr. II will be provided atleast one Personal Assistant and the offices headed by APFC will have at least one Stenographer each

\* One stenographer will be posted in SRO, Behrampur and one in SRO, Rourkela

*C. Bheemanna*

C. BHEEMANNA  
ADDL. C.P.F.C. (P&T)

CENTRAL ADMINISTRATIVE TRIBUNAL.  
PRINCIPAL BENCH.

51/35 OPERIOUS MARG.  
New Del. - 110 001.  
Dated: .....  
27.2.2003

2487/0

From The Principal Registrar  
Central Administrative Tribunal  
Principal Bench, New Delhi

- To
1. Shri V.P. Uppal, Counsel for the applicant,  
P-55, Greater Kailash Part-II, New Delhi- 60
  2. Shri S.L. Chandra, Counsel for the respondents,  
Ch.No.410, Western Wing, The High Court, Delhi-84

Regn.No. O.A... 2243/2003....

Vinod K. Dwyer & Co. .... Applicant

Versus

UCI & Co. .... Respondent

Sir, I am directed to forward herewith a copy of Judgment/Order  
Dt. 19.2.2003 passed by this Tribunal in the above mentioned  
case for information and necessary action, if any.

Please acknowledge the receipt.

Yours faithfully,

P.O.  
(SECTION OFFICER)  
JUDL.-II  
FOR PRINCIPAL REGISTRAR

Encl. : As above.



(32)

CENTRAL ADMINISTRATIVE TRIBUNAL,  
PRINCIPAL BENCH  
NEW DELHI

O.A. NO.2243/2001

This the 19th day of February, 2003.

HON'BLE SHRI V.K.MAJOTRA, MEMBER (A)

HON'BLE SHRI KULDIP BINGH, MEMBER (J)

1. Vinod Kumar Grover
2. Harish Chander Makhiya
3. Virender Kumar Makhiya
4. Dinesh Kumar Mishra
5. Gajanand
6. Sunil Kumar Khanna
7. Ashok Kumar Bhatt
8. Anand Kumar
9. Smt. Parrajit Kaur
10. Smt. Mohinder Kaur
11. Smt. Sunita Rani  
(working as Stenographers in  
the office of Employees' Provident  
Fund Organisation, Bhavishya Nidhi  
Bhawan, 14 Bhikaji Cama Place,  
New Delhi-110066.)

... Applicants

( By Shri V.P.Uppal, Advocate )

-versus-

1. Union of India through  
Secretary, Ministry of Labour  
and Chairman, Executive Committee,  
Central Board of Trustees,  
Employees' Provident Fund,  
Shram Shakti Bhawan, New Delhi.
2. Central Provident Fund Commissioner,  
Employees' Provident Fund Organisation,  
Bhavishya Nidhi Bhawan,  
14, Bhikaji Cama Place,  
New Delhi-110066.

... Respondents

( By Shri S. C.Chopra, Advocate )

O R D E R (ORAL)

Hon'ble Shri V.K.Majotra, Member (A) :

Applicants. 11 in number, are Stenographers in the pay scale of Rs.4000-6000 under respondent No.2, the Central Provident Fund Commissioner, Employees' Provident Fund Organisation (EPFO). They are stated to have been appointed as such between 14.10.1955 and 30.12.1951.



(33)

- 2 -

EPFO is one of the subordinate offices under the Ministry of Labour, Government of India, respondent No.1 herein. Department of Personnel & Training issued a scheme vide O.M. dated 1.11.1993 (Annexure A-5) for restructuring of the Central Secretariat Stenographers' Service in order to improve promotional prospects for Stenographers in the Central Secretariat. In accordance with the restructured cadre of Stenographers who were earlier in the grades 'A', 'B', 'C' and 'D', grades 'A' and 'B' were merged and grades 'D', 'C' and the merged grades of 'A' and 'B' were to be restructured in the ratio of 40:40:20. As per this scheme, the vacancies arising out of the restructuring were to be filled up only from amongst Stenographers who fulfill the eligibility criteria laid down in the recruitment rules for the post and further that subsequent to 1.11.1993 the new posts other than Principal Private Secretary (PPS) were to be created in grade 'D' initially. Applicants have averred that these posts were to be filled in accordance with the scheme Annexure A-5 as approved by the Executive Committee in its meeting held on 14.7.1997. However, instead of doing so, respondents by an agenda item No.7 dated 29.6.1998 (Annexure A-8) proposed recruitment rules for restructured posts of Private Secretary, Personal Assistant and Stenographers. The Executive Committee approved the proposal in its 27th Meeting. In pursuance of the decisions taken at this meeting, respondent No.2 notified the recruitment rules, namely, Employees' Provident Fund Organisation Stenographers Service Rules, 1998, which were published on 2.1.1999 (Annexure A-1).



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The provision contained in rule 7(d) of these rules together with its two provisos reads as follows :

"Any person holding the post of Stenographer (Grade II) on regular basis shall be deemed to be appointed as Personal Assistant from the date of publication of this Notification in the Official Gazette.

Provided that such person has completed a minimum of five years of regular service in the post of Stenographer (Grade II).

Provided further that Stenographer (Grade II), who are not eligible for appointment to the post of Personal Assistant in terms of the above proviso shall be appointed as Personal Assistant on completion of five years of regular service in the post of Stenographer (Grade II)."

It is alleged by applicants that these provisos imposing conditions for appointment to the post of Personal Assistant have been incorporated without obtaining the approval of the Executive Committee. Applicants claim that the new rules came into effect from the date of the notification dated 2.1.1999 and that applicants are entitled for appointment to the post of Personal Assistant w.e.f. 14.7.1997 in terms of the decision contained in the 23rd meeting of the Executive Committee of the Central Board of Trustees. Applicants have also pointed out that in the same Organisation a different policy has been adopted for promotion and re-designation of the post of Vigilance Officer as Assistant Director (Vigilance) vide order dated 10.7.2000 without any revision in the recruitment rules (Annexures A-10, A-11 and A-12).



35

2. Applicants have also alleged that whereas respondents were bound to implement the decision of the Executive Committee held in its 23rd meeting on 14.7.1997 for restructuring of the cadre of Stenographers, any deviation therefrom necessarily required prior approval of the Central Government. While proviso to rule 7(d) imposing certain conditions for appointment of Personal Assistants had not been approved by the Executive Committee, they were incorporated by way of proviso without obtaining approval of the Central Government which omission makes them illegal and void. Applicants have sought declaration of Annexure A-1 as illegal and ultra vires. They have further sought implementation of the resolution of the Executive Committee dated 14.7.1997 leading to applicants' appointment as Personal Assistants in the pay scale of Rs.3500-9000 w.e.f. 14.7.1997 with consequential benefits.

3. Respondents, on the other hand, have stated that it was only after administrative approval of the Executive Committee that the department started framing of the recruitment rules for the Stenographers' cadre which were notified on 2.1.1999 and that the posts could be filled only after notification of the recruitment rules.

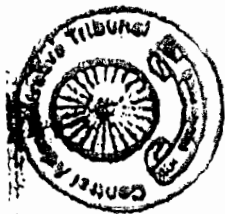
4. We have heard the learned counsel of both sides. We find that proviso to rule 7(d) were not part of the agenda item put before the Executive Committee for approval in its 23rd meeting. Section 3(D) of the Employees' Provident Fund and Miscellaneous Provisions

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ACT, 1932 makes it obligatory that while the method of recruitment, salary, allowances, discipline and other conditions of service of various officers and employees other than the Central Provident Fund Commissioner and Financial Adviser & Chief Accounts Officer shall be such as may be specified by the Central Government in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay, however, where the Central Board is of the opinion that it is necessary to make a departure from the said rules or orders, it shall obtain the prior approval of the Central Government. Admittedly, respondents have notified provisos imposing conditions of minimum of five years of regular service in the post of Stenographer (Grade II) etc. for appointment as Personal Assistant without approval of the Executive Committee of the Central Board of Trustees as also the prior approval of the Central Government. The learned counsel of respondents admitted that though the Executive Committee of the Central Board of Trustees as well as the Central Government had not approved of these provisos prior to notification of the new recruitment rules, there has been no deviation from the rules. This contention of the learned counsel of respondents is absolutely baseless as neither the Executive Committee of the Board of Trustees nor the Central Government approved of these provisos, nor are these provisos in consonance with the previous recruitment rules. Respondents have failed to show us any recruitment rules prior to rules of 1998 which contained the content of the aforesaid provisos.



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5. The learned counsel of applicants has also brought to our notice order dated 14.3.2001 in QA No.2472/1999 : B.P.Jain & Ors. v Employees' Provident Fund Organisation & Ors., which dealt with a similar issue in relation to the Enforcement Officer/Assistant Accounts Officer in the EPFO. It was held therein that rules are applicable with reference to the vacancies arising after the constitution of the cadre and the notification of the recruitment rules and not before, and the cases of those officials who were holding the posts either on re-designation or promotion prior to that date would not fall within the purview of the rules. Further, the contention of applicants that respondents had followed a different policy in the matter of Vigilance Officers in the same Organisation while re-designating them as Assistant Director (Vigilance) without any revision in the existing recruitment rules, has not been denied by respondents. For prospective application of the rules, reliance can also be placed on Y.V.Rangaiiah v J. Srinivas Rao & Ors., AIR 1983 80 82 in which it was held that vacancies which occurred prior to the amended rules have to be governed by the old rules and not by the new rules. In any case, in the matter of Stenographers, respondents have by a notification dated 25.1.2002 accorded relaxation in rule 7(b) by providing :

"(v) Personal Assistants as well as Stenographers (casual Stenographer-III and Stenographer-II (Adhoc)) who have rendered regular service of 10 years or more as Stenographer shall be eligible to appear in the test in relaxation of recruitment rules. On qualifying the test they will be promoted en bloc in order of seniority-cum-selection basis."



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6. Having regard to the above discussion, the application succeeds and is accordingly allowed. Annexure A-1 is declared illegal and ultra vires as regards its applicability to applicants. Respondents are further directed to consider appointing applicants as Personal Assistants in the pay scale of Rs.5500-9000 in terms of the resolution of the Executive Committee dated 14.7.1997 notionally w.e.f. 14.7.1997, with monetary benefits w.e.f. 26.9.2000 when applicants made a representation to respondents. No costs.

( Kuldeep Singh )  
Member (J)

( V. K. Majotra )  
Member (A)



VERIFIED TRUE COPY  
Date: 11/06/2004  
Signature: [Handwritten Signature]  
Central Administrative Tribunal  
Chandigarh

Handwritten initials or mark.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL : HYDERABAD BENCH  
AT HYDERABAD

O.A.No.237/2004

Date of Order : 27-03-2006



Between:-

1. B.T.Krishna Rao                      3.K.Padmavati  
2.P.N.V.Krishna Kumar                4.A.V.Rama Raju

..Applicants

And

1. The Union of India rep. by Secretary to Govt.,  
M/o Labour, Shram Shakti Bhawan, New Delhi-110 001.
2. The Employees' Provident Fund Organisation,  
(M/o Labour, Govt. of India), rep. by its  
Central Provident Fund Commissioner, Bhavishyanidhi  
Bhawan, # 14, Bhikaiji Cama Place, New Delhi-110 066.
3. The Regional P.F. Commissioner (Regional Administration),  
Employees' Provident Fund Organisation,  
Bhavishyanidhi Bhawan, # 14, Bhikaiji Cama Place,  
New Delhi - 110 066.
4. The Regional P.F.Commissioner, Employees' Provident  
Fund Organisation, Regional Office, # 3-4-763,  
Barkatpura, Hyderabad - 500 027.
5. The Assistant P F Commissioner (HRM-II),  
Employees' Provident Fund Organisation,  
Bhavishyanidhi Bhawan, #14, Bhikaiji Cama Place,  
New Delhi-110 066.
6. The Regional P.F.Commissioner (Examination),  
Employees' Provident Fund Organisation,  
Bhavishyanidhi Bhawan, # 14, Bhikaiji Cama Place,  
New Delhi - 110 066.

....Respondents

Counsel for the Applicant : Sri V.Venkateshwar Rao  
Counsel for the Respondents : Sri B.N.Sharma, SC for EPF for RR 1 to 6

CORAM:

THE HON'BLE JUSTICE SRI R.K.BATTA : VICE-CHAIRMAN  
THE HON'BLE SRI V.LAKSHMI RATAN : MEMBER (ADMN.)

(Order per Hon'ble Sri V.Lakshmi Ratan, Member (Admn.))

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This O.A. has been filed by Sri B.T.Krishna Rao and three others to

quash the letter No.Exam.13(1)2004/425 dated 16th January, 2004 issued by Respondent No.2 as the same is illegal, arbitrary and unconstitutional by directing the respondents to consider the cases of the Applicants herein for promotion to the post of Personal Assistants against the vacancies that arose on 14th July, 1997 and prior to 2nd January, 1999, the date on which the new Recruitment Rules were issued by applying the resolution of the Executive Committee dated 14th July, 1997 and the Employees' Provident Fund Organisation Stenographers (Gr.I)(PA) (Head Quarters & Regional Office) Recruitment Rules, 1992 with all consequential benefits such as seniority, promotion, arrears of pay and allowances etc.,.

2. By MA 116/2004, the applicants were permitted to file single OA. Interim directions were issued on 6.1.2006 vide orders in MA 626/2005 permitting the respondents to proceed with the selection proceedings in terms of letter dated 31.10.2005 but injuncting them from declaring the results till the next date of hearing.

3. The applicants had joined service of the Employees' Provident Fund Organisation, Regional Office, Hyderabad, on various dates as LDCs and earned promotions to the post of Stenographer Gr.III on various dates in 1993. It is their submission that as per the Recruitment Rules, 1992, they are eligible for promotion to Stenographer Gr.II. However, they could not get promotion in the year 1993, as the Department of Personnel & Training vide OM No.10/10/87-CS II dated 1.11.1993 as ordered the restructuring of the Stenographer cadre. The said restructuring resulted in the merging of the post of Stenographer Gr.II and Gr.I (PA) into one grade which was

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redesignated as Personal Secretary. The cadre strength was redistributed in the ratio of 40:40:20. The Respondent No.2 decided to implement the restructuring of the Stenographers Grade vide resolution made by the Executive Committee in its meeting held on 14.7.1997. The total strength of 258 posts on all India basis got redistributed into Stenographers-103, Personal Assistants-103 and Personal Secretaries-52 in the above mentioned ratio of 40:40:20. This OA seeks directions that the applicants should be considered for promotion in respect of 103 posts of Personal Assistants with reference to the Recruitment Rules of 1992 that were prevalent at the time of restructuring, as the revised new Recruitment Rules were notified only on 2.1.1999. The applicants have taken various legal and administrative grounds as to why they should be considered under the 1992 Recruitment Rules and not 1999 Recruitment Rules. They have also relied on the decision of the Principal Bench of the Central Administrative Tribunal in OA 2243/2001 which directed the respondents to consider appointing the applicants in that OA as Personal Assistants in the scale of Rs.5,500-9,000 in terms of resolution of Executive Committee, notionally with effect from 14.7.1997 and with monetary benefits with effect from 26.9.2000 i.e. the date of their representation. The applicants plead that they are entitled for promotion on the basis of the above orders of the Principal Bench but the respondents have still filled up the posts by applying all India seniority as opposed to Regional Seniority that was applicable under the 1992 Rules.

4. On issue of notice, respondents have filed detailed reply opposing the averments of the applicants and praying for the dismissal of the O.A.

5. We have heard counsel for either parties and also perused the

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pleadings and considered the matter carefully. The substantial arguments submitted on behalf of the applicants is that the decision of Principal Bench in OA 2243/2001 is a judgment in rem and not just applicable to the applicants who had filed the same. They also state that the applicants' seniority was revised along with other Stenographers on the basis of revised Recruitment Rules of 1999 which was circulated vide letter dated 7.7.2000. The applicants being juniors, could not figure in the same list and hence they were not appointed. The learned counsel for the applicants assails this as absolutely arbitrary being contrary to the directions of the Hon'ble Principal Bench of this Tribunal. He contends that the Principal Bench had relied on the ratio laid down by the Apex Court in the case of Y.V. Rangaiah Vs. J. Srinivas Rao and Others (AIR 1983 (SC) 82) in which it was held that vacancies that occurred prior to the amendment of Recruitment Rules have to be regulated and filled in by the old Rules and not by the New rules. The contention of the Respondents that they have promoted the Stenographers on the basis of the old rules falls flat in view of the fact that the same had been done after adopting the all India seniority that had to be adhered to under the new amended Rules. Learned counsel for the applicants, therefore, strongly urges that the impugned order on the basis of which the Departmental Competitive Examination for the post of Private Secretary and Personal Assistant which was to be held on 24th to 27th February, 2004, should be quashed and the respondents should be ordered to review the various promotion orders issued in the year 2003 strictly in terms of the judgment of the Principal Bench.

6. Learned counsel for the respondents argued that the judgment of the

Principal Bench was not considered as an order in rem by the Respondents and on that basis they had given the benefit of promotion to the applicants therein after re-fixing the seniority of the cadre of stenographers as provided for in the amended rules and thereafter promoted them under the 1992 Rules. He also places reliance on the decision of the Hon'ble Apex Court in the case of Rajasthan Public Service Commission Vs. Chanan Ram & Another (1998(4) SCC 202) wherein it was held that as a consequence of amendment of Recruitment Rules when certain posts ceased to exist, it was held that no appointments could be made against such posts which existed prior to the amendment because that cadre stood abolished. The Hon'ble Supreme Court upheld the appellants' decision to fill up the vacancies of Marketing Officer including the vacancies in the abolished cadre by the amended Recruitment rules, in view of the above position.

7. We have considered the matter carefully. The direction of the Principal Bench in our opinion is unambiguous and has also become final. It clearly reiterated the settled position laid down in Rangaiah's case. Thereafter, it proceeded to hold that the relaxation in Rule 7(b) vide notification dated 25.1.2002 was illegal. Thereafter it directed the respondents to consider the applicants in terms of resolution of the Executive Committee dated 14.7.1999 etc.,. No doubt the cadre got restructured and approved in 1997 whereby the posts of Stenographers Gr.II and Gr.I (PA) were merged as P.A. and a new category called Private Secretaries was created. While a new category had been created vide decision of July, 1997, the old post with the term 'PA' was restructured by merging Stenographers Gr.II and Gr.I leading to the creation of the newly

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merged post of P.A. If the respondents had felt it would not have been possible for them to fill up these posts on the basis of 1992 Rules, basing their claim on the decision of the Apex Court cited by their learned counsel now, they should have taken the matter in appeal and got the case decided. Instead, they chose to obey the orders of the Principal Bench of this Tribunal and therefore that decision has become final. The new plea raised at this stage before us is of no avail in view of the action already taken by the Respondents. In that view of the matter, we hold that the applicants are entitled for consideration for the benefits of promotion on notional basis with effect from 14.7.1997 under the provisions of 1992 Rules and for this purpose the Regional Seniority in the cadre of Stenographers should be taken into consideration. The new seniority of the cadre of Stenographers/PAs/PSs on All India basis is to be made effective on or after the new Recruitment Rules were notified in January, 1999.

8. We had posted the matter for being mentioned today i.e. on 10.3.2006 to be clear as to the actual number of posts that are accessible for being filled in under the 1992 Rules, both learned counsel were present. Learned counsel for the respondents clarified that after the restructuring as per the scheme approved by the Department of Personnel and Training, the total number of posts were 251 <sup>None</sup> which allocated as 101 to Group-C, 100 posts Group-C and 50 posts to Group-A & B. It is these posts including certain additional posts that became available, post notification of the amended Recruitment Rules, that were sought to be filled in by the newly notified Recruitment Rules by the impugned letter dated 16.1.2004 which notified holding of the Departmental Competitive Examination from 24th to

27th February, 2004 for promotion to the post of Private Secretary and Personal Assistant. It was stated that these examinations that have since been held with the leave of this Tribunal vide our orders dated 6.1.2006 in MA 626/2005 but the results have not yet been declared. In that view of the matter, we have to quash the impugned letter dated 16.1.2004 and also permanently injunct the respondents from declaring the results of the Departmental Examinations which were held pursuant to our orders in MA cited above. The applicants are accordingly <sup>to</sup> be considered for promotion in the light of the observations in para-7 above. O.A. allowed. There is no order as to costs.

प्रमाणित-प्रति  
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केस संख्या

CASE NO.

निर्णय का तारीख

DATE OF DECISION

प्रमाणित  
CERTIFIED

CP 237/04

27/2/06

4/1/06

अध्यापक

Centre

हैदराबाद - न्यायालय

न्यायाधीश

Judge

न्यायालय

Tribunal

हैदराबाद - न्यायालय Hyderabad Bench

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
HYDERABAD BENCH  
HYDERABAD

Original Application No. 125/2007

Date of Order : 18.09.2008

Between:

V.Vijaya

... Applicant

And

1.The Union of India rep. by  
Secretary to Government,  
Ministry of Labour & Employment,  
Government of India, Shram Shakti Bhawan,  
Rafi Marg, New Delhi - 110 001.

2.The Employees' Provident Fund Organisation,  
rep. by its Central Provident Fund Commissioner,  
14, Bhikaiji Cama Place, New Delhi - 110 066.

3.The Regional Provident Fund Commissioner T I,  
Employees Provident Fund Organisation,  
Maharashtra Region, Thane, Maharashtra.

4.The Regional Provident Fund Commissioner,

Employees Provident Fund Organisation, A.P.,

3-4-763, Barkatpura Chaman, Hyderabad - 500 027.

... Respondents

Counsel for the applicant ... Mr. Mr.V.Venkateswara Rao, Advocate

Counsel for the respondents ... Mr.B.N.Sharma, SC for EPFO

CORAM:

Hon'ble Mr.Justice P.Lakshmana Reddy ... Vice Chairman

Hon'ble Mr. R.Santhanam ... Member (Admn.)

ORAL ORDER

{As per Hon'ble Mr. Justice P.Lakshmana Reddy, Vice Chairman }

Heard Mr.V.Venkateswara Rao, learned counsel for the applicant and Mr.B.N.Sharma, learned standing counsel for the respondents.

2. This application is filed by a Stenographer who worked in the A.P. Region from 04.03.1994 to April 1999 seeking declaration that she is entitled for promotion to the post of Personal Assistant w.e.f. 14.07.1997 on notional basis and she is entitled for monetary benefits w.e.f. 26.09.2000 against the restructuring vacancies in accordance with the order dated 23.07.2006 passed in OA No. 237/2004 of this Tribunal with all consequential benefits such as promotion, arrears of pay and seniority, etc.

3. The relevant facts are not very much in dispute in this case. The cadre strength in the entire country prior to restructuring was 258. The earlier nomenclature of Stenographers Grade I, Grade II and Grade III were restructured as Private Secretaries, Personal Assistants and Stenographers respectively. The cadre strength was distributed in the ratio of 20:40:40. In other words 52 Private Secretaries 103 Personal Assistants and 103 Stenographers were available after restructuring on All India basis. According to the applicant, the cadre strength in AP as on date of restructuring was 27 and therefore those posts are to be filled up at the rate of 5:11:11 by adopting regional seniority. It is also not disputed that for filling up those restructured posts the old Recruitment Rules 1992 are to be followed as per the orders of this Tribunal of Principal Bench in OA.2243/2001 which has become final. It is also not disputed that this Tribunal of Hyderabad Bench followed the said decision and held in OA.237/2004 that the posts available by the date of restructuring have to be filled up only by

following the regional seniority and not All India seniority basis which was introduced in the Recruitment Rules of the year 1999. The orders of this Tribunal have also become final and the respondents have implemented.

4. Now the only dispute is as to how many number of posts that were available as on the date of restructuring i.e. 14.07.1997 in AP Region and whether the reallocation of posts to AP Region in the year 1999 prescribing only 16 posts viz., 2 Private Secretaries, 5 Personal Assistants and 9 Steno is sustainable in law ?

5. Admittedly the restructuring took place w.e.f. 14.07.1997. Therefore, though the process of allocation of posts was taken up in the year 1999, the respondents ought to have considered the posts as on the date of restructuring i.e. 14.07.1997 and as per the then existing rules which mandates that those posts are to be filled up taking Regional seniority in to consideration. But the respondents have taken into consideration the rules prevailing in the year 1999 i.e. the date on which they have taken up the process of reallocation of restructured posts. In our considered view the respondents are not entitled to take the new Recruitment Rules into consideration prevailing in 1999 for the purpose of allocation of the posts which came into existence on account of restructuring w.e.f. 14.07.1997. As the restructured posts came into existence in the year 1997 the then existing cadre strength in each region has to be taken into consideration for the purpose of allocating the three categories of posts to each region. As the applicant was in AP Region in the year 1997, for the purpose of her promotion the restructured posts that arose in AP Region during the year 1997 has to be taken into consideration. Suppose if the contention of the applicant that the cadre strength was 27 in AP Region by 14.07.1997 is true 11 Personal Assistants posts were to be allocated to A.P.Region at the ratio of 40:40:20 and the applicant would get promotion as Personal Assistant in AP Region as according to the applicant she was No.7 in the order of priority. It is not disputed that six erstwhile Grade-III Stenographers have already been promoted as Personal Assistants w.e.f. 14.07.1997 in view of the orders passed by this Tribunal in OA.237/2004.

6. The said six Grade 'D' stenographers of A.P. Region who have been promoted as Personal Assistants with effect from 14.07.1997 were not originally promoted on the ground that all India seniority is to be made applicable for filling up the restructured posts. Aggrieved by the same, they had approached this Tribunal by filing O.A. No. 237 of 2004 wherein this Tribunal held that the applicants therein are entitled for consideration for the benefits of promotion on notional basis with effect from 14.07.1997 under the provisions of the 1992 Rules and for this purpose the regional seniority in the cadre of Stenographers should be taken into consideration. In pursuance of the said decision of this Tribunal, the respondents have implemented the said order accepting that the provisions of 1992 Rules which prescribed only regional seniority are to be made applicable for filling up the restructured posts. Now, the dispute is regarding number of posts available for the Stenographers already working in A.P. Region as on 14.07.1997. On account of restructuring, the total cadre strength of 258 remain the same and only the nomenclatures of the posts are changed on account of restructuring.

7. According to the respondents, only 16 posts viz., 2 Private Secretaries, 5 Personal Assistants and 9 Stenographers were allocated to the A.P. Region in the year 1999 basing on the work load. According to the applicant, A.P. Region ought to have been allocated 27 posts taking into consideration the cadre strength as on 14.07.1997 and if 27 posts are allocated, there will be 11 Personal Assistant posts available for promotion to the Stenographers working in the A.P. Region as on 14.07.1997 and if such course is adopted, the applicant will get promotion with effect from 14.07.1997 along with six others who got promotion. The contention of the learned counsel for the applicant is that when old rules are made applicable to fill up the posts following the regional seniority, the Stenographers already working in the region as on 14.07.1997 are entitled for promotion for the posts existing as on that date. We have got no material regarding the actual cadre strength as on 14.07.1997. Learned counsel for the applicant produced a statement showing the sanctioned strength of all cadres as on 31.03.1997. The respondents may verify the said statement and if it is found that the cadre strength in A.P. Region as on 14.07.1997 was more than 16 and thereby, the Personal Assistant posts are increased when the ratio of 40:40:20 is adopted, the applicant's eligibility is to be considered and if she is found to be eligible, she is to be given promotion to the post of Personal Assistant with effect from 14.07.1997. At this stage, learned counsel for the applicant submitted that the eligibility of the applicant for promotion has already been decided by the DPC along with the other candidates who have been promoted, and the applicant could not be promoted at that time on the ground that only 16 posts have been allocated to the A.P. Region. Therefore, when it is accepted that Recruitment Rules of 1992 alone are to be followed for the purpose of filling up of the restructured posts, the respondents cannot turn around and say that they are entitled to allocate the posts taking into consideration the new recruitment rules and the workload of the year 1999 and as the posts were restructured as on 24.07.1997 without increasing or decreasing the total strength of stenographers, it must be taken that the cadre strength in A.P. Region as on the date of restructuring i.e. 14.07.2007 alone is to be taken into consideration for filling up those posts and to grant promotion following the old recruitment rules vi., on the regional basis.

8. In the result, OA is disposed of with a direction to the respondents to take into consideration the cadre strength as on the date of restructuring i.e. 14.07.1997 for the purpose of determining the restructured posts available for promotion in the A.P. Region and then fill up those posts only by way of giving promotion to the persons already working in the A.P. Region as on that date and in that process, if the applicant comes within the zone of consideration, she shall be promoted as Personal Assistant with effect from 14.07.1997 on notional basis and in such case, the applicant will be entitled for financial benefits from the date of her representation i.e. 23.10.2006. The above exercise shall be completed within three months from the date of receipt of this order.

9. There shall be no order as to costs.

( R.SANTHANAM)

MEMBER (ADMN.)

(P.LAKSHMANA REDDY)

VICE CHAIRMAN

Dated : 18th September 2008

(Dictated in Open Court)

(31)

17274/5

CENTRAL ADMINISTRATIVE TRIBUNAL  
PRINCIPAL BENCH  
JUDICIAL-I

61/35,  
Copernicus Marg  
New Delhi  
Dated 16/10/2009

From: The Principal Registrar  
Central Administrative Tribunal  
Principal Bench, New Delhi.

To

1. Shri R.N. Singh, counsel for the applicant in R.A. C.A.T. Bar Room, New Delhi.
2. Shri Ashok Bhatt S/<sup>u</sup> Late Shri Bagirath R/<sup>u</sup> H.No. 9, Sector-3, Shastri Nagar Meerut City U.P. ~~xxxx~~

*[Handwritten signature]*  
9/10/09

R.A.No. 175/2009  
M.A.No. 1880/2009  
M.A.No. 1881/2009

OA NO. 1955/2008

U.O.I-2 & Ors. (in R.A.)

Applicant

<sup>Versus</sup>  
Shri Ashok Bhatt & Ors.

Respondents

Sir,

I am directed to forward herewith a copy of Judgment/Order dated 8/10/2009 passed by this Tribunal in the above mentioned case for information and necessary action, if any.

Please acknowledge the receipt.

Yours faithfully,

*[Handwritten signature]*

Section Officer  
For Principal Registrar

Encl. Paper Book of R.A. to Respondents in R.A.

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(35)

**Central Administrative Tribunal  
Principal Bench**

RA No.175/2009  
MA No.1880/2009  
MA No.1881/2009  
OA No.1955/2008

New Delhi this the 8<sup>th</sup> day of October, 2009

**Hon'ble Shri Shanker Raju, Member (J)  
Hon'ble Dr. Veena Chhotray, Member (A)**

Union of India through

1. The Secretary, Ministry of Labour  
& Employment, Sharam Shakti Bhawan,  
Rafi Marg, New Delhi-110 001.
2. The Chairman,  
Executive Committee,  
Central Board of Trustees,  
Employees Provident Fund Organization,  
Sharam Shakti Bhawan, Rafi Marg,  
New Delhi-110 001.
3. The Central Provident Fund Commissioner,  
Employees Provident Fund Organization,  
Sharam Shakti Bhawan, Rafi Marg,  
New Delhi-110 001.

..Applicants  
(Respondents 1 to 3 in OA)

Versus

1. Ashok Bhatt, aged 45 years,  
S/o late Shri Bagirath,  
R/o H. No.9, Sector-3,  
Shastri Nagar,  
Meerut City (U.P.).
2. Sunil Kumar Khanna, aged 44 years,  
S/o late Shri G.D. Khanna,  
R/o BFH-112, Shalimar Bagh,  
Delhi-110 088.
3. Smt. Mohinder Kaur, aged 45 years,  
W/o Shri Jasbir Singh,  
R/o B-1/160, Vishnu Garden,  
New Delhi-110 018.
4. Anand Kumar, aged 43 years,  
S/o Shri Balkishan Singh,



R/o F 403, Mangol Puri,  
Delhi-83.

5. Smt. Sunita Arora, aged 41 years,  
W/o Shri Raj Kumar,  
R/o C-4/224, Milan Vihar Apartment,  
I.P. Extension, Patpar Ganj,  
Delhi.

6. D.K. Mishra, aged 45 years,  
S/o late Shri G.D. Mishra,  
A-29, Goela Vihar, Near Goela Dairy,  
Najaf Garh Road,  
Delhi-110 071.

-Respondents  
(Applicants in OA)

7. Smt. Kukki Bhatia
8. Shri Pritpal Singh
9. Shri Y.S. Rawat
10. Smt. Geeta Banerjee
11. Smt. Santosh Malik
12. Shri Ram Raj
13. Smt. Mona Nichani
14. Shri Dharam Raj
15. Shri R.K. Mehra
16. Shri Chander Prakash
17. Smt. Paramjeet Kaur
18. Shri Harish Makhija
19. Shri Gajanand
20. Shri Vinod Grover

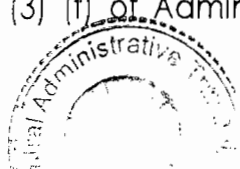
-Respondents  
(Respondents Nos.4 to 17 in OA)

- (Serial No. 7 to 20 are presently working as Private Secretary in the  
• Head Quarter office of Employees Provident Fund Organization,  
Bhavishya Nidhi Bhawan, 14, Bhijaji Cama Place, New Delhi-110066.)

### ORDER (By Circulation)

**Hon'ble Mr. Shanker Raju, Member (J):**

By virtue of this RA, an attempt has been made by referring to the vacancy position and rules to re-agitate the issue. Even if the finding was erroneous in law, the remedy lies elsewhere. The review not covered within the ambit of Section 22 (3) (f) of Administrative Tribunals Act, 1985 is dismissed, in ..



circulation, in view of the decision of the Apex Court in **State of West Bengal and others v. Kamal Sengupta & another**, (2008) 2 SCC (L&S) 735.

( Dr. Veena Chhotray )  
Member (A)

( Shanker Raju )  
Member (J)

/sunil/

Free Copy U/R 22 of CAT  
(Procedure Rules)  
प्रमाणित प्रतिलिपि  
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दिनांक/Date: .....



*Shanker Raju*  
अहमद शांकर (शांकर)  
Shanker Raju (J)  
केन्द्रीय प्रशासनिक आयोग  
Central Administrative Tribunal  
प्रधान न्यायपीठ, नई दिल्ली  
Principal Bench, New Delhi

IN THE HIGH COURT OF DELHI AT NEW DELHI

W.P.(C) 493/2010

**UNION OF INDIA AND ORS ..... Petitioners**

**Represented by: Mr.R.N.Singh, Advocate**

**versus**

**ASHOK BHATT AND ORS ..... Respondents**

**Represented by: Mr.K.P.Gupta, Advocate for R-7 and  
R-10 to 20**

**CORAM:**

**HON'BLE MR. JUSTICE PRADEEP NANDRAJOG**

**HON'BLE MR. JUSTICE V.KAMESWAR RAO**

**ORDER**

**18.04.2013**

- 1. As arguments proceeded, utter confusion was encountered. Partly the reason is the sketch decision of the Tribunal and a non-reasoned decision dismissing review sought thereof.**
- 2. Learned counsel for the parties state that time may be granted to enable them to file short written synopsis.**
- 3. Needful be done a week prior to the next date of hearing.**
- 4. Renotify for July 30, 2013.**

PRADEEP NANDRAJOG, J.

V.KAMESWAR RAO, J.

APRIL 18, 2013

**mamta**

**\$ 8, 9 and 10**

(10)

CENTRAL ADMINISTRATIVE TRIBUNAL

PRINCIPAL BENCH

O.A. No. 4281/2011

Reserved On:07.05.2014

Pronounced on:20.05.2014

HON<sup>BLE</sup> MR. G. GEORGE PARACKEN, MEMBER (J)

HON<sup>BLE</sup> MR. SHEKHAR AGARWAL, MEMBER (J)

Harish Makhija

S/o Shri Kanwal Nain Makhija

R/o Plot No.7, 3rd Floor,

Maa Kalyani Kung,

Kalyan Vihar,

Near CC Colony, Delhi-110009.

Private Secretary,

Employees Provident Fund Organisation,

Bhavishya Nidhi Bhawan,

14 Bhikaji Cama Place,

New Delhi-110066.

Presently on Deputation as AD (Audit) & Welfare

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(4/1)

Officer, Head Office,

New Delhi.

..Applicant

By Advocate: Shri K.P. Gupta.

Versus

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1. Union of India

Through the Secretary,

Ministry of Labour & Employment,

Sharam Shakti Bhawan,

Rafi Marg,

New Delhi.

2. Central Provident Fund Commissioner,

Employees Provident Fund Organisation,

Bhavishya Nidhi Bhawan,

14 Bhikaji Cama Place,

New Delhi-110066.

3. Anand Kumar

S/o Shri Bal Kishan Singh

R/o F-403, Mangol Puri,

Delhi-110083.

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Office Address

Anand Kumar

Private Secretary

Employees Provident Fund Organisation,

Bhavishya Nidhi Bhawan,

14 Bhikaji Cama Place,

New Delhi-110066.

☐. Respondents

By Advocates: Ms. Aparna Bhatt for Respondents No.1 &

2.

Mr. S.N. Sharma for Respondent No.3.

ORDER

Hon<sup>ble</sup> Mr. G. George Paracken, Member (J)

Applicant has filed this Original Application seeking the following main reliefs:-

- (i) Quashing and setting aside the review DPC proceeding held on 11.08.2011 (Annexure A1) whereby 22 officials were found fit for promotion to the post of PS in the pay scale of Rs.6500-200-10500 pre-revised with effect from 14.04.1997 and monetary benefits with effect from 26.09.2000;
- (ii) Quashing and setting aside the office order bearing No.HRM-VI/10(3)/2000/PA/Vol.III/24086 dated 23.08.2011 (Annexure A-2) whereby the Respondent No.3 is promoted to the post of Private Secretary on regular basis notionally with effect from 14.07.1997 in the pay scale of Rs.6500-200-10500 with the monetary benefits with effect from 26.09.2000;

(iii) Quashing and setting aside the office order bearing No.14015/1/2011-SS-1 dated 09.08.2011 (Annexure A-4) whereby the respondent No.1 directed to respondent No.2 to convene a review DPC for providing reservation to SC/ST employees on the basis of facts mentioned in the enclosed notes specifically because the same is not in accordance with the judgment and order passed by the Hon<sup>ble</sup> Supreme Court in CA Nos.5286-87 of 2005 titled as Bharat Sanchar Nigam Limited Vs. R. Santhakumar Velusamay & Others (Annexure A-7); and

(iv) Appropriate directions may please be issued to the Respondent No.1 & 2 to the effect that they will not consider the name and particulars of Shri Anand Kumar, the Respondent No.3 for grant of promotion to the post of APFC on ad hoc basis in view of the letter dated 11.11.2011 (Annexure A4-A) and they will not promote him on the said post of APFC.

2. The brief facts of the case: The Respondent No.2-Employees Provident Fund Organisation (EPFO for short), carried out restructuring of its Stenographer's Cadre comprising of the posts of Senior Personal Assistant, Personal Assistant (Grade-I) and Stenographers Grades II & III, in the year 1993. The total sanctioned strength of the aforesaid grades was 258. Out of them, 251 posts were in operation and their details were as under:-

Sl.No.	Name of the Post	No. of Posts
1.	Stenographer (Grade-III)	180
2.	Stenographer (Grade-II)	57
3.	Stenographer (Grade-I) (Called Personal Assistant)	13
4.	Senior Personal Assistant	01
	Total	251

After restructuring, the aforesaid posts were distributed as under:-

Sl.No.	Name of the Post	No. of Posts
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(C14)

1. Stenographer Grade-D 101
2. Stenographer Grade-C 100
3. Stenographer Grade-A & B  
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Total 251

However, taking into consideration the total sanctioned strength of 258 posts in the Stenographers cadre, the competent authority approved the revised distribution in the three re-designated grades as below:-

Sl.No.	Name of the Post & Scale	No. of Posts
1.	Private Secretary (Rs.6500-200-10500)	52
2.	Personal Assistant (Rs.5500-175-9000)	103
3.	Stenographer (Rs.4000-100-6000)	103
Total		258

3. Out of the aforesaid 52 posts of Private Secretaries, 23 posts were sanctioned for Headquarters including NATRSS. The vacancy as on 14.07.1997 has been taken as the sanctioned strength of the restructured cadre of PS/PA/Steno circulated vide Office Order dated 22.09.1999. Out of those 23 sanctioned posts as on 14.07.1997, 7 persons whose details are given below were already in position and the balance 16 posts were vacant:-

Sl.No. Name

1. Smt. Madhuri Tulsani Promoted as Sy. PA w.e.f. 7.3.1994

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2. Shri Ajay Kumar Verma
3. Smt. Suneet Kaur
4. Shri V.K. Gupta
5. Smt. Vijay Verma
6. Shri B.K. Batra
7. Smt. Santosh Sood

4. As per the seniority list of Stenographers on Regional basis, the following PAs were eligible for promotion to the post of PSs with effect from 14.07.2000 on regular basis:-

Sl. No.	Name of the Officials	Appointed as PA w.e.f.	Date of Eligibility for promotion as PS
1.	Smt. Kuki Bhatia	14.7.1997	14.7.2000
2.	Shri Pritpal Singh	14.7.1997	14.7.2000
3.	Shri Y.S. Rawat	14.7.1997	14.7.2000
4.	Shri Geeta Banerjee	14.7.1997	14.7.2000
5.	Smt. Santosh Malik	14.7.1997 (Expired on 17.6.2000)	14.7.2000
6.	Smt. Pradeep Chand	14.7.1997	14.7.2000
7.	Shri Ramraj	14.7.1997	14.7.2000
8.	Smt. Surinder Kaur	14.7.1997	14.7.2000
9.	Smt. Mona Nichani	14.7.1997	14.7.2000
10.	Shri Chandra Prakash	14.7.1997	14.7.2000
11.	Shri Dharam Raj Singh	14.7.1997	14.7.2000
12.	Smt. Pramjit Kaur	14.7.1997	14.7.2000
13.	Shri Harish Makhija	14.7.1997	14.7.2000

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14.	Shri R.K. Mehra	14.7.1997	14.7.2000
15.	Shri Gajanand	14.7.1997	14.7.2000
16.	Shri Vinod Gorver	14.7.1997	14.7.2000
17.	Shri Virendra Kumar Makhija	14.7.1997	14.7.2000
18.	Smt. Mohinder Kaur	14.7.1997	14.7.2000
19.	Shri Sunil Kumar Khanna	14.7.1997	14.7.2000
20.	Shri D.K. Mishra	14.7.1997	14.7.2000
21.	Shri Ashok Bhatt	14.7.1997	14.7.2000
22.	Smt. Sunita Arora	14.7.1997	14.7.2000
23.	Shri Anand Kumar	14.7.1997	14.7.2000

For promoting 16 PAs to the vacant 16 post of PSs from the Regional Seniority List, the DPC met on 28.06.2006. It took into consideration that reservation is not applicable while restructuring the cadre. Accordingly, as per the recommendation of the DPC, 16 senior-most PAs from the Regional Seniority List were promoted as PSs. The details of the entire 23 PSs including those 7 PSs already in position are as under:-

Sl. No. Name of the Officials Date of promotion as PS

1. Smt. Madhuri Tulsani Promoted as Sy. PA w.e.f. 7.3.1994

Deemed appointment w.e.f.

14.7.1997

2. Shri Ajay Kumar Verma 14.7.1997

3. Smt. Suneet Kaur 14.7.1997

4. Shri V.K. Gupta 14.7.1997

5. Smt. Vijay Verma 14.7.1997

6. Shri B.K. Batra 14.7.1997

7. Smt. Santosh Sood 14.7.1997

8. Smt. Kuki Bhatia 14.7.2000
9. Shri Pritpal Singh 14.7.2000
10. Shri Y.S. Rawat 14.7.2000
11. Shri Geeta Banerjee 14.7.2000
12. Smt. Santosh Malik 14.7.2000
13. Smt. Pradeep Chand 14.7.2000
14. Shri Ramraj 14.7.2000
15. Smt. Surinder Kaur 14.7.2000
16. Smt. Mona Nichani 14.7.2000
17. Shri Chandra Prakash 14.7.2000
18. Shri Dharam Raj Singh 14.7.2000
19. Smt. Pramjit Kaur 14.7.2000
20. Shri Harish Makhija 14.7.2000
21. Shri R.K. Mehra 14.7.2000
22. Shri Gajanand 14.7.2000
23. Shri Vinod Gorver 14.7.2000

5. Later on, the Respondents held a review DPC for filling those 16 posts of PSs in respect of Headquarters on 11.08.2011 on the ground that reservation for SC/ST candidates should have been provided by the DPC held on 28.06.2006. The review DPC observed that the restructured posts in the cadre of Stenographers were circulated vide their letter dated 22.09.1999 and out of the total posts of 52, 23 posts of Stenographers were allocated to Head Office (including NATRSS). Initially, the Respondents took steps to fill up all 52 posts of PSs on the basis of all India seniority and new Recruitment Rules. But consequent upon the order of the Hyderabad Bench of the Central Administrative Tribunal dated 27.03.2006 in OA No.237/2004 filed by one Shri B.T. Krishan Rao, a decision was taken to fill up the restructured posts in the Stenographers cadre of the Respondent No.2 on the basis of regional seniority and old Recruitment Rules. Accordingly, the DPC was held on 28.09.2006 to fill up the 23 posts of PSs pertaining to Headquarters. As 7 persons have already been promoted to PSs on the basis of all India seniority, remaining 16 posts were filled up as per the regional seniority of Stenographers as on 14.07.1997. The said DPC did not apply the reservation roster on the ground that reservation was not applicable on the restructured posts and they were filled up on the

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basis of seniority-cum-fitness. However, the Ministry of Labour, and Employment vide letter No.14015/1/2011-SS-I dated 09.08.2011, directed that the DOP&T's OM No.36012/45/2005-Estt.(Res) dated 10.08.2010 has to be strictly followed and accordingly the review DPC should be called to rectify the irregularity/non-application of reservation roster in the additional posts created on restructuring. Accordingly, the review DPC was held on 28.09.2006. The review DPC considered the fact that there were 23 vacancies/posts of PSs in Headquarters out of which 19 fall in the share of General Category, 3 in the SC category and one in the ST category. As per the seniority list of PAs, no ST candidate was available even after extending the zone of consideration. Therefore, it was decided to fill up 22 posts of PSs leaving one post vacant for ST category and carry forward that ST point. As per the seniority list of PA/PS/Stenographer of Headquarters as on 14.07.1997, the officials at Sl.No.1 to 19 belonging to general category except one Shri Ramraj at Sl.No.14 who belongs to SC category but he was to be treated as general category and the officials mentioned at Sl.No.21 and 22 belonging to SC category. Hence, those two SC category officials, namely, Shri R.K. Mehra and Shri Gajanand occupied 2 posts out of three posts of SC category. For the remaining one post of SC category, Shri Anand Kumar at Sl.No.31 in the seniority list of Headquarters as on 14.07.1997 was to be promoted by extending the zone of consideration replacing the Applicant who belonged to the general category and who was at Sl.No.20. Thus, the review DPC recommended only the following 22 officials fit for promotion to the post of PSs in the grade of Rs.6500-200-10500 (pre-revised) with effect from 14.07.1997 and monetary benefits w.e.f. 26.09.2000:-

Sl. No.	Name of the Officials	Date of promotion as PS
1.	Smt. Madhuri Tulsani Promoted as Sy. PA w.e.f. 7.3.1994	14.7.1997
2.	Shri Ajay Kumar Verma	14.7.1997
3.	Smt. Suneet Kaur	14.7.1997
4.	Shri V.K. Gupta	14.7.1997
5.	Smt. Vijay Verma	14.7.1997
6.	Shri B.K. Batra	14.7.1997
7.	Smt. Santosh Sood	14.7.1997
8.	Smt. Kuki Bhatia	14.7.1997
9.	Shri Pritpal Singh	14.7.1997
10.	Shri Y.S. Rawat	14.7.1997

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11. Shri Geeta Banerjee 14.7.1997
12. Smt. Santosh Malik 14.7.1997
13. Smt. Pradeep Chand 14.7.1997
14. Shri Ramraj(SC) 14.7.1997
15. Smt. Surinder Kaur 14.7.1997
16. Smt. Mona Nichani 14.7.1997
17. Shri Chandra Prakash 14.7.1997
18. Shri Dharam Raj Singh 14.7.1997
19. Smt. Pramjit Kaur 14.7.1997
20. Shri R.K. Mehra(SC) 14.7.1997
21. Shri Gajanand(SC) 14.7.1997
22. Shri Anand Kumar (SC) 14.7.1997

6. Thereafter, the Respondents, vide impugned Annexure A-2 order dated 23.08.2011, promoted the Respondent No.3 to the post of PS on regular basis w.e.f. 14.07.1997 in the pay scale of Rs.6500-10500 (pre-revised) in the Headquarters with the monetary benefits w.e.f. 26.09.2000. They have also issued Annexure A-4A letter dated 11.11.2011 considering Respondent No.3 for grant of next promotion to the post of Assistant Provident Fund Commissioner (APFC) on ad hoc basis.

7. The Applicant has challenged the aforesaid orders in this Original Application on the ground that no review DPC could have been conducted by the Respondents in the facts and circumstances of the aforesaid case. He has submitted that the principles of reservation would not apply in cases of only upgradation of the existing posts on account of restructuring. Further, according to him, it is a settled law that where there is only upgradation of existing posts without creation of additional posts, principles of reservation do not apply as upgradation neither involves appointment nor promotion. On the other hand, upgradation involves mere conferment of financial benefits of a higher scale of pay. In the present case, the process was upgradation simpliciter and it was not promotion. He has also stated that the DPC held on 28.09.2006 specifically considered the law that the reservation orders were not applicable while restructuring the cadre by upgrading the existing posts.

8. He has further stated that the Respondent No.3 did not fulfill the criteria for considering him for promotion to the post of PS as he did not complete 6 years minimum service in Stenographers grade and hence he was not eligible for selection to the post of PS w.e.f. 14.07.1997. He was appointed only on 30.12.1991 and he had completed only 5 years, 6 months and 14 days service as on 14.07.1997.

9. The official Respondents have filed their reply. They have submitted the restructuring of stenographer cadre was approved by the competent authority on 29.06.98 and the same were notified on 02.01.1999 and from that date it became an All India Cadre from erstwhile Regional Cadre. Earlier the Stenographer cadre of EPFO had the strength of 251 posts comprising of Steno Gr-III (180), Steno Gr-II (57), Steno Gr I/PA (13) & Sr.PA (01). They were restructured by redistributing all the available posts in the cadre in the ratio of 40:40:20 thereby creating the post of Stenographer (103), PA (103) & PS (52) (total 258). The restructured posts were also got notified on 02.01.1999 in accordance of DOPT instructions No. O.M. No. 10/10/87-CS dated 01.11.1993 (Annexure-I). Initially the department started the process of filling up the re-structured posts by preparing the All India Seniority as per the New RR but the Hyderabad Bench of this Tribunal vide its order dated 27.03.2006 in OA No. 237/04 - Shri B.T. Krishna Rao & Others Vs. Union of India & Others (relying on the order dated 19.02.2003 of Principal Bench of this Tribunal in OA No. 2243/2001 ordered to implement the decision of Executive Committee on restructuring retrospectively from 14.7.97 i.e. the date on which the EC approved the proposal for restructuring. The department implemented the said order by allowing notional promotion to the Pas w.e.f. 17.7.91 consequent to restructuring and directed to fill up the restructured posts on the basis of regional seniority and under the provisions of 1992 Rules. Accordingly, vide Head Office, EPFO letter dated 22.09.1999, the post of Steno, PA & PS were distributed amongst the Regional Offices, ZTIs, NATRSS, ACC(Zones) & Head Officer. The re-structured posts in stenographer cadre was circulated vide Ho letter dated 22.09.1999. Accordingly, out of the total posts of 52, 23 post of PS were allocated to Head Office (including NATRSS). Initially the EPFO took steps to fill up all 52 posts of PS on the basis of All India seniority and new Recruitment Rules but consequent upon the order of CAT, Hyderabad Bench in OA No. 237/2004 (supra) a decision was taken to fill up the re-structured posts in the stenographer cadre in EPFO on the basis of Regional Seniority and under the provisions of 1992 Rules. Accordingly the DPC was held on 28.09.2006 to fill up 23 posts of PS pertaining to Head office. As 7 officials were already promoted to the post of PS while filling up the post of PS on the basis of All India Seniority, remaining 16 posts were filled up as per the Regional Seniority of stenographers as on 14.07.1997 in Head Office. On perusal of the DPC proceedings it was observed that Reservation Roster was not applied stating that those were re-structured posts and the same were filled up on the basis of seniority-cum-fitness.

10. But the M/o Labour & Employment, vide their letter no.14015/1/2011-SS-I dated 9.08.2011, directed that the DOP&T OM No.36012/45/2005-Estt (Res) dated 10.08.2010 shall be followed strictly. In the said letter, they informed that the matter of application of reservation to the existing SC/ST officials in case of cadre restructuring where the total number of posts have been reduced or remained same was taken up with the DOP&T and the DOP&T advised to examine the case in the light of Hon<sup>ble</sup> Supreme Court's order dated 29.07.2008 in Civil Appeal No.6934-6946 of 2005 in the case of Union of India Vs. Pushpa Rani & Others. The relevant part of the said order reads as under:-

☐ In legal parlance, upgradation of a post involves transfer of a post from lower to higher grade and placement of the incumbent of that post in the higher grade. Ordinarily, such placement does not involve selection but in some of the service rules and/or policy framed by the employer for upgradation of posts, provision has been made for denial of higher grade to an employee whose service record may contain adverse entries or who may have suffered punishment☐.

11. Accordingly a Review DPC was held on 11.08.2011 to review the DPC already held on 28.09.06. The committee was also informed about the latest instructions dated 10.08.2010 issued by DOP&T vide OM No.36012/45/2005-Estt.(Res). There were 23 vacancies/Post of PS I Head office out of which 19 fall in the share of General Category, 03 fall in the SC Category and one falls in the ST Category. As per the Regional Seniority list of Stenographer/PAs as on 14.07.1997, no ST candidate was available even after extending the zone of consideration. Hence the DPC recommended to fill up only 22 vacancies of PS leaving one post vacant for ST category which is carried forward. On implementing the Minutes dated 11.08.2011 of the Review DPC two officials of General Category, namely, Shri Harish Makhija (Applicant in this OA) and Shri Vinod Grover who were promoted as PS on regular basis vide recommendation of earlier DPC held on 28.09.2006 and promotion order dated 03.08.2006 became surplus and to regularize their regular promotion two supernumerary post of PS were created.

12. The Private Respondent No.3 has also filed a separate reply stating that based on the Annexure A-15, Govt. of India DOPT OM dated 01.11.1993, Respondent no.2 introduced and approved a Scheme of restructuring of the posts of Senior Personal Assistants/Stenographers in Grade [D], [C] and [A] & [B] respectively. The executive Committee of Respondent no.2 in its meeting held on 14.9.1997, approved the above Scheme of Restructuring of posts. As per the scheme, the restructured post of Grade [D], [C] and [A] and [B] (merged) of Central Secretariat Stenographers Service shall be in the ratio of 40:40:20 respectively with a view to provide better avenues of promotion to Grade [D] & [C] stenographers. The basic features of the scheme, amongst others, were as below:-

(a) that the vacancies arising out of the restructuring will be filled up only from the employees who fulfill the eligibility criteria laid down in the recruitment rules for the posts;

(b) that every year promotions/reversions will be made based on the number of posts at each level determined in the manner provide therein in the scheme.

(c) that the Restructure Scheme has been framed to provide alternative promotional avenues to the Stenographers who shall get at least two promotions in his career.

13. He has also submitted that the Applicant was promoted to the post of Personal Assistant notionally with effect from 14.07.1997 and with monetary benefit with effect from 26.09.2000 in compliance of the order dated 19.02.2003 of the CAT, Principal Bench in OA No.2243/2001. As per the restructured cadres of the Stenographers and others, the post of Stenographers Grade-II and Grade-I(PA) were merged as Personal Assistants and a new cadre of Private Secretary was created. In compliance of the order dated 29.06.2006 passed by the Hyderabad Bench of this Tribunal in OA No. 237/2004 the benefit of notional promotion as PA was granted w.e.f. 14.07.1997 taking into consideration the regional seniority.

14. He has also submitted that before restructuring there was only one post of Sr. PA in the scale of Rs.6500-10500 was available in stenographers cadre. 51 new posts of Private Secretaries were created by restructuring the posts of Steno Grade-I, Steno Grade-II and Steno Grade-III. The restructuring was

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done on the lines of Central Secretariat Stenographers Services. 258 Stenographers were distributed as per details below:-

Name of the Posts and Pay Scale	Number of posts before restructuring	Number of posts are restructuring	New creation
Senior PA now Private Secretary			
(6500-10500)	01	52	51
Stenographer Grade-I now Personal Assistant			
(5500-9000)	13	103	90
Stenographer Grade-II			
(5000-8000)	57	0	Nil
Stenographer Grade-III			
(4000-6000)	187	103	Nil

15. Due to the aforesaid restructuring, the 23 posts of PSs were to be filled up by promotion from the feeder cadre of Personal Assistant. The category-wise distribution post was worked out as General - 19, SC - 3 and ST -1. Therefore, in nutshell, he has submitted that the restructuring of the posts and filling up the posts in each cadre of Stenographer, PA, PS involved were promotion and not upgradation and, therefore, rules of reservation would not apply is wholly misconceived and untenable in the eyes of law.

16. We have heard the learned counsel for the Applicant Shri K.P. Gupta, learned counsel for the Official Respondents Ms. Aparna Bhatt and the learned counsel for Private Respondent Shri S.N. Sharma. The issue regarding restructuring was considered by this Tribunal in OA No.3623/2011 and connected cases  $\square$  Karan Singh and Others Vs. The Secretary, Ministry of Labour and Others decided on 22.04.2014. The operative part of the said order reads as under:-

$\square$ 9. We have considered the rival contentions. It is seen that in the cadres of Assistant and SSA, after restructuring the total number of posts have reduced. The number of posts of Assistant and SSA before restructuring was 73 and 166 respectively and the total was 239. After restructuring, the posts of SSA was abolished and in their place the existing strength of Assistant was increased from 73 to 147. In other words, the total strength of Assistants and SSA before restructuring (73+166= 239) has been reduced to 147. As a result, the Respondents have promoted the SSA en masse as Assistants in the same order of their seniority without following any selection process. However, the All India EPF SC/ST Staff Federation made a representation dated 09.08.2010 that due reservation to the officials to SC/ST categories has not

been promoted in the cadre of Assistants Section Officers etc. Thereafter, the Respondents made a reference to DOP&T to ascertain as to whether or not, fresh reservation to te existing SC/ST officials in the case of cadre restructuring is to be provided where the total no. of posts have either been reduced or remained the same. The advice of the DOP&T was to examine the case in the light of the judgment of the Apex Court in Union of India and Others Vs. Pushpa Rani decided on 29.07.2008 2008 (9) SCC 242. Thereafter, the Respondents EPFO examined the case in the light of the aforesaid judgment and came to the conclusion that reservation policy for SC/ST employees is not applicable for the following reasons:-

☐(i) upgradation of large number of posts was involved;

(ii) these posts could be filled by the existing incumbents in the higher grade without subjecting them to the process of selection; and

(iii) the restructuring exercise did not result in creation of new posts/additional posts which could be filled by promotion by following the procedure of selection☐.

10. The OM No.36012/45/2005-Estt.(Res.) dated 10.10.2010 issued by the DOP&T regarding treatment of SC/ST candidates promoted on their own merit for grant of reservation relied upon by Respondent M/o Labour & Employment in the impugned letter dated 09.08.2011 has no application. It only says that SC/ST candidates appointed by promotion on their own merit and seniority and not owing to reservation or relaxation of qualifications will be adjusted against unreserved points of reservation roster, irrespective of the fact whether the promotion is made by selection method or non-selection method. Therefore, the impugned order dated 23.08.2011 has been issued without any justification.

11. As regards the issue of reservation in the case of the restructuring of the cadres is concerned, generally the existing posts are upgraded as it is to posts with higher scale of pay. In such cases, mostly the number of posts in the cadre remains the same. However, there may be occasions, on restructuring of the cadres, the total number of existing posts is increased and in the higher category, additional posts are created. The Gujarat High Court in Union of India Vs. All India Non-SC/ST Telecom Employees Association ☐ Special Civil Appeal No.7576 of 1997 decided on 24.03.1999 and the Apex court in All India Non-SC/ST Employees Association (Railway) Vs. V.K. Agarwal and Others ☐ (2001) 10 SCC 165 and in Union of India Vs. V.K. Sirothia 2008 (9) SCC 283 held that if the total number of existing posts remain the same and certain employees get the higher pay scales due to the reclassification of the different scales of pay, it would be only a case of upgradation of posts and not creation of any new posts. Hence, the principle of reservation would not be applicable in such cases. In other words unless some additional posts are created by way of restructuring, reservation of posts for SC and ST candidates cannot be resorted to. Again, in its judgment in Bharat Sanchar Nigam Limited Vs. R. Santhakumari Velusamy and

Others (2011) 9 SCC 510, the Apex Court held that if there is mere upgradation of posts, as contrasted from promotion, reservation provisions would not apply. But in cases where no additional posts were created, but where a process of selection was involved in the upgradation, the process has to be considered not as an upgradation simplicitor, but a process of promotion and therefore the principles of reservation would be attracted. In the said judgment, the Apex Court has also considered its earlier judgments in the cases of V.K. Agarwal and Others (supra) and V.K. Sirothia (supra) as well as the judgment of the Gujarat High Court in Union of India vs. All India Non SC/ST Telecom Employees Association (supra). The relevant part of the said judgment is as under:-

13. The said order is challenged in these appeals by special leave by the appellant. The appellant has put forth the following contentions:

(i) There is a clear distinction between upgradation and promotion. While promotion involves advancement in rank, grade or both and is always a step towards advancement to higher position, grade or honour, upgradation does not involve promotion to a higher position and the pedestal of the employee remains the same and the employee is merely conferred some financial benefits by granting a higher pay scale, to overcome stagnation. The BCR scheme introduced as per order dated 16.10.1990 was a scheme of upgradation and not promotion.

(ii) Where there is only upgradation of existing posts, with creating additional posts, principles of reservation would not apply. The Tribunal and the High Court committed a serious error by treating upgradation as a promotion to which reservation rules would apply. The Tribunal and the High Court ought to have followed the decision of this Court in All India Employees Association (Railways) vs. V.K. Agarwal - 2001 (10) SCC 165 and the decision of the Gujarat High Court dated 24.3.1999 in Special Civil Application No.7576 of 1997 - Union of India vs. All India Non SC/ST Telecom Employees Association.

14. Article 16(4) enables the State to make any provision for reservation of appointment or posts in favour of any backward classes of citizens. Article 16(4A) enables the State to make any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the State in favour of Scheduled Castes and Scheduled Tribes, which in the opinion of the State, are not adequately represented in the services under the State. As upgradation involves neither — appointment nor promotion, it will not attract reservation. Upgradation involves mere conferment of financial benefits by providing a higher scale of pay. If there is mere upgradation of posts, as contrasted from promotion, reservation provisions would not apply. [See : All India Employees Association (Railways) vs. V.K. Agarwal - 2001 (10) SCC 165 and Union of India vs. V. K. Sirothia - 2008 (9) SCC 283].

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15. In V.K. Agarawal this Court held:

"It appears from all the decisions so far that if as a result of reclassification or readjustment, there are no additional posts which are created and it is a case of upgradation, then the principle of reservation will not be applicable. It is on this basis that this Court on 19.11.1998 had held that reservation for SC and ST is not applicable in the upgradation of existing posts and CA No.1481 of 1996 and the connected matters were decided against the Union of India. The effect of this is that where the total number of posts remained unaltered, though in different scales of pay, as a result of regrouping and the effect of which may be that some of the employees who were in the scale of pay of Rs.550-700 will go into the higher scales, it would be a case of upgradation of posts and not a case of additional vacancy or post being created to which the reservation principle would apply. It is only if in addition to the total number of existing posts some additional posts are created that in respect of those additional posts the reservation will apply, but with regard to those additional posts the dispute does not arise in the present case. The present case is restricted to all existing employees who were redistributed into different scales of pay as a result of the said upgradation."

(emphasis supplied)

16. The decision of this Court in V.K. Sirothia arose from a decision of the Allahabad Bench of the Tribunal which expressed a similar view (in V.K. Sirothia vs. Union of India - O.A. No.384/1986). The Tribunal held:

"The restructuring of posts was done to provide relief in terms of promotional avenues. No additional posts were created. Some posts out of existing total were placed in higher grade to provide these avenues to the staff who were stagnating. The placement of these posts cannot be termed as creation of additional posts. There were definite number of posts and the total remained the same. The only difference was that some of these were in a higher grade. It was deliberate exercise of redistribution with the primary object of betterment of chance of promotion and removal of stagnation."

The Union of India challenged the said order of the Tribunal and this Court by a brief order dated 19.11.1998 (Union of India vs. V.K. Sirothia - 2008 (9) SCC 283) dismissed the appeal by a brief order. The relevant portion of the said order is extracted below :

"The finding of the Tribunal that "the so-called promotion as a result of redistribution of posts is not promotion attracting reservation" on the facts of the case, appears to be based on good reasoning. On

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facts, it is seen that it is a case of upgradation on account of restructuring of the cadres, therefore, the question of reservation will not arise. We do not find any ground to interfere with the order of the Tribunal."

17. We may next consider the concepts of 'promotion' and 'upgradation'. In Lalit Mohan Deb, this Court explained the difference between a promotion post and a selection grade :

"It is well recognised that a promotion post is a higher post with a higher pay. A selection grade has higher pay but in the same post. A selection grade is intended to ensure that capable employees who may not get a chance of promotion on account of limited outlets of promotions should at least be placed in the selection grade to prevent stagnation on the maximum of the scale. Selection grades are, therefore, created in the interest of greater efficiency."

18. In Tarsen Singh vs. State of Punjab - 1994 (5) SCC 392, this Court defined 'promotion' thus:

"Promotion as understood under the service law jurisprudence means advancement in rank, grade or both. Promotion is always a step towards advancement to a higher position, grade or honour."

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22. But even in cases where no additional posts were created, but where a process of selection was involved in the upgradation, the process has to be considered not as an upgradation simplicitor, but a process of promotion and therefore the principles of reservation would be attracted. We may refer to the Constitution Bench decision of this Court in Ram Prasad (supra) where this Court held that appointment from senior scale to selection scale is a promotion though it may not be a promotion to a higher position and consequently the reserved candidates are entitled to be promoted to the selection scale by way of roster points. For this purpose, the Constitution Bench relied upon the decision of Fateh Chand Soni.

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posts, formation and structuring/restructuring of cadres, prescribing the source/mode of recruitment and qualifications, criteria of selection, evaluation of service records of employees fall within the exclusive domain of employer. What steps should be taken for improving efficiency of the administration is also the preserve of the employer. Power of judicial review can be exercised in such matters only if it is shown that the action of the employer is contrary to any constitutional or statutory provision or is patently arbitrary or is vitiated by mala fides. The court cannot sit in appeal over the judgment of the employer and ordain that a particular post be filled by direct recruitment or promotion or by transfer. The court has no role in determining the methodology of recruitment or laying down the criteria of selection. It is also not open to the court to make comparative evaluation of the merit of the candidates. The court cannot suggest the manner in which the employer should structure or restructure the cadres for the purpose of improving efficiency of administration."

(emphasis supplied)

28. In Pushpa Rani, this Court while considering a scheme contained in the letter dated 9.10.2003 held that it provided for a restructuring exercise resulting in creation of additional posts in most of the cadres and there was a conscious decision to fill-up such posts from promotion from all eligible and suitable employees and, therefore, it was a case of promotion and, consequently, reservation rules were applicable.

29. On a careful analysis of the principles relating to promotion and upgradation in the light of the aforesaid decisions, the following principles emerge :

(i) Promotion is an advancement in rank or grade or both and is a step towards advancement to higher position, grade or honour and dignity. Though in the traditional sense promotion refers to advancement to a higher post, in its wider sense, promotion may include an advancement to a higher pay scale without moving to a different post. But the mere fact that both - that is advancement to a higher position and advancement to a higher pay scale - are described by the common term 'promotion', does not mean that they are the same. The two types of promotion are distinct and have different connotations and consequences.

(ii) Upgradation merely confers a financial benefit by raising the scale of pay of the post without there being movement from a lower position to a higher position. In an upgradation, the candidate continues to hold the same post without any change in the duties and responsibilities but merely gets a higher pay scale.

(iii) Therefore, when there is an advancement to a higher pay scale without change of post, it may be referred to as upgradation or promotion to a higher pay scale. But there is still difference between the two. Where the advancement to a higher pay-scale without change of post is available to everyone who

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satisfies the eligibility conditions, without undergoing any process of selection, it will be upgradation. But if the advancement to a higher pay-scale without change of post is as a result of some process which has elements of selection, then it will be a promotion to a higher pay scale. In other words, upgradation by application of a process of selection, as contrasted from an upgradation simplicitor can be said to be a promotion in its wider sense that is advancement to a higher pay scale.

(iv) Generally, upgradation relates to and applies to all positions in a category, who have completed a minimum period of service. Upgradation, can also be restricted to a percentage of posts in a cadre with reference to seniority (instead of being made available to all employees in the category) and it will still be an upgradation simplicitor. But if there is a process of selection or consideration of comparative merit or suitability for granting the upgradation or benefit of advancement to a higher pay scale, it will be a promotion. A mere screening to eliminate such employees whose service records may contain adverse entries or who might have suffered punishment, may not amount to a process of selection leading to promotion and the elimination may still be a part of the process of upgradation simplicitor. Where the upgradation involves a process of selection criteria similar to those applicable to promotion, then it will, in effect, be a promotion, though termed as upgradation. A

(v) Where the process is an upgradation simplicitor, there is no need to apply rules of reservation. But where the upgradation involves selection process and is therefore a promotion, rules of reservation will apply.

(vi) Where there is a restructuring of some cadres resulting in creation of additional posts and filling of those vacancies by those who satisfy the conditions of eligibility which includes a minimum period of service, will attract the rules of reservation. On the other hand, where the restructuring of posts does not involve creation of additional posts but merely results in some of the existing posts being placed in a higher grade to provide relief against stagnation, the said process does not invite reservation.

12. We have heard the counsel for the parties in these two OAs. We have also perused the documents filed by the parties available on record. The question of reservation in promotion is already a settled issue. The five judges Constitution Bench of the Apex Court in M. Nagaraj & Others v. Union of India & Others JT 2006 (9) SC 191, 2006 (8) SCC 2112 held that reservation in promotion per se is not unconstitutional. Therefore, it has upheld the provisions for reservation in promotion for Scheduled Castes and Scheduled Tribes with consequential seniority as contained in Article 16 (4A) and Article 16 (4B) of Constitution. The said Article reads as under:-

“(4A) Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the

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State in favour of the Scheduled Castes and the Scheduled Tribes which, in the opinion of the State, are not adequately represented in the services under the State.

(4B) Nothing in this article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provision for reservation made under clause (4) or clause (4A) as a separate class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of fifty per cent. reservation on total number of vacancies of that year.

But such reservation is subject to the condition that the State shall form its opinion that the Scheduled Castes and Scheduled Tribes are not adequately represented in the service. The relevant part of the Apex Court's judgment in the aforesaid case is as under:-

¶122. However, in this case, as stated, the main issue concerns the "extent of reservation". In this regard the concerned State will have to show in each case the existence of the compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation. As stated above, the impugned provision is an enabling provision. The State is not bound to make reservation for SC/ST in matter of promotions. However if they wish to exercise their discretion and make such provision, the State has to collect quantifiable data showing backwardness of the class and inadequacy of representation of that class in public employment in addition to compliance of Article 335. It is made clear that even if the State has compelling reasons, as stated above, the State will have to see that its reservation provision does not lead to excessiveness so as to breach the ceiling-limit of 50% or obliterate the creamy layer or extend the reservation indefinitely.

13. Again in its judgment in Suraj Bhan Meena and Another v. State of Rajasthan and Others (2011) 1 SCC 467, the Apex Court reiterated the conditions precedent for reservation of posts in promotion as inadequacy of representation of members of SCs and STs and ascertainment of the necessity of such reservation. Further, the said judgment held the notifications providing for promotion of members of SCs and STs with consequential seniority issued by State Government without first acquiring quantifiable data regarding inadequacy of representation of SCs and STs in public services has been rightly set aside by High Court. The relevant part of the said judgment reads as under:-

¶64. Ultimately, after the entire exercise, the Constitution Bench held that the State is not bound to make reservation for Scheduled Castes and Scheduled Tribes candidates in matters of promotion but if it wished, it could collect quantifiable data touching backwardness of the applicants and inadequacy of representation of that class in public employment for the purpose of compliance with Article 335 of the Constitution.

65. In effect, what has been decided in M. Nagaraj's case (supra) is part recognition of the views expressed in Virpal Singh Chauhan's case (supra), but at the same time upholding the validity of the 77th, 81st, 82nd and 85th amendments on the ground that the concepts of "catch-up" rule and "consequential seniority" are judicially evolved concepts and could not be elevated to the status of a constitutional principle so as to place them beyond the amending power of the Parliament. Accordingly, while upholding the validity of the said amendments, the Constitution Bench added that, in any event, the requirement of Articles 16(4-A) and 16(4-B) would have to be maintained and that in order to provide for reservation, if at all, the tests indicated in Article 16(4-A) and 16(4-B) would have to be satisfied, which could only be achieved after an inquiry as to identity.

66. The position after the decision in M. Nagaraj's case (supra) is that reservation of posts in promotion is dependent on the inadequacy of representation of members of the Scheduled Castes and Scheduled Tribes and Backward Classes and subject to the condition of ascertaining as to whether such reservation was at all required.

67. The view of the High Court is based on the decision in M. Nagaraj's case (supra) as no exercise was undertaken in terms of Article 16(4-A) to acquire quantifiable data regarding the inadequacy of representation of the Schedule Castes and Scheduled Tribes communities in public services. The Rajasthan High Court has rightly quashed the notifications dated 28.12.2002 and 25.4.2008 issued by the State of Rajasthan providing for consequential seniority and promotion to the members of the Scheduled Castes and Scheduled Tribes communities and the same does not call for any interference.☐

14. Further, in its recent judgment in U.P. Power Corporation Ltd. v. Rajesh Kumar & Others ☐ 2012 (4) SCALE 687 decided on 27.04.2012, the Apex Court has held that fresh exercise in the light of the judgment of the Constitution Bench in M. Nagaraj's case (supra) is a categorical imperative. The relevant part of the said judgment is as under:-

☐41. As has been indicated hereinbefore, it has been vehemently argued by the learned senior counsel for the State and the learned senior counsel for the Corporation that once the principle of reservation was made applicable to the spectrum of promotion, no fresh exercise is necessary. It is also urged that the efficiency in service is not jeopardized. Reference has been made to the Social Justice Committee Report and the chart. We need not produce the same as the said exercise was done regard being had to the population and vacancies and not to the concepts that have been evolved in M. Nagaraj (supra). It is one thing to think that there are statutory rules or executive instructions to grant promotion but it cannot be forgotten that they were all subject to the pronouncement by this Court in Vir Pal Singh Chauhan (supra) and Ajit Singh (II) (supra). We are of the firm view that a fresh exercise in the light of

have to see that the reservation provision does not lead to excessiveness so as to breach the ceiling limit of 50% or obliterate the creamy layer or extend the reservation indefinitely, as per the dicta laid down in the aforesaid Judgments. But the respondents, without undertaking any exercise as contemplated by the Hon<sup>ble</sup> Apex Court, as aforesaid, and without making any provision for providing reservations in promotions, effected the promotions in various Nursing Cadres, by following the rule of reservation, and further contemplating to make further promotions to higher posts.

6. The respondents vide their reply though not denied the OA averments, but submitted that after the pronouncement of the Judgements in S.Nagaraj and Suraj Bhan Meena's cases (supra), they have not received any Instructions/Guidelines or Office Memorandums/Circulars either to follow those Judgments or orders passed in compliance of the said Judgments, and hence, they have applied the rule of reservations in effecting promotions to various Nursing Cadres. It is further stated that the Department is in the process of finalizing the seniority lists of Staff Nurses and as soon as those lists are finalized, the ad hoc promotions made under the impugned Annexures would be reviewed and further appropriate action as per law would be taken. They further submit that since the impugned promotions are only of ad hoc nature and would be reviewed once the seniority lists of Staff Nurses are finalized, therefore, the interference of this Tribunal is not warranted at this stage.

7. Heard Shri M.K.Bhardwaj, the learned counsel for the applicants and Ms. P.K.Gupta, the learned counsel for the respondents and also gone through the pleadings on record.

8. No person or authority can ignore or violate the law of the land on the ground that they have not received any Instructions/Guidelines/Office Memorandums/Circulars from their higher authorities or from any other Ministry to follow the said law.

9. The contention of the respondents that the promotions were effected only on ad hoc basis and hence, they will apply the law laid down by the Hon<sup>ble</sup> Apex Court while making regular promotions and till then they maintain the ad hoc promotions is unacceptable, untenable and unsustainable.

10. The present OA is filed without making any of the affected parties as respondents to the OA. Further, in the impugned promotion orders, which are sought to be quashed, in addition to the ineligible persons, i.e., persons promoted by virtue of applying the rule of reservation in promotions, others who belongs to all categories, i.e., General and Reserved categories, whose cases would not be effected, even the rule of reservation is not applied are also there. In view of the same, we are not proposing to quash the impugned orders. Alternatively, the ends of justice would be met if a direction is issued to the respondents to review all the promotions effected by applying rule of reservation to the categories of Nursing Sisters, Assistant Nursing Sisters, Deputy Nursing Sisters and Nursing Superintendents and re do the entire exercise of effecting promotions to the said categories, in strict compliance of the law laid down by ~~The~~ Hon<sup>ble</sup> Apex Court in ~~M.~~ Nagaraj and Others v. Union of India, (2006) 8 SCC 212 and Suraj Bhan Meena v. State of Rajasthan, (2011) 1 SCC 467, and accordingly, draw the seniority lists in the said categories as per rules. This exercise shall be completed within a period of two months from the date of receipt of a copy of this order. Ordered accordingly.

11. The OA is accordingly allowed in terms of the aforesaid directions. No order as to costs.

OA No.2009/2013

8. Heard Shri M.K.Bhardwaj, the learned counsel for the applicants and Shri N.K.Singh for Mrs. Avniash Ahlawat, the learned counsel for the official respondents No.1 and 2 and Shri Ajesh Luthra for Respondents No.3 to 5 and 7 and Shri A.K.Singh for Respondent No.6 and also gone through the pleadings on record.

9. No person or authority can ignore or violate the law of the land on the ground that they have not received any Instructions/Guidelines/Office Memorandums/Circulars from their higher authorities or from any other Ministry to follow the said law.

10. The learned counsel for the applicants relied upon the Judgements of the Hon<sup>ble</sup> Apex Court in DWARIKESH SUGAR INDUSTRIES LTD V. PREM HEAVY ENGINEERING WORKS (P) LTD., AND ANOTHER, (1997) 6 SCC 450 and submits that the Apex Court has observed in Para 32 as under:

32. When a position, in law, is well settled as a result of judicial pronouncement of this Court, it would amount to judicial impropriety to say the least, for the subordinate Courts including the High Courts to ignore the settled decisions and then to pass a judicial order which is clearly contrary to the settled legal position. Such judicial adventurism cannot be permitted and we strongly deprecate the tendency of the subordinate Courts in not applying the settled principles and in passing whimsical orders which necessarily has the effect of granting wrongful and unwarranted relief to one of the parties. It is time that this tendency stops.

He also placed reliance on a Judgment of this Bench in OA No.2434/2012, dated 5.12.2013, to this effect.

11. Shri Ajesh Luthra and Shri A.K.Singh, the learned counsel appearing for the private respondents submit that they belong to Unreserved category and are very much senior to the applicants in the category of Sub Inspector (Executive) and irrespective of the result of the OA, they are entitled for promotion to the post of Inspector, in view of their seniority and in view of availability of the sufficient vacancies. Further, the learned counsel appearing for the private respondents also not disputed the legal position and the applicability of the Judgements of the Hon<sup>ble</sup> Apex Court in M. Nagaraj and Suraj Bhan Meena, etc. to the facts of the present case.

12. This Tribunal while issuing notices restrained the respondents from making any further promotions by order dated 11.06.2013. When the MA No.1994/2013 filed by respondents 3 to 5 seeking to vacate or modify the said order, was not found favour by this Tribunal by order dated 06.08.2013, they filed W.P (C) No.6582/2013 and the same was disposed by the Hon<sup>ble</sup> High Court of Delhi vide its order dated 21.10.2013 directing this Tribunal to dispose the main OA itself.

IN THE HIGH COURT OF DELHI AT NEW DELHI  
W.P.(C) 3996/2014

Annexure-B-7

DARSHAN KUMAR TANWAR and ORS. .... Petitioners  
Through : Mr. S.S.Pandey, Adv.

versus

UNION OF INDIA and ORS..... Respondents

Through : Mr. Ajay Diggpaul, CGSC with Mr.Kunal Punj, Adv. for R-1.

Ms. Aparna Bhat and Mr.Paul Prasad, Advs. For R-2.

Mr. M.K.Bhardwaj, Adv. For R-3 and R-4.

CORAM:

HON'BLE MR. JUSTICE S. RAVINDRA BHAT

HON'BLE MR. JUSTICE VIPIN SANGHI

O R D E R

10.09.2014

Issue notice. Mr. Ajay Diggpaul, Central Government Standing Counsel accepts notice for respondent No.1. Ms. Aparna Bhat, Advocate accepts notice for respondent No.2.

**C.M. No. 8042/2014**

Issue notice. Mr. Ajay Diggpaul, Central Government Standing Counsel accepts notice for respondent No.1. Ms. Aparna Bhat, Advocate accepts notice for respondent No.2.

The applicants submit that though they were promoted according to the existing notification with regard to the availability of the reservation policy in the upgraded post, in view of the CAT's order ? which holds that the effect of the upgradation is, in fact, a promotion, which would necessarily entail a separate promotional reservation arrangement, they are likely to be reverted.

Having regard to the circumstances, operation of the impugned order is hereby suspended during the pendency of these proceedings.

List on 25th November, 2014.

Order dasti to the parties.

S. RAVINDRA BHAT, J

VIPIN SANGHI, J

SEPTEMBER 10, 2014



मुख्यालय / HEAD OFFICE  
कर्मचारी भविष्य निधि संगठन  
EMPLOYEES' PROVIDENT FUND ORGANISATION  
श्रम एवं रोजगार संचालक, भारत सरकार  
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA  
भविष्य निधि भवन, 14 भिकाजी कामा प्लेस नई दिल्ली-110066  
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi 110066  
[www.epfindia.gov.in](http://www.epfindia.gov.in), [www.epfindia.nic.in](http://www.epfindia.nic.in)

No.HRM II/13(5)/2007

Dated :

3 July 2008

ORDER

The Hon'ble CAT, Principal Bench in O A no. 867/2007 and MA no. 997/2007 filed by Sh. Ashok Bhatt and others vide order dated 18.05.2007 had ordered that :

"without going into the merits of the case, at this stage, we direct Central Provident Fund Commissioner, the third respondent herein, to deal with the representations at Annexure A-2 and pass orders thereon in accordance with law as expeditiously as possible and preferably within a period of three months from the date of receipt of a certified copy of this order".

2. Accordingly, a speaking order had been issued by the undersigned on 16.08.2007 vide no. HRM II/13(5)/2007/ dated 16.08.2007. Being aggrieved, the petitioner filed MA no. 1837/2007 before the Hon'ble CAT, Principal Bench. The Hon'ble CAT vide order dated 28.04.2008 disposed of MA no. 1837/2007 & OA 867/2007 with the following directions :-

"Speaking order passed by the respondents does not incorporate the fact of erroneous promotion given through DPC held which may now

*Handwritten signature/initials*

be incorporated by way of fresh order passed by the respondents.  
On such an order, if the applicant is still aggrieved it will be open for him to take appropriate proceedings in accordance with law".

3. Sh. Ashok Bhatt, Personal Assistant has requested for promotion to the post of Private Secretary on the following grounds :-

- (i) 5 posts of Private Secretary are lying vacant consequent on the promotion of 3 Private Secretaries as APFCs on adhoc basis and 2 officers proceeded on deputation.
- (ii) He is eligible to be considered for the post of Private Secretary as per the old Recruitment Rules as well as new Recruitment Rules.
- (iii) The incumbents appointed as Personal Assistant on 14.07.1997 on the same date have been promoted to the post of Private Secretary

4. I have applied my mind on the facts and circumstances of the issue, the grounds brought out by the official, the provisions of the Recruitment Rules and the decisions of the Hon'ble CAT, Principal Bench in Sh. Vinod Grover Vs CPFC and another and the decision of the Hon'ble CAT, Hyderabad in Sh. B.T. Krishna Rao Vs CPFC & Others.

5. The Hon'ble CAT, Hyderabad Bench, in its judgement dated 27.03.2006 in Sh. B.T. Krishna Rao Vs CPFC & Others ordered that until 02.01.1999, the promotion of officers of the newly restructured cadre of Personal Assistant and Private Secretary should be made on the basis of the vacancies available in the respective regions and only on the date of notification of the new Recruitment Rules on 02.01.1999 the cadre be

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merged into an all India cadre. Accordingly, after implementing the judgement of Sh. B.T. Krishna Rao, the seniority of the officers need to be recast as on 02.01.1999 on all India basis and thereafter the promotions are required to be allowed depending on the eligibility as brought out in the All India seniority list as on 02.01.1999.

6. Sh. Ashok Bhatt was promoted to the post of Personal Assistant vide Office order no.HRM II/10(3)/2003/52734 dated 23.10.2003 w.e.f. 14.07.1997, on notional basis with monetary benefits w.e.f. 26.09.2000 before the judgement of Hon'ble CAT, Hyderabad Bench in Sh. B.T. Krishna Rao case and therefore the promotion and placement in the seniority of Sh. Ashok Bhatt in the cadre of Personal Assistant on 14.07.1997 requires review and repositioning taking into consideration the judgement of Hon'ble CAT, Principal Bench orders dated 18.05.2007 and 28.04.2008.

7. On the review of the orders, I have observed that the decision approving the recommendations of the DPC held on 28.09.2006 in implementing the judgement in Sh. B.T. Krishna Rao and others Vs Union of India in OA no. 237/04 was erroneous, in as much as the recommendations by the DPC was for allowing promotion to the post of Private Secretary as on 14.07.2000, on the basis of regional seniority list of Personal Assistant of Head Quarters Office which was apparently not correct. The promotion to the post of Private Secretary being ordered as on 14.07.2000 are against the vacancies existed after 02.01.1999 and as such the promotion ought to have been considered only on the basis of All India Seniority list. All the vacancies after 02.01.1999 in the grades of

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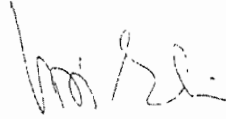
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Private Secretary and Personal Assistant therefore need to be reviewed after finalizing the seniority list of Stenographers, Personal Assistant and Private Secretary on all India basis as on 02.01.1999 after implementing the ratio of the judgment in Sh. B.T. Krishna Rao's case.

8. I also find that in order to satisfy the requirements fresh guidelines has been issued to all the field offices directing to recast the position and to strictly implement the decision.

9. Once the issue is finalized and the decision of the Hon'ble CAT, Hyderabad Bench is fully implemented, the seniority position of Sh. Ashok Bhatt would be recasted. On such recasting, the position assigned would decide his claim. His claim would be reviewed on finalization of seniority list as on 02.01.1999.



(A. VISWANATHAN)  
CENTRAL P.F. COMMISSIONER

Sh. Ashok Bhatt  
Personal Assistant, Head Office  
Through RPFC (ASD)

2/7/00

3/2/7

जारी किया  
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**Annexure C 1**

**List of Officials Promoted as Private Secretaries**

1	Smt.Madhuri Tulsyani
2	Ajay Kumar Verma
3	Smt. Surjeet Kaur
4	Virendar Kumar Gupta
5	Vijay Verma
6	B.K. Batra
7	Ms.K.G.Vijayalakshmi
8	Smt.E.S.Vedamuthu
9	Smt.Swagata Neogi
10	P.B. Bhattacharya
11	Smt. Santhosh Sood
12	Akbar Sharif
13	A.D.Malwani
14	E.Laxmipathi Rao
15	Smt.N.V. Patwardhan
16	Subash Ch. Bose
17	Nityananda Biswal
18	Smt. Kuki Bhatia
19	Pritpal Singh
20	Y.S.Rawat
21	Smt.Geeta Banerjee
22	K.K. Varghese
23	Smt.Santosh Malik
24	Pradeep Chand
25	Ram Raj
26	Raju
27	Dinesh Holkar
28	Manoj Kr. Srivastava
29	B.K. Das
30	Pranab Dev Roy
31	Tapan Kumar Dass
32	Smt. Surinder Kaur
33	Ramesh Chandra Samal
34	Smt.Chandrika Nair
35	R.Dhamodharan

36	A.S.Menon
37	Baby Vanaja
38	M.S. Johnson
39	Smt. Mona Nichani
40	Smt. Celine Pinto
41	R.J. Tuli
42	K. Radhakrishna
43	Chander Prakash
44	Dharam Raj Singh
45	Rakesh Kapoor
46	Smt. Paramjeet Kaur
47	Harish Kumar Makhija
48	Rajendra Mehra
49	M.A. Taher
50	Kiran Rawal
51	Gaja Nand
52	Vinod Grover
53	Rameshwar Das Thakur
54	Ms. Pushpa.Y. Wagh
55	N V V Satyasai
56	V Premlatha
57	Anand Kumar





Notified 9.2.2002

Addendum of 15/11/2001

सं. 33001/2002

REGISTERED No. E...



# भारत का राजपत्र The Gazette of India

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

6] नई दिल्ली, शनिवार, फरवरी 9, 2002 (माघ 20, 1923)  
NEW DELHI, SATURDAY, FEBRUARY 9, 2002 (MAGHA 20, 1923)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
(Separate paging is given to this Part in order that it may be filed as a separate compilation)

## भाग III—खण्ड 4 [PART III—SECTION 4]

सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं।  
Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued  
by Statutory Bodies]

युनाइटेड बैंक ऑफ इंडिया

प्रधान कार्यालय

नई दिल्ली, दिनांक 12 जनवरी 2002

जी.एस.आर. सं. 1/2602—बैंककारी कंपनी (उपक्रमों का अर्जन और  
रण), 1970(1970 का 5)/1980(1980 का 40) की धारा 12 की उप-  
1 (2) के साथ पठित धारा 19 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए,  
इंस्टीट्यूट बैंक ऑफ इंडिया\* बैंक का निदेशक मंडल, भारतीय रिज़र्व बैंक से  
मंजूरी के तथा केन्द्र सरकार की पूर्व अनुमति से, युनाइटेड बैंक ऑफ  
इंडिया\* बैंक (कर्मचारी) पेंशन विनियमन, 1995 में और संशोधन करके  
निलिखित विनियमन बनाता है, अर्थात्—

(1) ये विनियमन युनाइटेड बैंक ऑफ इंडिया (कर्मचारी) पेंशन  
विनियमन, 2001 कहलाएंगे।

(2) ये सरकारी राजपत्र में अपने प्रकाशन की तारीख से प्रभावी होंगे।  
युनाइटेड बैंक ऑफ इंडिया (कर्मचारी) विनियमन, 1995 में, विनियम  
28 के लिए निलिखित विनियमन प्रकाशित किया जाएगा,  
अर्थात् :—

28. अधिवर्षिता पेंशन

अधिवर्षिता पेंशन उस कर्मचारी को मंजूर की जाएगी जो सेवा विनियमन  
या समझौते में उल्लिखित अधिवर्षिता आयु पर पहुंचने पर सेवानिवृत्त हो  
गया है।

फिर भी, 1 सितम्बर, 2000 से पेंशन ऐसे कर्मचारी को भी मंजूर की जाएगी  
जो अधिवर्षिता आयु पर पहुंचने के पूर्व सेवानिवृत्त होने का विकल्प चुनता है,  
लेकिन यह सरकार के अनुमोदन से बोर्ड द्वारा इस प्रयोजन हेतु बनाई गई किसी  
योजना के अनुसार न्यूनतम 15 वर्षों की सेवा करने के पश्चात् ही होगा।

व्याख्यात्मक ज्ञापन

1. भारतीय बैंक संघ ने, भारत सरकार से अनापत्ति प्राप्त करने के पश्चात्  
31.08.2000 को सभी सरकारी क्षेत्र के बैंकों को मॉडल स्वेचिज्क सेवानिवृत्ति  
योजना (बी.आर.एस.) परिचालित की थी। योजना में, अत्यन्त ही संक्षेप में,  
यह व्यवस्था थी कि जिस कर्मचारी ने 15 वर्ष की सेवा पूरी की है वह योजना के  
लिए पात्र है। पेंशन विनियमन में मौजूद उपबंधों के अनुसार, केवल वे कर्मचारी  
जिनमें 20 वर्ष की अर्हता सेवा के पश्चात् स्वेचिज्क सेवानिवृत्ति का विकल्प  
चुना है और प्राधिकारी नियुक्त करने हेतु लिखित रूप में न्यूनतम 3 मासों तक  
नोटिस दी है, पेंशन लाभ के लिए पात्र है। पेंशन विनियमन का उद्देश्य प्रवधान  
के पालना मानदंड तथा लाभ, 31.08.2000 को परिचालित स्वेचिज्क सेवानिवृत्ति

- TRIVANDRUM
- UDAIPUR
- UDUPI
- UJJAIN
- VARANASI
- VIJAYAWADA
- VISAKHAPATNAM
- YAMUNANAGAR
- VERSEAS CENTRES

(1) DUBAI (UAE) (2) KATHMANDU (NEPAL)

Amount of fees for the examinations should be made by Demand Draft. The Demand Drafts may be of any Nationalised Bank and should be drawn in favour of the Secretary, The Institute of Chartered Accountants of India, 11, Naraina, New Delhi only.

Council reserves the right to withdraw any centre at any time without assigning any reason.

Applications for these examinations are to be made on the relevant prescribed form, copies of which may be obtained from the Additional Secretary (Examinations), The Institute of Chartered Accountants of India, Indraprastha Marg, New Delhi-110002 on payment of Rs. 50/- per application form. The forms are also available from the Regional and Branch Offices of the Institute and may be obtained therefrom on cash payment or from 4th February, 2002.

Applications together with the necessary certificates and prescribed fee by Demand Draft of any Nationalised Bank may be sent so as to reach the Additional Secretary (Examinations) at New Delhi not later than 28th February, 2002. However, applications will also be received at New Delhi Office after 28th February, 2002 and upto 7th March, 2002 with late fee of Rs. 200/-. Applications received after 7th March, 2002 shall not be entertained under any circumstances. Applications will also be received by the Regional Offices of the Institute at Mumbai, Kolkata, Kanpur, Ahmedabad, Bangalore, Pune and Jaipur upto 28th February, 2002.

Candidates residing in these cities are advised to take advantage of this facility.

Fees payable for the various examinations are as follows:

**FOUNDATION EXAMINATION :**

..... Rs. 700/-

**INTERMEDIATE EXAMINATION :**

Both the Groups ..... Rs. 750/-

One of the Groups ..... Rs. 450/-

\*Unit candidates ..... Rs. 450/-

(irrespective of number of papers contained in a Unit)

\* The expression 'UNIT' is a set of papers in which candidates, who have passed in any one or more but not in both the groups of the Intermediate Examination prior to the commencement of examination under the syllabus specified in paragraph 2A of Schedule 'B' to Chartered Accountants Regulations, 1988, are required to appear and pass.

**FINAL EXAMINATION :**

For Both the Groups ..... Rs. 900/-

For One of the Groups Only ..... Rs. 500/-

For\*\* Unit candidates ..... Rs. 600/-

(irrespective of number of papers contained in a Unit)

\*\* The expression 'UNIT' is a set of papers in which candidates, who have passed in any one or more but not in all the groups of the Final Examination under the syllabus specified in Schedule 'B' or 'BB' of Chartered Accountants Regulations, 1964, prior to November 1986, are required to appear in and pass together in the remaining corresponding papers under the new syllabus as per para 3A of Schedule 'B' to Chartered Accountants Regulations, 1988.

Candidates of Foundation, Intermediate and Final Examinations opting for Dubai Centre are required to remit US \$ 150 or its equivalent Indian Currency irrespective of whether the candidates appear in a single paper, in a group or in a unit or in both the groups.

Candidates of Foundation, Intermediate and Final Examinations opting for Kathmandu centre are required to remit Indian Rs. 1200/- or its equivalent relevant foreign currency irrespective of whether the candidates appear in a single paper, in a group, in a unit or in both the groups.

**OPTION TO ANSWER PAPERS IN HINDI :**

Candidates of Foundation, Intermediate and Final Examinations will be allowed to use the Hindi medium for answering papers. Detailed information will be found printed in the Information sheets attached to the relevant application form.

JAGDAMBA PRASAD  
Additional Secretary (S.G.) (Exams.)

MINISTRY OF LABOUR  
EMPLOYEES' PROVIDENT FUND ORGANISATION

New Delhi-110066, the 25th January 2002

**ADDENDUM**

No. HRD/2(4)/83-Vol.II :—In exercise of powers conferred by Sub-section 7(a) of Section 5(D) of the EPF & MP Act, 1952 (19 of 1952), the Central Board of Trustees hereby makes the following Initial Fitment insertions in Rule 7-Initial Constitution of the EPFO Steno Service Rules, 1998 :

To be added after Rule 7(b) :

**INITIAL FITMENT :**

(i) All Private Secretaries appointed under Initial Constitution clause shall be fitted in the cadre and deemed to have been appointed as Private Secretary w.e.f. 2.1.1999.

(ii) Personal Assistants appointed in the grade shall be promoted to the post of Private Secretary against seniority quota posts subject to seniority-cum-selection in relaxation of recruitment rules.

(iii) All remaining vacant posts of Private Secretary shall be filled by conducting a Special Screening test.

(iv) The test will be qualifying one.

(v) Personal Assistants as well as Stenographers (erstwhile Stenographer-III and Stenographer-II(Adhoc)) who have rendered regular service of 10 years or more as Stenographer shall be eligible to appear in the test in relaxation of recruitment rules. On qualifying the test they will be promoted en bloc in order of seniority-cum-selection basis.

(vi) The above relaxations shall be allowed as one-time measure.

AJAI SINGH IRS

Central Provident Fund Commissioner

To be inserted after Rule 7(d) :

**INITIAL FITMENT :**

(i) Unfilled posts of Personal Assistant meant for recruitment and Examination Quota shall be filled through Special Screening Test as one time measure.

(ii) All Stenographers (including erstwhile Stenographer II (Adhoc) and Stenographer Grade-III) having rendered 10 years or more regular service in the grade shall be eligible to appear in a Special Screening Test.

(iii) The posts shall be filled by seniority-cum-selection.

(iv) The test will be qualifying one.

The above Fitment Clauses will come into force with effect from the date of notification in the official Gazette except as provided in the Initial Fitment sub-clause (i) made under Rule 7(b) of EPFO Stenographer Service Rules, 1998.

AJAI SINGH

Central Provident Fund Commissioner

GAZETTED OFFICER  
(Senior) (C) (Exempt)

ORGANIZATION  
January 2002

Vertical text on the left margin: 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

Notification 8-2-03

रजिस्ट्री सं. डीएल—33001/2

REGISTERED No. DL—33001/20



# भारत का राजपत्र The Gazette of India

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं० 6]

नई दिल्ली, शनिवार, फरवरी 8, 2003 (माघ 19, 1924)

No. 6]

NEW DELHI, SATURDAY, FEBRUARY 8, 2003 (MAGHA 19, 1924)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
(Separate paging is given to this Part in order that it may be filed as a separate compilation)

भाग III—खण्ड 4

[PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं]  
[Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies]

कर्मचारी राज्य बीमा निगम

दिनांक 9 जनवरी 2003

नई दिल्ली, दिनांक 6 जनवरी 2003

सं. यू-16/53/2001/चि.शा.-2 (केरल)--कर्मचारी राज्य बीमा (साधारण) विनियम, 1950 के विनियम-105 के तहत महानिदेशक को निगम की शक्तियां प्रदान करने के संबंध में कर्मचारी राज्य बीमा निगम के दिनांक 25 अप्रैल, 1951 को हुई बैठक के अनुसरण में तथा महानिदेशक के आदेश संख्या-1024(जी) दिनांक 23.5.1983 द्वारा ये शक्तियां आगे मुझे सौंपी जाने पर मैं इसके द्वारा निम्नलिखित डॉक्टर को मानकों के अनुसार देय पारिश्रमिक पर निम्नलिखित तिथि तक पूर्णकालिक चिकित्सा निर्देशी के कार्यग्रहण करने तक, जो भी पूर्व हो, को उप चिकित्सा आयुक्त (दक्षिण क्षेत्र) बेंगलूर द्वारा निर्धारित क्षेत्र के लिए योमाकृत व्यक्तियों की स्वास्थ्य परीक्षा करने मूल प्रमाण-पत्र की सत्यता संहिध होने पर उन्हें आगे प्रमाण पत्र जारी करने के प्रयोजन के लिए चिकित्सा अधिकारी के रूप में कार्य करने के लिए पाधिकृत करती हूँ :-

क्र. सं.	डॉक्टर का नाम	अवधि	केन्द्र का नाम
1.	पी. आर. श्रीदेवी	12.12.2002 से 11.12.2003	कोल्लम
2.	डा. एम. एम. बेनसन	1.2.2003 से 31.1.2004	शिवेन्द्रम

सं. यू-16/53/2002/चि.-2 (गुजरात)--कर्मचारी राज्य बीमा (साधारण) विनियम, 1950 के विनियम-105 के तहत महानिदेशक को निगम की शक्तियां प्रदान करने के संबंध में कर्मचारी राज्य बीमा निगम दिनांक 25 अप्रैल, 1951 को हुई बैठक में पारा किए गए संकल्प के अनुसरण में तथा महानिदेशक के आदेश संख्या 1024(जी) दिनांक 23.5.1983 द्वारा ये शक्तियां आगे मुझे सौंपी जाने पर मैं इसके द्वारा राजकोट केन्द्र क्षेत्रीय उप चिकित्सा आयुक्त (उत्तरी पश्चिमी जोन) द्वारा नियत किए गए क्षेत्रों के लिए योमाकृत व्यक्तियों की स्वास्थ्य जांच करने तथा मूल प्रमाण-पत्र की सत्यता संहिध होने पर उन्हें आगे प्रमाण-पत्र प्रदान करने के प्रयोजन के लिए मौजूदा मानकों के अनुसार मासिक पारिश्रमिक पर चिकित्सा प्राधिकारी के रूप में कार्य करने के लिए मैं निम्नलिखित डॉक्टर की सेवाएं कार्यभार ग्रहण करने की तिथि से एक वर्ष के लिए या पूर्णकालिक चिकित्सा निर्देशी के कार्यग्रहण करने तक, जो भी पहले हो, यद्वती हूँ :-

क्र. सं.	डॉक्टर का नाम	अवधि	केन्द्र का नाम
1.	चिकित्सा अग्रिक्षक राजकोट चिकित्सालय	कार्यग्रहण करने की तिथि से एक वर्ष तक	राजकोट

डा. (श्रीमती) सुभाष रिंठ  
चिकित्सा आयुक्त

डा. (श्रीमती) एस. रिंठ  
चिकित्सा आयुक्त

1-449G1/2002

(2701)

Suppl-  
3/4/03

8/2/2003

EMPLOYEES' PROVIDENT FUND ORGANISATION  
HEAD OFFICE  
NEW DELHI - 66

CORRIGENDUM

No.HRD/2(4)/83.Vol.II - In notification no.HRD/2(4)83-Vol.II, dated 25<sup>th</sup> January 2002 published in Gazette of India (Part-III, Section 4) Addendum, dated 9<sup>th</sup> February, 2002 shall be inserted :-

1. Under initial fitment i.e. before Sl.No.(i)<sup>of Rule 1(b)</sup> the following para be inserted :-

**"The Recruitment Rules for Stenographers were notified on 02.01.1999. The former Personal Assistants in the pay scale of Rs.5500-9000 prior to the date of notification 02.01.99 are to be fitted in the newly structured cadre of Private Secretary with effect from 2<sup>nd</sup> January '99 under the initial constitution clause of the Recruitment Rules."**

  
(AJAI SINGH)

CENTRAL PROVIDENT FUND COMMISSIONER

**A.1. - EMPLOYEES' PROVIDENT FUND ORGANISATION  
BASIC DATA**

		1994-95	1995-96	1996-97
<b>I.</b>	<b>Establishments covered under the Act.</b>	251,013	266,645	277,555
<b>II.</b>	<b>Members (Nos. in lakh)</b>	187.24	194.85	202.89
<b>III.</b>	<b>FIELD OFFICES</b>			
	Regional Offices	16	16	16
	Sub-Regional/ Sub-Accounts Offices	53	55	62
	Service Centres	7	7	3
	Inspectorate Offices	140	141	152
<b>IV.</b>	<b>MANPOWER POSITION</b>			
	Sanctioned strength	19,442	19,672	20,265
	Staff in position	17,265	17,483	17,612
<b>V.</b>	<b>COMPUTER CENTRES</b>	47	55	85
<b>VI.</b>	<b>INCOME &amp; EXPENDITURE (Rs.lakh)</b>			
	Income	16,972.38	16,790.51	22,196.34
	Expenditure	14,357.49	15,960.83	17,776.64
	Surplus	2,614.89	829.68	4,419.7
<b>VII.</b>	<b>OFFICE BUILDING/STAFF QUARTERS [ As on 31.03.1997]</b>	<b>Offices</b>	<b>Completed</b>	<b>Under Construction</b>
	Head Office	1	1	
	Regional Offices	16	14	
	Sub-Regional/Sub-Accounts Offices	62	19	7

## ESTABLISHMENT RETURN AS ON 31.3.1997

GROUP 'A'

sanctioned strength	staff in position	Due as per reservation		In position		Excess/Short	
		(+)	(-)	(+)	(-)	(+)	(-)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		SC	ST	SC	ST	SC	ST
561*	416	64	32	56	22	(-)8	(-)10

\*Total sanctioned strength in the entry grade of Group 'A' is 427 in the cadre of APFC.

## ESTABLISHMENT RETURN AS ON 31.3.1997

GROUP 'B'

Region	sanctioned strength	staff in position	Due as per reservation		In position		Excess/Short	
			(+)	(-)	(+)	(-)	(+)	(-)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
			SC	ST	SC	ST	SC	ST
Andhra Pradesh	126	117	17	9	23	4	(+)6	(-)5
Bihar	64	62	12	6	11	6	(-)1	---
Delhi	82	81	12	6	9	5	(-)3	(-)1
Gujarat*	128	122	21	9	21	9	---	---
Haryana	47	47	7	3	7	3	---	---
Karnataka	108	98	16	8	16	5	---	(-)3
Kerala	83	70	11	5	11	5	---	---
Madhya Pradesh	57	54	8	4	11	4	(+)3	---
Maharashtra	257	240	37	18	32	11	(-)5	(-)7
N.E. Region	26	21	5	5	4	3	(-)1	(-)2
Orissa	43	38	10	2	6	3	(-)4	(+)1
Punjab	90	88	14	6	16	5	(+)2	(-)1
Rajasthan	56	56	9	4	9	4	---	---
Tamil Nadu	204	172	31	8	31	8	---	---
Uttar Pradesh	134	130	19	10	32	3	(+)13	(-)7
West Bengal	215	168	50	20	42	12	(-)8	(-)8
Central Office	74	71	8	4	8	4	---	---
Total	1794	1635	287	127	289	94	(+)2	(-)33

\* Provisional

## MANPOWER

		2013-14	2012-13	2011-12
<b>GROUP A</b>	SANCTIONED	1132	1057	1042
	IN-POSITION	883	732	762
	<b>SHORTFALL</b>	<b>249</b>	<b>325</b>	<b>280</b>
<b>GROUP B</b>	SANCTIONED	6361	9032	6368
	IN-POSITION	4670	7027	5086
	<b>SHORTFALL</b>	<b>1691</b>	<b>2005</b>	<b>1282</b>
<b>GROUP C (including erstwhile Group D)</b>	SANCTIONED	17166	14649	17681
	IN-POSITION	13348	11209	13980
	<b>SHORTFALL</b>	<b>3818</b>	<b>3440</b>	<b>3701</b>
<b>TOTAL</b>	SANCTIONED	24659	24738	25091
	IN-POSITION	18901	18968	19828
	<b>SHORTFALL</b>	<b>5758</b>	<b>5770</b>	<b>5263</b>

## E. INFRASTRUCTURE



### OFFICES

	2013-14	2012-13	2011-12
ZONAL OFFICES	10	10	10
REGIONAL OFFICES	40	40	40
SUB-REGIONAL OFFICES	82	83*	83*
SERVICE CENTRES	8	14	14
DISTRICT OFFICES	113	123**	122**
NATRSS/ZTI/SUB-ZTIs	6	6	6

\*Non operational offices deleted

\*\* Merger with the SRO/RO

Annexure-F-17

**SPEED POST**

Telephone: 011 26178343

Fax: 011-26186517



कर्मचारी भविष्य निधि संगठन  
(श्रम एवं रोजगार मंत्रालय भारत सरकार)  
Employees' Provident Fund Organisation  
(Ministry of Labour & Employment, Govt. of India)

मुख्य कार्यालय / Head Office  
भविष्य निधि भवन, 14-भीकाजी कामा प्लेस, नई दिल्ली-110066  
Bhavishya Nidhi Bhawan, 14- Bhikaji Cama Place, New Delhi – 110066

No.Conf.3 (1) 78<sup>th</sup> EC/2014

Dated: 21.03.2014

To

All Members,  
Executive Committee, CBT (EPF).

Subject: - Minutes of 78th Meeting of Executive Committee, CBT (EPF) – Regarding.

Sir/madam,

Kindly find enclosed herewith the Minutes of the 78<sup>th</sup> meeting of the Executive Committee, CBT (EPF) held on 05<sup>th</sup> March, 2014 at New Delhi as approved by the Chairperson, Executive Committee, CBT (EPF).

2. Kindly acknowledge receipt.

Encl: As above.

Yours faithfully,

(Navendu Rai)

Regional PF Commissioner (Conf.)

rc.conf@epfindia.gov.in

3441  
26/3/14

86

**Item No. 10: Proposal for creation of additional posts of Private Secretary (PS), Personal Assistant (PA) and Stenographers as per recommendation of Committee.**

39. JS & FA stated that the proposal should be a part of the proposed comprehensive cadre restructuring as mentioned in minutes to the 77<sup>th</sup> EC meeting. Further, the details of ongoing court cases and impact of the creation of these posts on the national and regional cadres be examined and brought before the EC along with the comprehensive cadre restructuring proposal.

40. CPFC intervened to state that EPFO does not draw any budget from Government and blanket extension of economy instructions issued by Government of India without appreciating the operational and functional requirements is constricting the functioning of EPFO. Dr G Sanjeeva Reddy supported the CPFC and stated that functional autonomy of EPFO cannot be limited by executive instructions of Government. He further stated that such restrictions not only adversely affect the operational efficiency but demoralize the staff at large.

41. Summing up the discussions Chairperson advised that the comprehensive cadre restructuring of EPFO be expedited. Keeping in view operational exigencies, EC approved creation of 15 posts of Private Secretaries (pay Band 9300-34800, grade pay 4800/-), 12 for assisting new posts of ACC in Grade Pay of Rs. 8900/- and 3 other; and 30 posts each in the grade of Private Assistants (pay Band Rs. 9300-34800, grade pay Rs.4600/-) and Stenographers (Grade Pay Rs. 5200-20200 with grade pay Rs. 2400).

**Item No. 11: Proposal for enhancement in the rate of Fixed Medical Allowance (FMA) paid to the employees & pensioners of the Employees' Provident Fund Organisation (EPFO) w.e.f 01.01.2012 instead of 01.03.2013.**

42. The EC did not agree with the proposal in its present form and directed that a detailed proposal, containing observations of C&AG and Department of Expenditure be placed before the Board for consideration.

**Item No. 12: Medical Reimbursement of full amount to retired EPFO employees**

43. After discussions EC decided to reiterate that reimbursements shall be governed as per existing instructions of Government of India. The atypical cases where payments are being released in compliance with directions of Hon'ble Courts be compiled as reference booklet and similar cases be regulated accordingly.

The meeting ended with the vote of thanks to the Chair.



हकर्मचारी भविष्य निधि संगठन

EMPLOYEES' PROVIDENT FUND ORGANISATION

(श्रम एवं रोजगार विभाग, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVT. OF INDIA)

मुख्यालय, भविष्य निधि भवन/HEAD OFFICE, BHAVISHYA NIDHI BHAWAN

14, भिकाजी कामा प्लेस - 110066/14-BHIKAJI CAMA PLACE, NEW DELHI-110066

www.epfindia.gov.in; www.epfindia.nic.in

No. HRD/2(1)2009/Re-Structuring of Steno Cadre/ 31

Date:- 18.05.2014

**OFFICE ORDER**

Sub: Creation of posts in the cadre of Private Secretary, Personal Assistant and Stenographers in EPF Organisation - reg.

On the recommendations of the Executive Committee, CBT, EPF in its 78<sup>th</sup> Meeting held on 05.03.2014, the Competent Authority has approved the creation of following posts:-

Sl. No.	Name, Classification and Grade Pay of the Post	New Creation	Total of revised sanctioned Strength
1.	Private Secretary, Group 'B' (Pay Band ₹9300-34800 in PB-2, Grade Pay ₹4800/-)	15	52 + 15 = 67
2.	Personal Assistant, Group 'B' (Pay Band ₹9300-34800 in PB-2, Grade Pay ₹4600/-)	30	103 + 30 = 133
3.	Stenographers, Group 'C' (Pay Band ₹5200-20200 in PB-1, Grade pay ₹2400/-)	30	103 + 30 = 133

[Issues with the approval of CPFC]

(V.N. Sharma)

Additional Central P F Commissioner (HR)

Copy to:-

1. All ACCs of the Zones Head Office
2. Director NATRSS
3. All RPFs of the Regions ZTIs/RPI-C, ASD (Headquarters)
4. PS to CPFC/FA & CAO-CVO
5. Director (Audit)
6. Officer-in-Charge of SROs
7. All Deputy Director (Vig) Zones
8. All Deputy Director (Audit) IAPs
9. All officers in Headquarters
10. RC (HRM) to modify the sanctioned strength of all cadres.
11. RC (NDC) for Web circulation.
12. Secretary General, EPFOA, New Delhi
13. Secretary General, AIEPFSF Chandigarh
14. Secretary General, AIEPF SC/ST Staff Federation, New Delhi
15. Guard File
16. Dy. Dir. (OL) for issuing Hindi Version.

(Mridula Ghai)

Regional P.F. Commissioner (HRD)



		of CSSS (Rs.5500-9000)	
2.	Joint Secretary to Govt. of India and Officers of equivalent rank working in the Ministries/Departments of Govt. of India	Steno. Grade 'A' & 'B' (Merged) (PS) (Rs.6500-10500)	01
3.	Director/Deputy Secretary & officers of equivalent rank:-  (i) working in the Ministries/ Departments of Govt. of India  (ii) working in other participating attached offices of CSSS	Steno. Grade 'A' & 'B' (Merged) (PS) (Rs.6500-10500)  Steno. Gr. 'C' (PA) (Rs.5500-9000)	01  01
4.	Under Secretary & Officers of equivalent rank  (i) working in the Ministries/ Departments of Govt. of India  (ii) working in other participating/ attached offices (of CSSS)	Stenographer Grade 'C' (PA) of CSSS (Rs.5500-9000)  Steno. Gr. 'C' (PA) (Rs. 5500-9000)	01  01 each for two officers, or

		or, Steno.Gr. 'D' (Rs.4000-6000)	01 for each officer
5.	Desk Officer	Stenographer Grade 'D' of CSSS (Rs.4000-6000)	01
6.	Section Officer	Stenographer Grade 'D' of CSSS (Rs.4000-6000)	As prescribed in MHA O.M. No. 14/1/66-CS-II dt. 23.4.66 (copy attached)

2. The above norms laying down the level of secretarial/stenographic assistance admissible to Officers may be operated flexibly as per the administrative exigencies by making suitable adjustments by the Ministries/Departments within the refixed strength of different grades of the Central Secretariat Stenographers' Service (CSSS).

Encl. As above.

(G.S. PUNDIR)

Under Secretary to Govt. of India

Tele. No. 24623157

Kind Attn. Mr. Dharam Rao, PS

No. 20/51/2009-CS.II(A) (Vol. II)  
 Government of India  
 Ministry of Personnel, Public Grievances and Pensions  
 Department of Personnel & Training

Lok Nayak Bhawan, New Delhi - 110 003.

Dated the 25th February 2011

OFFICE MEMORANDUM

**Subject:-** Cadre Review of Central Secretariat Stenographers' Service - allocation of revised cadre strength - reg

The undersigned is directed to refer to this Department's Order of even number dated 27.01.2011 communicating the decisions taken by the Government on Cadre review of Central Secretariat Stenographers' Service. Consequently, the cadre strength of various grades of CSSS stands revised w.e.f. 20.01.2011 as under: -

Sl.No.	Grades	Revised Sanctioned Strength
1	Principal Staff Officer	140
2	Senior Principal Private Secretary	
3	Principal Private Secretary	773
4	Private Secretary	2041
5	Personal Assistant	2524
6	Stenographer Grade 'D'	1282*
	TOTAL	6760

\* A number of Ministries/Departments have not undertaken the exercise for optimization of direct recruitment to civilian posts during 2001-2009. Therefore, filling up of these posts in these Ministries/Departments would be subject to clarification of adherence to optimization exercise.

2. The above-mentioned revised Cadre strength has been allocated amongst the participating Cadre Units as indicated in the Annexure to this OM. The allocation has been made in accordance with the following principles:-

- (i) The total sanctioned strength of CSSS personnel in each Cadre Unit has been kept unchanged, while the sanctioned strength in various grades of CSSS has been revised.
- (ii) 25 newly created posts of Sr. PPS have been allocated to Secretary and equivalent level officer in Ministries/Departments participating in CSSS.

i) 625 newly created posts of PPS have been allocated against Joint Secretaries and equivalent level officers working in different Ministries/Departments participating in CSSS, as far as possible, on functional justification basis.

(iv) The 400 upgraded posts of PAs to PS grade have been distributed among the Cadre Units by taking into account the percentage of increase of the upgraded posts with reference to the total sanctioned strength of PS grade. Consequently, the number of posts in PA grade has also been reduced.

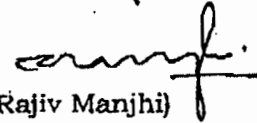
(v) The sanctioned strength in the Stenographer Grade 'D' has been reduced to the extent the number of posts allocated in the grades of Sr. PPS and PPS (i.e.650). Accordingly the sanctioned strength of Steno. Grade 'D' has been reduced. Some minor adjustments have also been made in cases where sufficient Stenographer Grade 'D' were not available.

(vi) Since a number of Ministries/Departments have not undertaken the exercise for optimization of direct recruitment to civilian posts during 2001-2009, filling up of post of Stenographer Grade 'D' in these Ministries/Departments would be subject to clarification of adherence to optimization exercise.

3. The Cadre Units are requested to further distribute the allocated posts amongst their sub-Cadres, wherever applicable, by following the above-mentioned principles.

4. Necessary amendment in the Central Secretariat Stenographers' Service Rules 2010 would be made separately.

Encl: As above



(Rajiv Manjhi)  
Deputy Secretary to the Govt. of India  
Tel: 24622365

To

All Cadre Units of CSSS  
(Joint Secretary in-charge of Administration)

If the DOPT norms as applicable to **officers posted in the ministry** is applied following would be the calculation of the stenographic assistance in EPFO.

Sl. No.	Grade pay / Entitlement as per DoP&T / EPFO. —	Name of the Post	Sanctioned posts of Officers	Secretarial Assistance required as per DOPT	Posts wise sub totals	Existing sanction strength of Steno/PA/PS etc.	New creation require as per shortfall
1.	Fixed <b>80,000</b>  1. Sr. PPS or PPS 2. PA	Central P.F. Commissioner  <i>(It is learnt that this post is that of the level of Secretary.)</i>	01	01 01*	Sr. PPS-01	PS-1 PA-1*	Sr. PPS - 01
2.	<b>10000</b>  *PPS	ACC (HQ)/ CVO/ FA & CAO	04	04	PPS-04	PPS-0	PPS- 04
3.	<b>8900</b> PS**	ACC-1	10	10	—		
4.	8700	ACC-II	15	15			
5.	PS	ACC (IS)	01	01	PS-92		
6.		Chief Engineer	01	01		PS-67	PS-25
7.		Director (Vig)	01	01			
8.		Director (OL)	01	01			
9.	7600	Director (IS)	04	04			
10.	PS	RPPC-I	59	59			
11.		Law Officer	01	01			
12.		Dy. Director (Vig)	12	12			
13.	6600	Dy. Director (OL)	04	04	PA [281 + 01*]		
14.	PA	Dy. Director (IS)	18	18	= 282	PA-133	PA-149
15.		Dy. Director (Audit)	16	16			
16.		RPPC-II	226	226			
17.		Executive Engineer	04	04			

18.	5400***	Assistant P.F. Commissioner	540	540	Steno 753	Steno - 133	Steno- 620
19.		Assistant Director (Vig)	40	40			
20.		Assistant Director (OL)	66	66			
21.		Assistant Director (IS)	56	56			
22.	Steno	Assistant Director (Audit)	31	31	1132	333	799
23.		Assistant Engineer	20	20			
		Total	1131		1132	333	799

*\*Though the Jt Secretaries are entitled for a PS in GP of 4800. Circular of DOPT dated 25 February 2011, has allowed PPS to Jt Secretaries on functional requirement basis. Hence this has been considered as the basis for suggesting PPS.*

*\*\* There is no norm for entitlement to officers placed in the grade pay of 8900/-. They could be given Sr PPS or PS. Here PS has been suggested.*

*\*\*\* There is no equivalent post in CSS and hence no norms exist. Closest norm is that of a Desk Officer who is in the non-functional grade pay of 5400/- and eligible for 01 steno grade D*

**Annexure F 5**

If the DOPT norm as applicable to officers in the attached offices of the ministry is applied, following would be the calculation of the stenographic assistance in EPFO.

Sl. No.	Grade pay / Entitlement as per DoP&T / EPFO	Name of the Post	Sanctioned posts of Officers	Secretarial Assistance required as per DOPT	Posts wise sub totals	Existing sanction strength of Steno/PA/PS etc.	New creation require as per shortfall
1.	Fixed <b>80,000</b>	Central P.F. Commissioner <i>(It is learnt that this post is that of the level of Secretary.)</i>	01	01	Sr. PPS-01	PS-1 PA-1*	Sr. PPS - 01
2.	<b>10000</b> *PPS PA	ACC (HQ) / CVO / FA & CAO	04	04	PPS-04	PPS-0	PPS-04
3.	<b>8900</b> PA	ACC-I	10	10			
4.	8700 PA	ACC-II	15	15			
5.	PA	ACC (IS)	01	01	PA-92		PA-40 [Excess]
6.		Chief Engineer	01	01	+ 01*	PA-133	
7.		Director (Vig)	01	01	=93		
8.		Director (OL)	01	01			
9.	<b>7600</b>	Director (IS)	04	04			
10.	PA	RPFC-I	59	59			
11.		Law Officer	01	01			
12.		Dy. Director (Vig)	12	12			
13.	<b>6600</b>	Dy. Director (OL)	04	04			
14.	Steno Group D	Dy. Director (IS)	18	18	Steno - 1034	Steno - 133	Steno - 901
15.		Dy. Director (Audit)	16	16			
16.		RPFC-II	226	226			
17.		Executive Engineer	04	04			

18.		Assistant P.F. Commissioner	540	540		
19.	5400***	Assistant Director (Vig)	40	40		
20.		Assistant Director (OL)	66	66		
21.		Assistant Director (IS)	56	56		
22.	Steno Group D	Assistant Director (Audit)	31	31		
23.		Assistant Engineer	20	20		
		Total	1132		1132	266 (PA+Steno) 67 PS (Surplus)
						866 - 67 = 799

\*Though the Jt Secretaries are entitled for a PS in GP of 4800. Circular of DOPPT dated 25 February 2011, has allowed PPS to Jt Secretaries on functional requirement basis. Hence this has been considered as the basis for suggesting PPS.

\*\* There is no norm for entitlement to officers placed in the grade pay of 8900/-. They could be given Sr PPS or PS. Here PS has been suggested.

\*\*\* There is no equivalent post in CSS and hence no norms exist. Closest norm is that of a Desk Officer who is in the non-functional grade pay of 5400/- eligible for 01 steno grade D

Agenda of the 158<sup>th</sup> meeting of ESI Corporation held  
on 10.11.2012

<b>ITEM NO. ESIC-20</b>	<b>RESTRUCTURING OF THE STENO HIERARCHY IN THE ESI CORPORATION.</b>
-----------------------------	---

ESI Corporation in its 135<sup>th</sup> meeting held on 21.02.2006 approved restructuring of the steno hierarchy in the ESI Corporation and amendment of the Recruitment Regulations for the posts of the Stenographers Personal Assistant and private secretaries. In the said meeting following structure was approved:-

Sl. No.	Grades	Pay scale as per 5 <sup>th</sup> CPC	Cadre strength as on Feb., 2006	%age of the cadre
1.	P.P.S	10000-15200	01	----
2.	P.S	6500-10500	55	20
3.	P.A	5500-9000	109	40
4.	STENO	4000-6000	109	40

Further, Non-functional pay scale of Rs. 8000-13500 to the Private Secretaries who have completed four years of regular service was also introduced.

DOP&T vide OM dated 27.01.2011 and 25.02.2011 reviewed the cadre of CSSS and created some posts in the cadre of Sr. PPS, PPS and upgraded some posts of PA. Further, revised sanctioned strength were allocated based on functional justification. The present structure of Stenographic hierarchy in CSSS is as follows

Sl. No.	Grades	Revised sanctioned Strength	%age of the cadre
1.	Company Staff Officer, Sr. PPS	140	2%
2.	Company Staff Officer, PPS	773	12%
3.	Company Staff Officer, PA	2041	30%
4.	Company Staff Officer, Steno	2524	37%
5.	Stenographer Grade 'D'	1282	19%
Total		6760	

Based on restructuring in the CSSS cadre in Government of India, the matter was examined with functional justification in consultation with Finance and Accounts division of Headquarter Office, the proposed hierarchy of the stenographic cadre in ESI Corporation is as follows:

Sl. No.	Grades	Present Pay Scale	Pay	Present strength	%age of the cadre *	Proposed strength	%age of the cadre
1.	PPS	PB-3 15600-39100 Gr Pay 6600		1	--	18	3
2.	PS	PB-2, 9300-34800 Gr Pay 4800		91	17	141	27
3.	PA	PB-2, 9300-34800 Gr Pay 4600		201	39	182	35
4.	Stenographer	PB-1, 5200-20200 Gr Pay 2400		231	44	183	35
	Total			524		524	

\*(The variation in ratio of 40:40:20 is due to increase in certain posts in newly set up medical colleges and hospitals.)

As is evident from the above given position in CSSS and proposal for ESI Corporation, the percentage of Senior level posts is comparatively less as being proposed for ESIC

**The proposal for the restructuring of the Stenographic cadre as above is placed for approval of the ESI Corporation.**

\* \* \* \* \*

**BY SPEED POST**



**EMPLOYEES' STATE INSURANCE CORPORATION  
'PANCHDEEP BHAWAN', C.I.G. ROAD, NEW DELHI – 110 002.**

**www.esic.nic.in 23238273**

No. V-11(15)-1/2012-Corp.Cell

Dated: 06.12.2012

**Subject:- Minutes of the 158<sup>th</sup> meeting of ESI Corporation held at  
2:00 P.M. on 10.11.2012.**

\*\*\*\*\*

Minutes of the 158<sup>th</sup> meeting of ESI Corporation held on 10<sup>th</sup> November, 2012 at 2:00 P.M. duly approved by the Chairman, ESI Corporation, are sent herewith.

**Encl:- As above.**

  
**(S.K. SHAH)  
JOINT DIRECTOR**

To

**The Chairman and Members of the ESI Corporation.**

Copy for information to:-

1. The Secretary to the Govt. of India, Ministry of Labour & Employment, New Delhi.
2. Under Secretary (SS-I)/Section Officer (SS-I), Ministry of Labour & Employment, New Delhi.
3. SS-I Section/Finance-II, Ministry of Labour & Employment, New Delhi.
4. All Divisional Heads/All Officers/All Branches at Hqrs. Office.

<b>ITEM NO. ESIC-19</b>	<b>AMENDMENT TO EMPLOYEES STATE INSURANCE (GENERAL) REGULATION, 1950 – INSERTION OF NEW REGULATION-110.</b>
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The Corporation approved the proposal as contained in the memoranda.

<b>ITEM NO. ESIC-20</b>	<b>RESTRUCTURING OF THE STENO HIERARCHY IN THE ESI CORPORATION.</b>
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The Corporation approved the proposal as contained in the memoranda.

<b>ITEM NO. ESIC-21</b>	<b>PAYMENT OF HONORARIUM TO STAFF AND OFFICERS OF ESI CORPORATION.</b>
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The Corporation approved the proposal as contained in the memoranda.

<b>SUPPL. ITEM NO. ESIC-1</b>	<b>PROPOSAL REGARDING APPOINTMENT OF 22 CASUAL WORKERS OF MINISTRY OF LABOUR IN ESIC DISPENSARIES IN DELHI.</b>
<b>SUPPL. ITEM NO. ESIC-2</b>	<b>SCHEME FOR GRANTING OF APPROPRIATE EMOLUMENTS AND CERTAIN TERMINAL BENEFITS TO THE CONTRACTUAL WORKERS OF ESIH JOKA, RETRENCHED ADHOC LDCs OF ODISHA REGION AND OTHER CASUAL/ ADHOC/ CONTRACTUAL WORKERS WORKING IN VARIOUS ROs/SROs/ESIHS.</b>

It was noted that some of the above two categories of casual workers have been working since 18 years and now they cannot go anywhere else for work. After a brief discussion, it was decided that though the proposal deserves sympathetic consideration, but few issues like inclusion of all other similarly placed workers in different offices of ESIC, legal scrutiny including the examination of the orders of the Hon'ble Apex court in the case of secretary, State of Karnataka and ors.v/s Uma Devi and ors, and also other orders of the Hon'ble apex Court on the issue of regularization of the services of casual/ad hoc/daily wage workers and proper compliance with reservation policy etc. needed to be examined before a final decision could be taken. ESIC may, accordingly, examine all these issues.

**Annexure F 7.**

**Stenographer's cadre was restructured by 23<sup>rd</sup> EC, in 1997 in the ratio of 40:40:20. Post this the following is the entitlement practice in EPFO. The last available document regarding entitlement is of 1988 where deals with RC-I, RC-II and APFC**

Sl. No.	Grade pay Entitlement as per EPFO precedent	Name of the Post	Sanctioned posts of Officers	Secretarial Assistance required as per EPFO precedent	Posts wise sub totals	Existing Posts	New creation required as per shortfall
1.	Fixed <b>80,000</b> 1. PS 2. Steno	Central P.F. Commissioner <i>(It is learnt that this post is that of the level of Secretary.)</i>	01	01 01*			
2.	<b>10000</b> PS	ACC (HQ)/ CVO/ FA & CAO	04	04	PS-97	PS-67	PS-30
3.	<b>8900</b> PS	ACC-I	10	10			
4.	8700	ACC-II	15	15			
5.	PS	ACC (IS)	01	01			
6.		Chief Engineer	01	01			
7.		Director (Vig)	01	01			
8.		Director (OL)	01	01			
9.	<b>7600</b> PS	Director (IS)	04	04			
10.		RPF-C-I	59	59			
11.		Law Officer	01	01			
12.		Dy. Director (Vig)	12	12			
13.	<b>6600</b>	Dy. Director (OL)	04	04			
14.	PA	Dy. Director (IS)	18	18	PA - 281	PA-133	PA - 148
15.		Dy. Director (Audit)	16	16			
16.		RPF-C-II	226	226			
17.		Executive Engineer	04	04			

18.	5400	Assistant P.F. Commissioner	540	270	Steno - 377 + 1* = 378	Steno - 133	Steno - 245
19.		Assistant Director (Vig)	40	20			
20.		Assistant Director (OL)	66	33			
21.		Assistant Director (IS)	56	28			
22.	1 Steno Group D shared between two officers	Assistant Director (Audit)	31	16			
23.		Assistant Engineer	20	10			
		Total	1132	756			

*NOTE: The above precedent is followed in EPFO though the norms have not been revised accordingly.*

*As per the last available norms in EPFO issued in 1988 the following is the eligibility.*

*Head of Regional Office in Grade -I - one Steno Grade C. (PA)*

*Head of Regional offices in Grade -II - One Steno Grade D*

*Assistant Commissioner Grade - I and equivalent - One Grade D Steno for two officers*

**LIST OF COURT CASES IN STENOGRAPHER CADRE**

- 1) In **O.A. No. 2234/01** in the case of **Shri Vinod Grover & Others Vs. Union of India & Others**, the Hon'ble CAT, Principal Bench, New Delhi vide **order dated 19.02.2003** allowed the OA and ordered to implement the decision of Executive Committee on restructuring retrospectively from 14.7.97 i.e. the date on which the EC approved the proposal for restructuring. The department implemented this order by allowing notional promotion w.e.f. 14.7.97 on the basis of All India Seniority List of Stenographers Cadre.
- 2) In **OA No. 237/04** in the case of **Shri B.T. Krishna Rao & Others Vs. Union of India & Others**, the implementation of the earlier order by the department by following All India Seniority List was challenged and Hon'ble CAT, Hyderabad vide **order dated 27.03.2006** directed that the restructuring shall be implemented by following the Regional Seniority List for the period from 14.7.97 to 2.1.99 and from 2.1.99 onwards by following All India Seniority List. Accordingly, the posts of PA & PS created upon restructuring of the stenographer cadre were filled up on the basis of regional seniority.
- 3) In **OA No. 838-HP-2006, & MA No. 844/2009** in the case of **Sh. R. D. Thakur Vs Union of India & others**, Hon'ble CAT, Chandigarh Bench, Circuit at Shimla has directed that application of applicant shall be disposed of in the same terms as contained in OA No. 237/2004 titled B. T. Krishna Rao & others. The implication of this order is that Sh. R. D. Thakur was promoted to the post of PS on the strength of Himachal Pradesh Region w.e.f. 14/07/1997(preponing from 01/12/1997) inspite of the fact that the Region(HP) itself came into existence on 01/12/1997.
- 4) In **OA No. 125/2007** in the case of **V. Vijaya Vs Union of India & others**, Hon'ble CAT, Hyderabad Bench vide **order dated 18.09.2008** has directed that restructuring of Stenographer Cadre in the ratio of 40:40:20 should be done by taking into account the Regional Cadre Strength and grant promotion to the Applicant as per her eligibility. The implication of this order is the distribution of posts created upon restructuring in the cadre of PA & PS shall be on Regional Basis.
- 5) In **O.A.No. 867/2007** in the case of **Mr. Ashok Bhatt & others Vs Union of India & others**, Hon'ble CAT, Principal Bench, New Delhi vide **order dated 18.05.2007** has directed to dispose the representation dated 31.01.2007 of the petitioner with a speaking and reasoned order. The order was complied and order issued on dated 18.05.2007.
- 6) In **MA No. 1837/2007** in O.A.No. 867/2007 in the case of **Mr. Ashok Bhatt & others Vs Union of India & others**, Hon'ble CAT, Principal Bench, New Delhi vide **order dated 28.04.2008** has directed to to pass fresh order incorporating the fact of erroneous promotion given through DPC. The order was complied and order issued on dated 03.07.2008.
- 7) In **O.A.No. 1955/2008** in the case of **Mr. Ashok Bhatt & others Vs Union of India & others**, Hon'ble CAT, Principal Bench, New Delhi vide **order dated 28.04.2009** has directed that the department should reckon 52 vacancies of PS on the strength of Headquarter only as on 14.7.97 and grant promotion to the Applicants as per their eligibility.
- 8) EPFO has filed **Writ Petition (C) No. 1148/2009** before Hon'ble High Court, Delhi against the order of Hon'ble CAT, Principal Bench, New Delhi in O. A. no. 1955/2008. The High

Court **vide order dated 01.09.2009** has dismissed WP as withdrawn with liberty to approach CAT by way of Review Application.

- 9) EPFO has filed **RA No. 175/2009** alongwith MA No. 1880/2009 & MA No. 1881/2009 before Hon'ble CAT, Principal Bench, New Delhi. The Tribunal **vide order dated 08.10.2009** has dismissed RA stating that review not covered within the ambit of section 22(3)(f) of Administrative Tribunal Act, 1985.
- 10) EPFO has filed **Writ Petition (C) No. 493/2010** before Hon'ble High Court, Delhi against the order of Hon'ble CAT, Principal Bench, New Delhi in O. A. no. 1955/2008. The High Court **vide proceeding dated 30.07.2013** has ordered as under:
  1. Order of CAT, Principal Bench in OA No. 1955/2008 remains stayed.
  2. Writ Petition (C) No. 493/2010 – Rule DB
- 11) In **OA No.1332/ 2011**, filed by **Smt N S Jayanti** in the CAT, Chennai, primarily, the very basis of filling up the post of PS as per the regional seniority and distribution of the post of PS to HQ and the Regions has been challenged. **The OA is dismissed vide order dated Dec, 2013.**
- 12) In **OA No.4281/2011**, filed by **Sh. Harish Makhija** before the CAT, Principal Bench, New Delhi, primarily, the application of reservation roster while filling up the post of PS consequent to the restructuring of the stenographer cadre has been challenged. **The matter is subjudice.**
- 13) In **OA No. 819/2012**, filed by **Sh. Digamber Humnaney** before the CAT, Circuit Bench Indore, primarily the maintaining of seniority list on region wise and making promotion on the basis of said list is challenged. **The matter is subjudice.**
- 14) In **OA No.1522/2012**, filed by **Sh. Arvind Kumar** before CAT, Chandigarh Bench, primarily challenge the applicability date of Recruitment Rules. **The OA is dismissed vide order dated 11.07.2013.**
- 15) In **OA No.1652/PB/2013**, filed by **Sh. Arvind Kumar** before CAT, Chandigarh Bench, primarily challenge his reversion to the post of Steno. **The matter is subjudice.**
- 16) In **OA No.1655/CH/2013**, filed by **Sh. Rajesh Tanwar** before CAT, Chandigarh Bench, primarily challenging their reversion to the post of Steno. **The matter is subjudice.**
- 17) In **OA No. 1669/PB/2013**, filed by **Ms Harjeet Kaur** before CAT, Chandigarh Bench, primarily challenging their reversion to the post of Steno. **The matter is subjudice.**
- 18) In **OA No. 1468/2013**, filed by **Sh. Harish Makhija** before the CAT, Principal Bench, New Delhi, primarily for preparation of Seniority List of PA & PS. **The matter is subjudice.**
- 19) In **OA No. 1420/2013**, filed by **Sh. B T Krishna Rao** before the CAT, Hyderabad Bench primarily to stop recovery of arrears of pay (14.07.1997-26.09.2000). **The matter is subjudice.**
- 20) In **OA No. 1249/2014**, filed by **Sh. Ashok Bhatt** before the CAT, Circuit Bench Indore, primarily for granting promotion by crating supernumerary post. **The matter is subjudice.**
- 21) In **OA No. 200/00334/2014**, filed by **Sh. Mannu Kajlekar** before the CAT, Jabalpur Bench, primarily for granting promotion to the post of PA and issue of seniority liston All India Basis. **The matter is subjudice.**

22) In OA No. 528/2014, filed by Sh. Ameeruddin before the CAT, Bangalore Bench, primarily for granting promotion by routing him through the cadre of Senior stenographer. **The matter is subjudice.**

**NOTE:**

*Though the Restructuring of Stenographer Cadre was done on 14/07/1997 and its Recruitment Rules were notified way back on 02/01/1999, not a single appointment has made till date based upon this RR.*

**List of Pending Court Cases in Stenographer Cadre**

<b>S.No.</b>	<b>Name of the applicant</b>	<b>W.P.No./OA No.</b>	<b>In the court of</b>	<b>Remarks</b>
1.	Sh. Ashok Bhatt & others	493/2010 &CMNo.1025/2009	High Court of Delhi	Rule D.B.
2.	Sh. Harish Makhija	1468/2013	CAT, Delhi	Preparation of Seniority List
3.	Sh. Arvind Kumar	1522/CH/2012 1652/CH/2013	CAT, Chandigarh	Promotion to PA
4.	Sh. Rajesh Tanwar	1655/CH/2013	CAT, Chandigarh	Promotion to PA
5.	Sh. Digamber Humney	819/2012	CAT Indore	Promotion through Sr. Steno
6.	Ameeruddin	528/2014	CAT Bangalore	Promotion through the cadre of Senior Steno
7.	Harjeet Kaur	1669/2013	CAT, Chandigarh	Promotion to PA
8.	Ashok Kr. Bhatt	1249/2014	CAT, Delhi	Promotion to PS
9.	Mannu Kajlekar	200/334/2014	CAT Jabalpur	Promotion to PA

**LIST OF OFFICIALS IN STENOGRAPHER CADRE AS ON 02.01.1999**

S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	Smt.Madhuri Tulsyani	GEN	HO	25.11.53	BA	07.03.94	PS*
2	Ajay Kumar Verma	GEN	HO	23.05.55	Hr.Sec.	31.01.90	PS*
3	Smt. Surjeet Kaur	GEN	HO	07.08.52	Matric	31.01.90	PS*
4	Virendar Kumar Gupta	GEN	HO	14.10.54	BA	22.04.91	PS*
5	Vijay Verma	GEN	HO	03.01.55	BA	17.07.91	PS*
6	B.K. Batra	GEN	HO	12.05.59	BA	17.07.91	PS*
7	Ms.K.G.Vijayalakshmi	GEN	TN	28.05.43	MA	07.08.91	PS*
8	Smt.E.S.Vedamuthu	GEN	MH	11.12.48	BA Spl	03.12.92	PS*
9	Smt.Swagata Neogi	GEN	WB	12.01.57		27.03.92	PS*
10	P.B. Bhattacharya	GEN	UP	15.09.60	MA	25.11.93	PS*
11	Smt. Santhosh Sood	GEN	HO	11.04.55	Pre-Univ.	17.05.95	PS*
12	Akbar Sharif	GEN	KN	31.12.51	BA	06.07.85	PS*
13	A.D.Malwani	GEN	RJ	30.05.53		28.10.86	PS*
14	E.Laxmipathi Rao	GEN	AP	01.07.55	B.Com	29.01.88	PS*
15	Smt.N.V. Patwardhan	GEN	MH	09.12.58	B.Com	29.02.88	PS*VRS 16.01.2008
16	Subash Ch. Bose	GEN	WB	26.07.50	BSc, LLB, BEd	06.04.90	PS*
17	Nityananda Biswal	GEN	OR	05.04.53	I.A.	16.05.90	PS*
18	Smt. Kuki Bhatia	GEN	HO	06.12.53	BA	30.08.90	PS*
19	Pritpal Singh	GEN	HO	06.12.52	B.Com(P)	30.08.90	PS*
20	Y.S.Rawat	GEN	HO	12.04.55	MA	30.08.90	PS*
21	Smt.Geeta Banerjee	GEN	HO	29.04.62	B.Com(P)	30.08.90	PS*
22	K.K. Varghese	GEN	MP	20.11.53	Hr.Sec.	27.03.91	PS*
23	Smt.Santosh Malik	GEN	HO	22.02.62	B.Com(P)	30.10.91	PS*
24	Pradeep Chand	GEN	HO	30.01.57	M.Com	30.10.91	PS*Expired on 17.06.2002
25	Ram Raj	SC	HO	02.02.63	Sr.Sec.	30.10.91	PS*
26	<b>Raju</b>	<b>SC</b>	<b>DL</b>	<b>10.05.69</b>	<b>Matric</b>	<b>19.11.91</b>	<b>PS*</b>
27	Dinesh Holkar		MP/ZTI	06.09.61	B.Com(P)	09.12.91	PS*

28	Manoj Kr. Srivastava	GEN	BR	03.02.61		20.01.92	PS*
29	B.K. Das	SC	NER	01.03.58	HSLC	17.06.92	PS*
30	Pranab Dev Roy	GEN	WB	12.05.53	B. Sc.	31.12.92	PS*
31	Tapan Kumar Dass	GEN	WB	07.07.56	BA	31.12.92	PS*
32	Chandan Kr. Bhattacharjee	GEN	WB	10.01.61		31.12.92	
33	Suryan Sadhan Sahoo	GEN	WB	27.10.66		16.12.93	
34	Smt. Surinder Kaur	GEN	HO	11.09.56	BA	06.05.94	PS*
35	Ramesh Chandra Samal	SC	OR	09.08.68	B.Com	01.09.94	PS*
36	S.K.Rana	GEN	PN	11.10.54		29.11.94	Left EPFO
37	Smt.Chandrika Nair	GEN	HR	11.09.52	Hr. Sec.	20.12.94	PS*
38	Smt.V.K.Visalakshy	SC	KR	15.11.53		31.12.94	
39	Digamber Humaney	SC	MP	16.06.69		24.01.95	
40	R.Dhamodharan	GEN	TN	14.10.54	BA	12.06.95	PS*
41	A.I.Ananda Sagaram	SC	TN	08.03.64		21.06.95	Removed from service in 2001
42	A.S.Menon	GEN	MH	01.06.62	SSC	04.10.95	PS*
43	Baby Vanaja	GEN	TN	10.03.55	BA	06.11.95	PS*
44	N.S.Jayanthi	GEN	TN	27.01.57	SSLC	06.11.95	
45	S.Renuka	GEN	TN	15.03.59	SSLC	12.06.96	
46	M.S. Johnson	GEN	KR	30.11.55	BA	31.12.96	PS*
47	Subodh Ram	GEN	BR	02.07.62		31.01.97	
48	Jitender Kr.Dass	SC	BR	25.05.70		31.01.97	
49	Smt. Mona Nichani	GEN	HO	04.02.57	BA	08.10.97	PS*
50	S. Sitharthan	GEN	TN	18.04.60	B.Com	23.11.98	
51	Smt. Celine Pinto	GEN	KN	20.07.48	SSLC	17.05.72	PS*
52	Smt.P.S. Jayashree	GEN	KN	26.04.58	BA	21.03.80	
53	Ameeruddin	GEN	KN	02.03.56		08.09.80	
54	Antaryami Barik	GEN	OR	20.01.61	BA LLB	19.09.80	Expired
55	M.S. Vishwanath	GEN	KN	21.07.56	BA	26.09.80	
56	K.P. Ravindran	GEN	TN	09.11.53	SSLC	16.03.81	
57	R.J. Tuli	GEN	GJ/URJ	14.09.61	SSC	08.05.81	PS*
58	Smt. B. Usha Bai	GEN	KN	12.07.56	BSC	21.10.81	
59	Smt. Elcy Abraham	GEN	KR	12.11.57		10.05.82	
60	Suresh Chand Pal	GEN	RJ	16.04.56	MCom	14.10.82	
61	P. Mallikarjuna	GEN	KN	17.09.61	B.Com	13.05.83	EO
62	P. Bhattacharjee	GEN	NER	17.11.61		13.09.83	
63	K. Radhakrishna	GEN	AP	12.07.55	Intermed.	02.11.83	PS*
64	Chander Prakash	GEN	HO	01.12.57	BA	07.12.83	PS*

65	Dharam Raj Singh	GEN	HO	15.09.58	BA	07.12.83	PS*
66	Subash Chand Parida	GEN	OR	01.10.60		02.06.84	
67	Rakesh Kapoor	GEN	PN	13.11.57	BA	27.07.84	PS*
68	Smt. EE Furtado	GEN	Goa	29.01.60		13.08.84	
69	Smt. V.J. Nagalakshmi	GEN	TN	01.03.57	PUC	10.04.85	
70	Mohd.Abid Khan	GEN	MP	01.07.60	BA	20.05.85	CRS
71	V. Sasidaran	GEN	KR	25.11.55		25.06.85	
72	Abdul Razak	GEN	KN	20.06.60	SSLC	06.07.85	SS
73	Smt. U.M. Samant	GEN	MH	27.02.62		08.07.85	
74	M.K. Paryani	GEN	MH	11.04.66		15.07.85	
75	Smt. Sunita Relan	GEN	DL	02.02.61		26.08.85	EXPIRED
76	Smt. Paramjeet Kaur	GEN	ZTI, NZ	20.09.61	BA	14.10.85	PS*
77	Harish Kumar Makhija	GEN	HO	16.01.60	MCOM LLB	14.10.85	PS*
78	Smt. K. Kanchanamala	GEN	TN	17.10.60	MA	02.12.85	
79	V.C. Rajendra Panicker	GEN	KR	10.05.59		18.08.86	
80	Smt. R.V. Chakor	GEN	MH	17.05.62		13.05.87	
81	Mohamad Ali Patel	GEN	KN	01.03.62	PUC	17.07.87	Expired, 15.07.2007
82	Rajendra Mehra	SC	HO	13.08.61	Intermediate	14.12.87	PS*
83	M.A. Taher	GEN	AP	03.08.59		27.01.88	PS*
84	Kiran Rawal	GEN	DL	12.03.61	BA	19.04.88	PS*
85	P. Sindha Devi	SC	KN	07.05.62	PUC	17.05.88	PA*
86	Smt. S. Jhansi Rani	GEN	TN	17.04.63	Hr.Sec.	23.03.89	
87	S.T. Wagh	GEN	MH	14.08.66		03.04.89	
88	Ashok Kumar Gaba	GEN	PN	30.06.60	BA	29.08.89	
89	Gaja Nand	SC	HO	15.08.62	Pre-Univ	08.09.89	PS*
90	Vinod Grover	GEN	HO	29.08.63	MA Hindi	08.09.89	PS*
91	Virendra Kumar	GEN	HO	14.04.68	MA Hindi	08.09.89	Left EPFO
92	Smt. Sosamma Varkey	GEN	KR	04.06.59		01.11.89	
93	Gobind Ram	GEN	PN	13.02.64	Matric	22.02.90	
94	Raminder Pal Singh	GEN	PN	15.09.65	BA	22.02.90	
95	Rameshwar Das Thakur	GEN	SHIMLA	24.04.61		22.02.90	PS*
96	R.K. Manial	GEN	MH	11.02.61		14.03.90	
97	K.P. Nayak	GEN	MH	22.06.68		23.03.90	
98	Smt. Mohinder Kaur	GEN	HO	25.04.63	BA	09.04.90	
99	Sunil Kumar Khanna	GEN	HO	28.03.64	Sr.Sec	25.04.90	
100	Dinesh Kumar Mishra	GEN	HO	01.09.60	B.Com	25.04.90	

101	Smt. N.V.V. Satya Sai	GEN	AP	06.06.67	B.Com	31.05.90	PS*
102	Smt. T.D. Bagavatkar	GEN	MH	14.04.68		17.07.90	
103	Smt.Vatsala Ramachandran	GEN	MH	20.05.66		18.07.90	
104	V. Premlatha	GEN	AP		B. Com	01.08.90	PS*, EO(97)
105	B. Madhusudhanachary	GEN	AP	20.06.68	BSc	07.08.90	EO/AO
106	Smt. Lalitha Swaminathan	GEN	UP	14.12.57		20.08.90	VRS 2003
107	Lokanath Sahoo	GEN	OR	11.05.68	BA	07.11.90	
108	K. Ram Kumar	SC	AP	15.05.70	Intermed.	26.11.90	
109	Smt.V. Srisha Devi	GEN	AP	30.08.66	B.Sc	18.02.91	
110	S.P. Shrimali	SC	GJ	05.12.70	BA LLB DCS	22.04.91	
111	D.G. Solanki	SC	GJ	01.06.69	Hr.Sec	29.04.91	
112	Ms.D.Swaroop Rani	GEN	AP	11.02.64	BA	15.05.91	
113	Ms. Pushpa.Y. Wagh	ST	GJ	29.04.70	SSC (Matric)	15.05.91	PS*
114	Jagamay Dey	GEN	NER	07.07.62	BA	06.09.91	EO/AO
115	Smt. P. Chandra	SC	TN	25.07.64	Hr.Sec	23.09.91	
116	Ashok Kumar Bhatt	GEN	HO	26.07.63	12 <sup>th</sup>	25.09.91	
117	C. Raveendran	GEN	KR	25.11.57		20.12.91	PA*
118	Smt. Sunita Rani	GEN	HO	24.04.67	12 <sup>th</sup>	27.12.91	
119	Madhu Bedi	GEN	HR	20.01.67		27.12.91	
<b>120</b>	<b>Anand Kumar</b>	<b>SC</b>	<b>HO</b>	<b>08.12.65</b>	<b>BA</b>	<b>30.12.91</b>	<b>PS*</b>
121	Smt. Seema Makkar	GEN	DL	01.10.68	B Com	06.02.92	
122	Subhankar Pal	GEN	BR	19.11.70		25.02.92	EO
123	Raj Kumar Raj	OBC	BR	25.06.68	MSc	20.02.92	PA
124	Arvind Prasad	GEN	BR	07.07.68	BA (Hons)	24.02.92	PA
125	Md. Mobin Alam	GEN	BR	09.11.70	BA	24.02.92	
126	Dhirendra Kumar	GEN	BR	06.01.66	BA	24.02.92	
127	S.R. Surve	GEN	MH	21.03.66	BA	01.04.92	PA
128	Kum.SS Ezzekiel	GEN	MH	06.09.69		01.04.92	PA
129	Khan Javeed Iqbal	GEN	KN	27.02.67	PUC	07.04.92	
130	Smt. P. Ambika Devi	GEN	KN	05.07.67	MA	08.04.92	
131	M. Basumatary	GEN	NER	01.03.64	BA	23.04.92	PA
132	Smt. S.A.A.Fernandes	GEN	MH	12.06.72	B Com	27.04.92	PA*
133	Smt. M.S.Karmchandani	GEN	MH	09.08.65	B Com	28.08.92	PA*
134	Smt.S.L. Bagayatkar	GEN	MH	19.04.69	Hr.Sec	07.09.92	PA*, VRS 08.2013
135	Smt.P.M.Nair	GEN	MH	23.02.71	B Com	11.09.92	PA*
136	Smt. Susy Anthony	GEN	MP	19.06.68	B Com	17.09.92	PA

137	Smt. Sunita Gaba	GEN	HR	02.06.66	Matric	14.12.92	PA
138	Smt. K.Padmavathy	GEN	AP	03.10.66	B Com	30.12.92	PA
139	P.N.V.Krishna Kumar	GEN	AP	22.09.64	B Com	12.03.93	PA*
140	Snehasish Kundu	GEN	WB	12.09.66	B Sc	05.04.93	PA
141	Ms. Bakul Paul	GEN	WB	20.12.65	BA	05.04.93	PA
142	Subrata Chakraborty	GEN	WB	03.12.68	B Com	15.04.93	PA
143	Debjit Mukherjee	GEN	WB	07.07.71	Hr.Sec.	15.04.93	
144	Suraj Roy	GEN	WB	20.07.68	B Com	15.04.93	
145	Leo Anand Pradhan	GEN	WB	07.08.72	BA (Hons)	08.04.93	PA
146	Samir Ch. Roy	SC	WB	04.02.66	BA -	12.04.93	
147	Smt. N.H. Subbalekshmy	GEN	KR	07.02.68	B Com	01.07.93	
148	Smt. Santhakumari, L.	OBC	KR	20.05.68	PDC	29.06.93	
149	B.T. Krishna Rao	GEN	AP	10.03.67	B Com	20.08.93	PA*
150	A.V. Rama Raju	GEN	AP	15.06.70	Intermed	26.08.93	PA*
151	Subash Chandra Basu	SC	WB	15.06.66	BA	20.10.93	
152	Biswajit Mondal	SC	WB	19.06.71	BCom (Hons) MA	02.11.93	
153	Samir Sarkar	SC	WB	07.05.64	Hr.Sec.	03.11.93	
154	Samir Ch. Das	SC	ZTI EZ	18.08.65	B Com	05.11.93	
155	Premjit Sarkar	SC	ACC EZ	15.10.66	BA (Pass)	08.11.93	
156	Smt. Tsheten Chuki	ST	WB	16.06.72	BA	01.11.93	
157	Smt. Vaidyula Vijaya	GEN	WB/MH	12.08.71	BA	04.03.94	PA*
158	Smt. Jayanthi, N.K.	SC	KN	15.05.66	SSLC	01.06.94	SSA, 08.10.2008
159	Smt. Vijayalaxmi N. Telgar	ST	KN	22.04.65	D Com	28.07.94	
160	Bishwajit Halder	GEN	WB	06.05.73	BA	29.08.94	
161	Mannu Kajlekar	ST	MP	07.05.70	BA Pt.I	27.10.94	
162	Mushir Ahmed	GEN	MP	05.09.66	MA	28.10.94	
163	Smt. G. Mohana	GEN	TN	06.06.67	MA	28.10.94	
164	Smt. V. Gowri	GEN	TN	24.12.69	B Sc	28.10.94	
169	Smt. M.R. Sivasankari	SC	TN/HO	17.07.67	BA	02.01.95	
165	Smt. S. Sathyabharna	GEN	TN	24.03.67	Hr. Sec.	31.10.94	
166	Smt. Upasana	SC	DL	01.07.69		25.11.94	
167	Om Prakash Ram	GEN	WB	14.01.75	BA	26.12.94	
168	Jagat Jyoti Bardhan	GEN	WB	01.04.71	B Sc	29.12.94	
170	Smt. S. Chitra	SC	KN	22.08.71	Dip.	18.01.95	
171	Smt. Uma Maheshwari	GEN	AP	15.07.70	B Com	31.01.95	PA*
172	Smt. Rekha	ST	DL	23.12.72	BA	24.04.95	
173	Smt. T. Latha	GEN	TN	18.10.70	B Sc	23.06.95	

174	Smt. R. Shanthi	GEN	TN	27.05.66	B Com	23.06.95	
175	Smt. Kavita	GEN	HR	12.06.71	BA BEd	12.07.95	
176	K. Ramesh	GEN	AP	15.03.67	B Com	28.09.95	PA*
177	A. Suryanarayana	GEN	AP	10.06.66	B Com	28.09.95	
178	Ganesh Lal Nagda	GEN	RJ	01.01.71	Sr. Sec.	29.09.95	
179	Smt. Varsha Kataria	SC	HO	30.08.73	XII	12.10.95	
180	Smt. Rinku Barua	ST	HO	07.11.70	BA	13.10.95	
181	Vinod Kumar Sharma	GEN	DL	05.09.68	B Com (Pass)	15.11.95	EO
182	Y. Sundar Rao	SC	AP	25.07.68	BSc	11.01.96	SS, 18.07.2005
183	P.V.R.S. Sarma	GEN	AP	22.06.67	MCom, LLB	18.01.96	EO
184	M. Ramesh Babu	GEN	AP	15.08.69	Intermediate	18.01.96	
185	T. Srinivas Rao	GEN	AP	05.07.67	B Com	18.01.96	EO
186	Smt. S.D. Pillai	SC	MH	22.03.69	B Com	24.01.96	EO, 17.04.2004
187	A.R. Ahuja	GEN	MH	22.05.70	B Com LLB	25.01.96	SS, 16.07.2007
188	Smt. P.S.L.Rama Devi	GEN	AP	12.06.66	BSc Bed	05.02.96	
189	Jayant D. Wagnare	SC	MH	05.08.71	BA	05.02.96	PA*
190	Smt. N. Meenakshi	OBC	TN	20.07.67	MCom, BEd	22.02.96	
191	K.S. Krishnakumar	OBC	TN	01.07.68	BCom	19.02.96	
192	L.Subash Chandran	GEN	TN	09.10.56	BCom	24.04.96	
193	Smt. V. Vembarasi	GEN	TN	07.10.67	BSc	24.04.96	
194	Smt. S.Selva Latha	GEN	TN	26.05.67	BCom	24.04.96	
195	A.K. Bhatt	GEN	GJ	01.06.67	Hr.Sec.	13.06.96	
196	V. Hemanathan	GEN	GJ	12.03.69	BCom	13.06.96	
197	Smt. Srividya Venkatesan	GEN	MH/TN	26.05.69	BSc	21.06.96	
198	Smt. Rajitha Balachandran	GEN	GJ	26.03.69	BA	24.06.96	
199	Smt. S. Geetha Hariharan	OBC	KR	04.07.62	BCom	14.08.96	
200	Smt. Veena Rani	GEN	HR	13.05.67	BCom	17.09.96	SSA, 05.07.2007
201	V. Jeevanandam	GEN	TN	03.06.72	BA	30.08.96	
202	S. Kannan	GEN	TN	20.12.66	BCom	30.08.96	
203	Smt. I. Jeyamani	GEN	TN	13.05.56	BSc	30.08.96	
204	Smt. P. Rama Devi	GEN	AP	09.06.66	BCom	04.09.96	
205	P. Siva Durga	GEN	AP	3.12.66	BA	04.09.96	
206	Smt. N.M. Parulekar	OBC	MH	26.06.64	SSC	09.09.96	

207	K. Raja	GEN	TN	27.05.67	Hr. Sec.	09.09.96	
208	M. James	GEN	TN	27.03.69	BSc, PGDCA	09.09.96	
209	L.L. Ansari	GEN	GJ	01.06.75	XII Pass	17.10.96	
210	J.G. Parmar	SC	GJ	10.10.70	BA	22.10.96	
211	S.I. Vaghelea	SC	GJ	21.09.72	BCom	22.10.96	
212	Lokesh Pancholi	GEN	RJ	29.05.74	MA	13.12.96	
213	Smt. N. Padmalatha	GEN	AP	31.01.70	BA	18.02.97	
214	Smt. Kishori, B.	SC	KN	30.11.70	SSLC	03.03.97	
215	Smt. R. Rukmani	OBC	TN	15.06.67	B Com	08.05.97	
216	Smt. P.K. Gayathri	SC	KR	31.05.73	Pre Degree	14.05.97	
217	Smt. G. Elsamma	ST	KR	18.07.70	SSLCBCom	21.05.97	
218	Rajesh Tanwar	SC	PN	26.06.73	XII	23.06.97	
219	K.V.N. Ramakrishna	GEN	AP	15.07.74	BComLLB	30.06.97	EO/AO
220	M.P. Singh	SC	HR	10.08.71	BA	03.07.97	
221	S. Srinivas Kumar	GEN	AP	22.02.69	SSC	24.07.97	
222	Smt. V. Jayasree	GEN	TN	01.12.70	BSc	24.09.97	
223	Smt. Sudha Khandelwal	GEN	RJ	19.08.75	BA	01.10.97	
224	Santoshkumar B. Shingade	OBC	MH	13.12.76	BA	06.10.97	
225	Mt. Rajni T. Bhise	SC	MH	22.08.69	BA	09.10.97	
226	Smt. Pawan Srivastava	GEN	RJ	03.08.73	BA	10.10.97	
227	Smt. Leena S. Madkaikar	GEN	MH	16.06.76	BCom	14.10.97	
228	Smt. Vidya R. Aundhkar	OBC	MH	25.07.76	BCom	14.10.97	
229	Raj Kumar Vyas	SC	HO	12.12.68	XII	21.11.97	
230	Smt. D. Anuradha	GEN	AP	18.06.72	BCom	24.11.97	
231	A. Quaresh	GEN	CHH	06.07.69	HSSG	01.12.97	SS
232	D. Synjri	GEN	NER	08.11.75		02.01.98	Resigned on 22/10/2001
233	Smt. Thrisha Kharkongor	ST	NER	28.11.74	BA	08.01.98	
234	Syrpai Khongriah	GEN	NER	16.02.76	BA	02.01.98	
235	S. Synren	GEN	NER	30.09.71	BA	06.01.98	
236	R.H.C. Sun	GEN	NER	05.12.77	Pre- University	05.01.98	Resigned, 16.03.2006
237	Manoj Kumar Trivedi	GEN	UP	10.02.72	BCom	05.03.98	
238	Ramesh Chand	SC	UP	08.02.73	BA	09.02.98	
239	Smt. Harjeet Kaur	SC	PN	11.02.70	BA	31.03.98	

240	V.V.Subba Rao	GEN	AP	09.07.72	BSc	23.04.98	
241	Raj Kumar	GEN	UP	10.05.70	BA	18.06.98	
242	Vinay Kumar Mishra	GEN	HO	04.08.74	XII	26.06.98	
243	Smt. K.P.Sunanda	GEN	KR	14.03.73	BCom	17.07.98	
244	Smt. V.Bhanumathi	GEN	HO	17.06.73	BSc	23.07.98	
245	G.Senthil Nathar	OBC	TN	10.02.76	MA	01.07.98	
246	VVS Chakravarthi	GEN	HO/TN	23.08.75	BA	21.07.98	
247	Smt. Meenu Mandola	GEN	AP/PN	30.01.77	BA	11.12.98	
248	Deepak Kumar	GEN	HO	10.04.75	BCom	16.12.98	
249	Sanjay Kumar	GEN	HO	13.03.74	BA	07.12.98	Left the service, 15.01.2009
250	Smt. Shalini Katoch	GEN	HO	29.09.75	BA(Hons)	09.11.98	Left the service, 15.01.2009
251	Susheel Kumar	SC	ACC, NZ	28.11.68	Sr.Sec.	07.12.98	
252	Smt. B.R.Chitra	OBC	ZTI, SZ	06.01.73	BCom DCP	04.09.98	
253	Smt. Deepa Pradeep	GEN	GJ	20.8.78	BCom	03.12.98	
254	G.Leela Ganesh	GEN	HO/AP	02.08.77	PUC	22.07.98	
255	Komara Sreehari	GEN	HO	23.10.72		24.07.98	Resigned, 09.08.2002

<b>LIST OF OFFICIALS IN STENOGRAPHER CADRE AS ON 02.01.1999</b>							
S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	Smt.Madhuri Tulsyani	GEN	HO	25.11.53	BA	07.03.94	PS*
2	Ajay Kumar Verma	GEN	HO	23.05.55	Hr.Sec.	31.01.90	PS*
3	Smt. Surjeet Kaur	GEN	HO	07.08.52	Matric	31.01.90	PS*
4	Virendar Kumar Gupta	GEN	HO	14.10.54	BA	22.04.91	PS*
5	Vijay Verma	GEN	HO	03.01.55	BA	17.07.91	PS*
6	B.K. Batra	GEN	HO	12.05.59	BA	17.07.91	PS*
7	Ms.K.G.Vijayalakshmi	GEN	TN	28.05.43	MA	07.08.91	PS*
8	Smt.E.S.Vedamuthu	GEN	MH	11.12.48	BA Spl	03.12.92	PS*
9	Smt.Swagata Neogi	GEN	WB	12.01.57		27.03.92	PS*
10	P.B. Bhattacharya	GEN	UP	15.09.60	MA	25.11.93	PS*
11	Smt. Santhosh Sood	GEN	HO	11.04.55	Pre-Univ.	17.05.95	PS*
12	Akbar Sharif	GEN	KN	31.12.51	BA	06.07.85	PS*
13	A.D.Malwani	GEN	RJ	30.05.53		28.10.86	PS*
14	E.Laxmipathi Rao	GEN	AP	01.07.55	B.Com	29.01.88	PS*
15	Smt.N.V. Patwardhan	GEN	MH	09.12.58	B.Com	29.02.88	PS*VRS 16.01.2008
16	Subash Ch. Bose	GEN	WB	26.07.50	BSc, LLB, BEd	06.04.90	PS*
17	Nityananda Biswal	GEN	OR	05.04.53	I.A.	16.05.90	PS*
18	Smt. Kuki Bhatia	GEN	HO	06.12.53	BA	30.08.90	PS*
19	Pritpal Singh	GEN	HO	06.12.52	B.Com(P)	30.08.90	PS*
20	Y.S.Rawat	GEN	HO	12.04.55	MA	30.08.90	PS*
21	Smt.Geeta Banerjee	GEN	HO	29.04.62	B.Com(P)	30.08.90	PS*
22	K.K. Varghese	GEN	MP	20.11.53	Hr.Sec.	27.03.91	PS*
23	Smt.Santosh Malik	GEN	HO	22.02.62	B.Com(P)	30.10.91	PS*
24	Pradeep Chand	GEN	HO	30.01.57	M.Com	30.10.91	PS*Expired on 17.06.2002
25	Ram Raj	SC	HO	02.02.63	Sr.Sec.	30.10.91	PS*
26	Raju	SC	DL	10.05.69	Matric	19.11.91	PS*
27	Dinesh Holkar		MP/ZTI	06.09.61	B.Com(P)	09.12.91	PS*

28	Manoj Kr. Srivastava	GEN	BR	03.02.61		20.01.92	PS*
29	B.K. Das	SC	NER	01.03.58	H.S.C	17.06.92	PS*
30	Pranab Dev Roy	GEN	WB	12.05.53	B. Sc.	31.12.92	PS*
31	Tapan Kumar Dass	GEN	WB	07.07.56	BA	31.12.92	PS*
32	Chandan Kr. Bhattacharjee	GEN	WB	10.01.61		31.12.92	PA*
33	Suryan Sadhan Sahoo	GEN	WB	27.10.66		16.12.93	PA*
34	Smt. Surinder Kaur	GEN	HO	11.09.56	BA	06.05.94	PS*
35	Ramesh Chandra Samal	SC	OR	09.08.68	B.Com	01.09.94	PS*
36	S.K.Rana	GEN	PN	11.10.54		29.11.94	Left EPFO
37	Smt.Chandrika Nair	GEN	HR	11.09.52	Hr. Sec.	20.12.94	PS*
38	Smt.V.K.Visalakshy	SC	KR	15.11.53		31.12.94	PA*
39	Digamber Humaney	SC	MP	16.06.69		24.01.95	PA*
40	R.Dhamodharan	GEN	TN	14.10.54	BA	12.06.95	PS*
41	A.I.Ananda Sagaram	SC	TN	08.03.64		21.06.95	Removed from service on 12.06.2001
42	A.S.Menon	GEN	MH	01.06.62	SSC	04.10.95	PS*
43	Baby Vanaja	GEN	TN	10.03.55	BA	06.11.95	PS*
44	N.S.Jayanthi	GEN	TN	27.01.57	SSLC	06.11.95	PA*, VRS
45	S.Renuka	GEN	TN	15.03.59	SSLC	12.06.96	PA*
46	M.S. Johnson	GEN	KR	30.11.55	BA	31.12.96	PS*
47	Subodh Ram	GEN	BR	02.07.62		31.01.97	PA*
48	Jitender Kr.Dass	SC	BR	25.05.70		31.01.97	PA*
49	Smt. Mona Nichani	GEN	HO	04.02.57	BA	08.10.97	PS*
50	S. Sitharthan	GEN	TN	18.04.60	B.Com	23.11.98	PA*
51	Smt. Celine Pinto	GEN	KN	20.07.48	SSLC	17.05.72	PS*
52	Smt.P.S. Jayashree	GEN	KN	26.04.58	BA	21.03.80	PA*
53	Ameeruddin	GEN	KN	02.03.56		08.09.80	PA*
54	Antaryami Barik	GEN	OR	20.01.61	BA LLB	19.09.80	Expired
55	M.S. Vishwanath	GEN	KN	21.07.56	BA	26.09.80	PA*
56	K.P. Ravindran	GEN	TN	09.11.53	SSLC	16.03.81	PA*
57	R.J. Tuli	GEN	GJ	14.09.61	SSC	08.05.81	PS*
58	Smt. B. Usha Bai	GEN	KN	12.07.56	BSC	21.10.81	PA*
59	Smt. Elcy Abraham	GEN	KR	12.11.57		10.05.82	PA*

60	Suresh Chand Pal	GEN	RJ	16.04.56	MCom	14.10.82	PA*
61	P. Mallikarjuna	GEN	KN	17.09.61	B.Com	13.05.83	EO
62	P. Bhattacharjee	GEN	NER	17.11.61		13.09.83	PA*
63	K. Radhakrishna	GEN	AP	12.07.55	Intermed.	02.11.83	PS*
64	Chander Prakash	GEN	HO	01.12.57	BA	07.12.83	PS*
65	Dharam Raj Singh	GEN	HO	15.09.58	BA	07.12.83	PS*
66	Subash Chand Parida	GEN	OR	01.10.60		02.06.84	
67	Rakesh Kapoor	GEN	PN	13.11.57	BA	27.07.84	PS*
68	Smt. EE Furtado	GEN	Goa	29.01.60		13.08.84	PA*
69	Smt. V.J. Nagalakshmi	GEN	TN	01.03.57	PUC	10.04.85	PA*
70	Mohd.Abid Khan	GEN	MP	01.07.60	BA	20.05.85	CRS
71	V. Sasidaran	GEN	KR	25.11.55		25.06.85	PA*
72	Abdul Razak	GEN	KN	20.06.60	SSLC	06.07.85	SS
73	Smt. U.M. Samant	GEN	MH	27.02.62		08.07.85	PA*
74	M.K. Paryani	GEN	MH	11.04.66		15.07.85	PA*
75	Smt. Sunita Relan	GEN	DL	02.02.61		26.08.85	EXPIRED
76	Smt. Paramjeet Kaur	GEN	ZTI, NZ	20.09.61	BA	14.10.85	PS*
77	Harish Kumar Makhija	GEN	HO	16.01.60	MCOM LLB	14.10.85	PS*
78	Smt. K. Kanchanamala	GEN	TN	17.10.60	MA	02.12.85	PA*
79	V.C. Rajendra Panicker	GEN	KR	10.05.59		18.08.86	PA*
80	Smt. R.V. Chakor	GEN	MH	17.05.62		13.05.87	PA*
81	Mohamad Ali Patel	GEN	KN	01.03.62	PUC	17.07.87	Expired, 15.07.2007
82	Rajendra Mehra	SC	HO	13.08.61	Intermediate	14.12.87	PS*
83	M.A. Taher	GEN	AP	03.08.59		27.01.88	PS*
84	Kiran Rawal	GEN	DL	12.03.61	BA	19.04.88	PS*
85	P. Sindha Devi	SC	KN	07.05.62	PUC	17.05.88	PA*
86	Smt. S. Jhansi Rani	GEN	TN	17.04.63	Hr.Sec.	23.03.89	PA*
87	S.T. Wagh	GEN	MH	14.08.66		03.04.89	PA*
88	Ashok Kumar Gaba	GEN	PN	30.06.60	BA	29.08.89	PA*
89	Gaja Nand	SC	HO	15.08.62	Pre-Univ	08.09.89	PS*
90	Vinod Grover	GEN	HO	29.03.63	MA Hindi	08.09.89	PS*
91	Virendra Kumar	GEN	HO	14.04.68	MA Hindi	08.09.89	Left EPFO
92	Smt. Sosamma Varkey	GEN	KR	04.06.59		01.11.89	PA*

93	Gobind Ram	GEN	PN	13.02.64	Matric	22.02.90	PA*
94	Raminder Pal Singh	GEN	PN	15.09.65	BA	22.02.90	PA*
95	<b>Rameshwar Das Thakur</b>	<b>GEN</b>	<b>HP</b>	<b>24.04.61</b>		<b>22.02.90</b>	<b>PS*</b>
96	R.K. Manial	GEN	MH	11.02.61		14.03.90	PA*
97	K.P. Nayak	GEN	MH	22.06.68		23.03.90	PA*
98	Smt. Mohinder Kaur	GEN	HO	25.04.63	BA	09.04.90	PA*
99	Sunil Kumar Khanna	GEN	HO	28.03.64	Sr.Sec	25.04.90	PA*
100	Dinesh Kumar Mishra	GEN	HO	01.09.60	B.Com	25.04.90	PA*
101	<b>Smt. N.V.V. Satya Sai</b>	<b>GEN</b>	<b>AP</b>	<b>06.06.67</b>	<b>B.Com</b>	<b>31.05.90</b>	<b>PS*</b>
102	Smt. T.D. Bagavatkar	GEN	MH	14.04.68		17.07.90	PA*
103	Smt.Vatsala Ramachandran	GEN	MH	20.05.66		18.07.90	PA*
104	V. Premlatha	GEN	AP		B. Com	01.08.90	PS*, EO(97)
105	B. Madhusudhanachary	GEN	AP	20.06.68	BSc	07.08.90	EO/AO
106	Smt. Lalitha Swaminathan	GEN	UP	14.12.57		20.08.90	VRS 2003
107	Lokanath Sahoo	GEN	OR	11.05.68	BA	07.11.90	PA*
108	K. Ram Kumar	SC	AP	15.05.70	Intermed.	26.11.90	PA*
109	Smt.V. Srisha Devi	GEN	AP	30.08.66	B.Sc	18.02.91	PA*
110	S.P. Shrimali	SC	GJ	05.12.70	BA LLB DCS	22.04.91	EO/AO
111	D.G. Solanki	SC	GJ	01.06.69	Hr.Sec	29.04.91	PA*
112	Ms.D.Swaroopaa Rani	GEN	AP	11.02.64	BA	15.05.91	PA*
113	<b>Ms. Pushpa.Y. Wagh</b>	<b>ST</b>	<b>GJ</b>	<b>29.04.70</b>	<b>SSC</b>	<b>15.05.91</b>	<b>PS*</b>
114	Jagamay Dey	GEN	NER	07.07.52	BA	06.09.91	EO/AO
115	Smt. P. Chandra	SC	TN	25.07.64	Hr.Sec	23.09.91	PA*
116	Ashok Kumar Bhatt	GEN	HO	26.07.63	12 <sup>th</sup>	25.09.91	PA*
117	C. Raveendran	GEN	KR	25.11.57		20.12.91	PA*
118	Smt. Sunita Rani	GEN	HO	24.04.67	12 <sup>th</sup>	27.12.91	PA*
119	Madhu Bedi	GEN	HR	20.01.67		27.12.91	PA*
120	<b>Anand Kumar</b>	<b>SC</b>	<b>HO</b>	<b>08.12.65</b>	<b>BA</b>	<b>30.12.91</b>	<b>PS*</b>

**Annexure D 5**

<b>LIST OF OFFICIALS AS ON 02.01.1999 NOT PROMOTED AS PS</b>								
	<b>S.No</b>	<b>NAME S/SMT/MS</b>	<b>Category</b>	<b>Region in which Working</b>	<b>Date of Birth</b>	<b>Qualification</b>	<b>Date of Appointment Steno - II/III</b>	<b>Remarks</b>
1	32	Chandan Kr. Bhattacharjee	GEN	WB	10.01.61		31.12.92	
2	33	Suryan Sadhan Sahoo	GEN	WB	27.10.66		16.12.93	
3	36	S.K.Rana	GEN	PN	11.10.54		29.11.94	Left EPFO
4	38	Smt.V.K.Visalakshy	SC	KR	15.11.53		31.12.94	
5	39	Digamber Humaney	SC	MP	16.06.69		24.01.95	
6	41	A.I.Ananda Sagaram	SC	TN	08.03.64		21.06.95	Removed from service in 2001
7	44	N.S.Jayanthi	GEN	TN	27.01.57	SSLC	06.11.95	
8	45	S.Renuka	GEN	TN	15.03.59	SSLC	12.06.96	
9	47	Subodh Ram	GEN	BR	02.07.62		31.01.97	
10	48	Jitender Kr.Dass	SC	BR	25.05.70		31.01.97	
11	50	S. Sitharthan	GEN	TN	18.04.60	B.Com	23.11.98	
12	52	Smt.P.S. Jayashree	GEN	KN	26.04.58	BA	21.03.80	
13	53	Ameeruddin	GEN	KN	02.03.56		08.09.80	
14	54	Antaryami Barik	GEN	OR	20.01.61	BA LLB	19.09.80	Expired
15	55	M.S. Vishwanath	GEN	KN	21.07.56	BA	26.09.80	
16	56	K.P. Ravindran	GEN	TN	09.11.53	SSLC	16.03.81	
17	58	Smt. B. Usha Bai	GEN	KN	12.07.56	BSC	21.10.81	
18	59	Smt. Elcy Abraham	GEN	KR	12.11.57		10.05.82	
19	60	Suresh Chand Pal	GEN	RJ	16.04.56	MCom	14.10.82	
20	61	P. Mallikarjuna	GEN	KN	17.09.61	B.Com	13.05.83	EO

21	62	P. Bhattacharjee	GEN	NER	17.11.6 1		13.09.83	
22	66	Subash Chand Parida	GEN	OR	01.10.6 0		02.06.84	
23	68	Smt. EE Furtado	GEN	Goa	29.01.6 0		13.08.84	
24	69	Smt. V.J. Nagalakshmi	GEN	TN	01.03.5 7	PUC	10.04.85	
25	70	Mohd.Abid Khan	GEN	MP	01.07.6 0	BA	20.05.85	CRS
26	71	V. Sasidaran	GEN	KR	25.11.5 5		25.06.85	
27	72	Abdul Razak	GEN	KN	20.06.6 0	SSLC	06.07.85	SS
28	73	Smt. U.M. Samant	GEN	MH	27.02.6 2		08.07.85	
29	74	M.K. Paryani	GEN	MH	11.04.6 6		15.07.85	
30	75	Smt. Sunita Relan	GEN	DL	02.02.6 1		26.08.85	EXPIRED
31	78	Smt. K. Kanchanamala	GEN	TN	17.10.6 0	MA	02.12.85	
32	79	V.C. Rajendra Panicker	GEN	KR	10.05.5 9		18.08.86	
33	80	Smt. R.V. Chakor	GEN	MH	17.05.6 2		13.05.87	
34	81	Mohamad Ali Patel	GEN	KN	01.03.6 2	PUC	17.07.87	Expired, 15.07.200 7
35	85	P. Sindha Devi	SC	KN	07.05.6 2	PUC	17.05.88	PA*
36	86	Smt. S. Jhansi Rani	GEN	TN	17.04.6 3	Hr.Sec.	23.03.89	
37	87	S.T. Wagh	GEN	MH	14.08.6 6		03.04.89	
38	88	Ashok Kumar Gaba	GEN	PN	30.06.6 0	BA	29.08.89	
39	91	Virendra Kumar	GEN	HO	14.04.6 8	MA Hindi	08.09.89	Left EPFO
40	92	Smt. Sosamma Varkey	GEN	KR	04.06.5 9		01.11.89	
41	93	Gobind Ram	GEN	PN	13.02.6 4	Matric	22.02.90	
42	94	Raminder Pal Singh	GEN	PN	15.09.6 5	BA	22.02.90	
43	95	Rameshwar Das Thakur	GEN	HP	24.04.6 1		22.02.90	PS*
44	96	R.K. Manial	GEN	MH	11.02.6 1		14.03.90	
45	97	K.P. Nayak	GEN	MH	22.06.6 8		23.03.90	
46	98	Smt. Mohinder Kaur	GEN	HO	25.04.6 3	BA	09.04.90	

47	99	Sunil Kumar Khanna	GEN	HO	28.03.64	Sr.Sec	25.04.90	
48	100	Dinesh Kumar Mishra	GEN	HO	01.09.60	B.Com	25.04.90	
49	101	Smt. N.V.V. Satya Sai	GEN	AP	06.06.67	B.Com	31.05.90	PS*
50	102	Smt. T.D. Bagavatkar	GEN	MH	14.04.68		17.07.90	
51	103	Smt.Vatsala Ramachandran	GEN	MH	20.05.66		18.07.90	
52	104	V. Premlatha	GEN	AP		B. Com	01.08.90	PS*, EO(97)
53	105	B. Madhusudhanachary	GEN	AP	20.06.68	BSc	07.08.90	EO/AO
54	106	Smt. Lalitha Swaminathan	GEN	UP	14.12.57		20.08.90	VRS 2003
55	107	Lokanath Sahoo	GEN	OR	11.05.68	BA	07.11.90	
56	108	K. Ram Kumar	SC	AP	15.05.70	Intermed.	26.11.90	
57	109	Smt.V. Srisha Devi	GEN	AP	30.08.66	B.Sc	18.02.91	
58	110	S.P. Shrimali	SC	GJ	05.12.70	BA LLB DCS	22.04.91	EO/AO
59	111	D.G. Solanki	SC	GJ	01.06.69	Hr.Sec	29.04.91	
60	112	Ms.D.Swaroop Rani	GEN	AP	11.02.64	BA	15.05.91	
61	113	Ms. Pushpa.Y. Wagh	ST	GJ	29.04.70	SSC	15.05.91	PS*
62	114	Jagamay Dey	GEN	NER	07.07.62	BA	06.09.91	EO/AO
63	115	Smt. P. Chandra	SC	TN	25.07.64	Hr.Sec	23.09.91	
64	116	Ashok Kumar Bhatt	GEN	HO	26.07.63	12 <sup>th</sup>	25.09.91	
65	117	C. Raveendran	GEN	KR	25.11.57		20.12.91	PA*
66	118	Smt. Sunita Rani	GEN	HO	24.04.67	12 <sup>th</sup>	27.12.91	
67	119	Madhu Bedi	GEN	HR	20.01.67		27.12.91	
68	120	Anand Kumar	SC	HO	08.12.65	BA	30.12.91	PS*

**Annexure D 6**

<b>LIST OF OFFICIALS LEFT/REMOVED/CHANGED CADRE</b>								
	S.No	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	36	S.K.Rana	GEN	PN	11.10.54		29.11.94	Left EPFO
2	41	A.I.Ananda Sagaram	SC	TN	08.03.64		21.06.95	Removed from service in 2001
3	61	P. Mallikarjuna	GEN	KN	17.09.61	B.Com	13.05.83	EO
4	70	Mohd.Abid Khan	GEN	MP	01.07.60	BA	20.05.85	CRS
5	72	Abdul Razak	GEN	KN	20.06.60	SSLC	06.07.85	SS
6	91	Virendra Kumar	GEN	HO	14.04.68	MA Hindi	08.09.89	Left EPFO
7	104	V. Premlatha	GEN	AP		B. Com	01.08.90	PS*, EO(97)
8	105	B. Madhusudhanachary	GEN	AP	20.06.68	BSc	07.08.90	EO/AO
9	110	S.P. Shrimali	SC	GJ	05.12.70	BA LLB DCS	22.04.91	EO/AO
10	114	Jagamay Dey	GEN	NER	07.07.62	BA	06.09.91	EO/AO

**Annexure D 7**

<b>LIST OF OFFICIALS AS ON 02.01.1999 TO BE PROMOTED AS PS</b>								
	<b>S.No.</b>	<b>NAME S/SMT/MS</b>	<b>Category</b>	<b>Region in which Working</b>	<b>Date of Birth</b>	<b>Qualification</b>	<b>Date of Appointment Steno -II/III</b>	<b>Remarks</b>
1	32	Chandan Kr. Bhattacharjee	GEN	WB	10.01.61		31.12.92	PA
2	33	Suryan Sadhan Sahoo	GEN	WB	27.10.66		16.12.93	PA
3	38	Smt.V.K.Visalakshy	SC	KR	15.11.53		31.12.94	Retd
4	39	Digamber Humaney	SC	MP	16.06.69		24.01.95	PA
5	44	N.S.Jayanthi	GEN	TN	27.01.57	SSLC	06.11.95	VRS
6	45	S.Renuka	GEN	TN	15.03.59	SSLC	12.06.96	PA
7	47	Subodh Ram	GEN	BR	02.07.62		31.01.97	PA
8	48	Jitender Kr.Dass	SC	BR	25.05.70		31.01.97	PA
9	50	S. Sitharthan	GEN	TN	18.04.60	B.Com	23.11.98	PA
10	52	Smt.P.S. Jayashree	GEN	KN	26.04.58	BA	21.03.80	PA
11	53	Ameeruddin	GEN	KN	02.03.56		08.09.80	PA
12	54	Antaryami Barik	GEN	OR	20.01.61	BA LLB	19.09.80	Expired
13	55	M.S. Vishwanath	GEN	KN	21.07.56	BA	26.09.80	PA
14	56	K.P. Ravindran	GEN	TN	09.11.53	SSLC	16.03.81	Retd
15	58	Smt. B. Usha Bai	GEN	KN	12.07.56	BSC	21.10.81	PA
16	59	Smt. Elcy Abraham	GEN	KR	12.11.57		10.05.82	PA
17	60	Suresh Chand Pal	GEN	RJ	16.04.56	MCom	14.10.82	PA
18	62	P. Bhattacharjee	GEN	NER	17.11.61		13.09.83	PA
19	66	Subash Chand Parida	GEN	OR	01.10.60		02.06.84	PA
20	68	Smt. EE Furtado	GEN	Goa	29.01.60		13.08.84	PA
21	69	Smt. V.J. Nagalakshmi	GEN	TN	01.03.57	PUC	10.04.85	PA
22	71	V. Sasidaran	GEN	KR	25.11.55		25.06.85	PA
23	73	Smt. U.M. Samant	GEN	MH	27.02.62		08.07.85	PA
24	74	M.K. Paryani	GEN	MH	11.04.66		15.07.85	PA
25	75	Smt. Sunita Relan	GEN	DL	02.02.61		26.08.85	Expired
26	78	Smt. K. Kanchanamala	GEN	TN	17.10.60	MA	02.12.85	PA
27	79	V.C. Rajendra Panicker	GEN	KR	10.05.59		18.08.86	PA
28	80	Smt. R.V. Chakor	GEN	MH	17.05.62		13.05.87	PA
29	81	Mohamad Ali Patel	GEN	KN	01.03.62	PUC	17.07.87	Expired
30	85	P. Sindha Devi	SC	KN	07.05.62	PUC	17.05.88	PA

31	86	Smt. S. Jhansi Rani	GEN	TN	17.04.63	Hr.Sec.	23.03.89	PA
32	87	S.T. Wagh	GEN	MH	14.08.66		03.04.89	PA
33	88	Ashok Kumar Gaba	GEN	PN	30.06.60	BA	29.08.89	PA
34	92	Smt. Sosamma Varkey	GEN	KR	04.06.59		01.11.89	PA
35	93	Gobind Ram	GEN	PN	13.02.64	Matric	22.02.90	PA
36	94	Raminder Pal Singh	GEN	PN	15.09.65	BA	22.02.90	PA
<b>37</b>	<b>95</b>	<b>Rameshwar Das Thakur</b>	<b>GEN</b>	<b>HP</b>	<b>24.04.61</b>		<b>22.02.90</b>	<b>PS*</b>
38	96	R.K. Manial	GEN	MH	11.02.61		14.03.90	PA
39	97	K.P. Nayak	GEN	MH	22.06.68		23.03.90	PA
40	98	Smt. Mohinder Kaur	GEN	HO	25.04.63	BA	09.04.90	PA
41	99	Sunil Kumar Khanna	GEN	HO	28.03.64	Sr.Sec	25.04.90	PA
42	100	Dinesh Kumar Mishra	GEN	HO	01.09.60	B.Com	25.04.90	PA
<b>43</b>	<b>101</b>	<b>Smt. N.V.V. Satya Sai</b>	<b>GEN</b>	<b>AP</b>	<b>06.06.67</b>	<b>B.Com</b>	<b>31.05.90</b>	<b>PS*</b>
44	102	Smt. T.D. Bagavatkar	GEN	MH	14.04.68		17.07.90	PA
45	103	Smt.Vatsala Ramachandran	GEN	MH	20.05.66		18.07.90	PA
46	106	Smt. Lalitha Swaminathan	GEN	UP	14.12.57		20.08.90	VRS 2003
47	107	Lokanath Sahoo	GEN	OR	11.05.68	BA	07.11.90	PA
48	108	K. Ram Kumar	SC	AP	15.05.70	Intermed.	26.11.90	PA
49	109	Smt.V. Srisha Devi	GEN	AP	30.08.66	B.Sc	18.02.91	PA
50	111	D.G. Solanki	SC	GJ	01.06.69	Hr.Sec	29.04.91	PA
51	112	Ms.D.Swaroopa Rani	GEN	AP	11.02.64	BA	15.05.91	PA
<b>52</b>	<b>113</b>	<b>Ms. Pushpa.Y. Wagh</b>	<b>ST</b>	<b>GJ</b>	<b>29.04.70</b>	<b>SSC</b>	<b>15.05.91</b>	<b>PS*</b>
53	115	Smt. P. Chandra	SC	TN	25.07.64	Hr.Sec	23.09.91	PA
54	116	Ashok Kumar Bhatt	GEN	HO	26.07.63	12 <sup>th</sup>	25.09.91	PA
55	117	C. Raveendran	GEN	KR	25.11.57		20.12.91	PA
56	118	Smt. Sunita Rani	GEN	HO	24.04.67	12 <sup>th</sup>	27.12.91	PA
57	119	Madhu Bedi	GEN	HR	20.01.67		27.12.91	PA
<b>58</b>	<b>120</b>	<b>Anand Kumar</b>	<b>SC</b>	<b>HO</b>	<b>08.12.65</b>	<b>BA</b>	<b>30.12.91</b>	<b>PS*</b>

**LIST OF OFFICIALS PROMOTED/RETIRED/VOLUNTRTY RETIRED/EXPIRED**

	S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	1	Smt.Madhuri Tulsyani	GEN	HO	25.11.53	BA	07.03.94	PS*Retired
2	3	Smt. Surjeet Kaur	GEN	HO	07.08.52	Matric	31.01.90	PS*Retired
3	4	Virendar Kumar Gupta	GEN	HO	14.10.54	BA	22.04.91	PS*Promoted
4	5	Vijay Verma	GEN	HO	03.01.55	BA	17.07.91	PS*Promoted
5	6	B.K. Batra	GEN	HO	12.05.59	BA	17.07.91	PS*Promoted
6	7	Ms.K.G.Vijayalakshmi	GEN	TN	28.05.43	MA	07.08.91	PS*Retired
7	8	Smt.E.S.Vedamuthu	GEN	MH	11.12.48	BA Spl	03.12.92	PS*Retired
8	10	P.B. Bhattacharya	GEN	UP	15.09.60	MA	25.11.93	PS*Promoted
9	12	Akbar Sharif	GEN	KN	31.12.51	BA	06.07.85	PS*Promoted
10	13	A.D.Malwani	GEN	RJ	30.05.53		28.10.86	PS*Promoted
11	14	E.Laxmipathi Rao	GEN	AP	01.07.55	B.Com	29.01.88	PS*Promoted
12	15	Smt.N.V. Patwardhan	GEN	MH	09.12.58	B.Com	29.02.88	PS*VRS 16.01.2008
13	16	Subash Ch. Bose	GEN	WB	26.07.50	BSc, LLB, BEd	06.04.90	PS*Retired
14	17	Nityananda Biswal	GEN	OR	05.04.53	I.A.	16.05.90	PS*Retired
15	18	Smt. Kuki Bhatia	GEN	HO	06.12.53	BA	30.08.90	PS*Promoted
16	19	Pritpal Singh	GEN	HO	06.12.52	B.Com(P)	30.08.90	PS*Promoted
17	20	Y.S.Rawat	GEN	HO	12.04.55	MA	30.08.90	PS*Promoted
18	22	K.K. Varghese	GEN	MP	20.11.53	Hr.Sec.	27.03.91	PS*Retired
19	24	Pradeep Chand	GEN	HO	30.01.57	M.Com	30.10.91	PS*Expired on 17.06.2002
20								
20	26	Raju	SC	DL	10.05.69	Matric	19.11.91	PS*Promoted
21	30	Pranab Dev Roy	GEN	WB	12.05.53	B. Sc.	31.12.92	PS*Retired
22	37	Smt.Chandrika Nair	GEN	HR	11.09.52	Hr. Sec.	20.12.94	PS*Retired
23	38	Smt.V.K.Visalakshy	SC	KR	15.11.53		31.12.94	PS*Retired
24	40	R.Dhamodharan	GEN	TN	14.10.54	BA	12.06.95	PS*Retired
25	44	N.S.Jayanthi	GEN	TN	27.01.57	SSLC	06.11.95	VRS
26	51	Smt. Celine Pinto	GEN	KN	20.07.48	SSLC	17.05.72	PS*Retired
27	54	Antaryami Barik	GEN	OR	20.01.61	BA LLB	19.09.80	Expired
28	56	K.P. Ravindran	GEN	TN	09.11.53	SSLC	16.03.81	Retired
29	75	Smt. Sunita Relan	GEN	DL	02.02.61		26.08.85	EXPIRED
30	81	Mohamad Ali Patel	GEN	KN	01.03.62	PUC	17.07.87	Expired, 15.07.2007
31	106	Smt. Lalitha Swaminathan	GEN	UP	14.12.57		20.08.90	VRS 2003

**LIST OF OFFICIALS TO BE PS AS ON DATE**

	S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	2	Ajay Kumar Verma	GEN	HO	23.05.55	Hr.Sec.	-31.01.90	PS*
2	9	Smt.Swagata Neogi	GEN	WB	12.01.57		27.03.92	PS*
3	11	Smt. Santhosh Sood	GEN	HO	11.04.55	Pre-Univ.	17.05.95	PS*
4	23	Smt.Santosh Malik	GEN	HO	22.02.62	B.Com(P)	30.10.91	PS*
5	25	Ram Raj	SC	HO	02.02.63	Sr.Sec.	30.10.91	PS*
6	27	Dinesh Holkar		MP/ZTI	06.09.61	B.Com(P)	09.12.91	PS*
7	28	Manoj Kr. Srivastava	GEN	BR	03.02.61		20.01.92	PS*
8	29	B.K. Das	SC	NER	01.03.58	HSLC	17.06.92	PS*
9	31	Tapan Kumar Dass	GEN	WB	07.07.56	BA	31.12.92	PS*
10	32	Chandan Kr. Bhattacharjee	GEN	WB	10.01.61		31.12.92	
11	33	Suryan Sadhan Sahoo	GEN	WB	27.10.66		16.12.93	
12	34	Smt. Surinder Kaur	GEN	HO	11.09.56	BA	06.05.94	PS*
13	35	Ramesh Chandra Samal	SC	OR	09.08.68	B.Com	01.09.94	PS*
14	39	Digamber Humaney	SC	MP	16.06.69		24.01.95	
15	42	A.S.Menon	GEN	MH	01.06.62	SSC	04.10.95	PS*
16	43	Baby Vanaja	GEN	TN	10.03.55	BA	06.11.95	PS*
17	45	S.Renuka	GEN	TN	15.03.59	SSLC	12.06.96	
18	46	M.S. Johnson	GEN	KR	30.11.55	BA	31.12.96	PS*
19	47	Subodh Ram	GEN	BR	02.07.62		31.01.97	
20	48	Jitender Kr.Dass	SC	BR	25.05.70		31.01.97	
21	49	Smt. Mona Nichani	GEN	HO	04.02.57	BA	08.10.97	PS*
22	50	S. Sitharthan	GEN	TN	18.04.60	B.Com	23.11.98	
23	52	Smt.P.S. Jayashree	GEN	KN	26.04.58	BA	21.03.80	
24	53	Ameeruddin	GEN	KN	02.03.56		08.09.80	
25	55	M.S. Vishwanath	GEN	KN	21.07.56	BA	26.09.80	
26	57	R.J. Tuli	GEN	GJ	14.09.61	SSC	08.05.81	PS*

27	58	Smt. B. Usha Bai	GEN	KN	12.07.56	BSC	21.10.81	
28	59	Smt. Elcy Abraham	GEN	KR	12.11.57		10.05.82	
29	60	Suresh Chand Pal	GEN	RJ	16.04.56	MCom	14.10.82	
30	62	P. Bhattacharjee	GEN	NER	17.11.61		13.09.83	
31	63	K. Radhakrishna	GEN	AP	12.07.55	Intermed.	02.11.83	PS*
32	64	Chander Prakash	GEN	HO	01.12.57	BA	07.12.83	PS*
33	65	Dharam Raj Singh	GEN	HO	15.09.58	BA	07.12.83	PS*
34	66	Subash Chand Parida	GEN	OR	01.10.60		02.06.84	
35	67	Rakesh Kapoor	GEN	PN	13.11.57	BA	27.07.84	PS*
36	68	Smt. EE Furtado	GEN	Goa	29.01.60		13.08.84	
37	69	Smt. V.J. Nagalakshmi	GEN	TN	01.03.57	PUC	10.04.85	
38	71	V. Sasidaran	GEN	KR	25.11.55		25.06.85	
39	72	Abdul Razak	GEN	KN	20.06.60	SSLC	06.07.85	SS
40	73	Smt. U.M. Samant	GEN	MH	27.02.62		08.07.85	
41	74	M.K. Paryani	GEN	MH	11.04.66		15.07.85	
42	76	Smt. Paramjeet Kaur	GEN	ZTI, NZ	20.09.61	BA	14.10.85	PS*
43	77	Harish Kumar Makhija	GEN	HO	16.01.60	MCOM LLB	14.10.85	PS*
44	78	Smt. K. Kanchanamala	GEN	TN	17.10.60	MA	02.12.85	
45	79	V.C. Rajendra Panicker	GEN	KR	10.05.59		18.08.86	
46	80	Smt. R.V. Chakor	GEN	MH	17.05.62		13.05.87	
47	82	Rajendra Mehra	SC	HO	13.08.61	Intermediate	14.12.87	PS*
48	83	M.A. Taher	GEN	AP	03.08.59		27.01.88	PS*
49	84	Kiran Rawal	GEN	DL	12.03.61	BA	19.04.88	PS*
50	85	P. Sindha Devi	SC	KN	07.05.62	PUC	17.05.88	PA*
51	86	Smt. S. Jhansi Rani	GEN	TN	17.04.63	Hr.Sec.	23.03.89	
52	87	S.T. Wagh	GEN	MH	14.08.66		03.04.89	
53	88	Ashok Kumar Gaba	GEN	PN	30.06.60	BA	29.08.89	
54	89	Gaja Nand	SC	HO	15.08.62	Pre-Univ	08.09.89	PS*
55	90	Vinod Grover	GEN	HO	29.08.63	MA Hindi	08.09.89	PS*
56	92	Smt. Sosamma Varkey	GEN	KR	04.06.59		01.11.89	

57	93	Gobind Ram	GEN	PN	13.02.64	Matric	22.02.90	
58	94	Raminder Pal Singh	GEN	PN	15.09.65	BA	22.02.90	
59	95	Rameshwar Das Thakur	GEN	SHIMLA	24.04.61		22.02.90	PS*
60	96	R.K. Manial	GEN	MH	11.02.61		14.03.90	
61	97	K.P. Nayak	GEN	MH	22.06.68		23.03.90	
62	98	Smt. Mohinder Kaur	GEN	HO	25.04.63	BA	09.04.90	
63	99	Sunil Kumar Khanna	GEN	HO	28.03.64	Sr.Sec	25.04.90	
64	100	Dinesh Kumar Mishra	GEN	HO	01.09.60	B.Com	25.04.90	
65	101	Smt. N.V.V. Satya Sai	GEN	AP	06.06.67	B.Com	31.05.90	PS*
66	102	Smt. T.D. Bagavatkar	GEN	MH	14.04.68		17.07.90	
67	103	Smt.Vatsala Ramachandran	GEN	MH	20.05.66		18.07.90	
68	107	Lokanath Sahoo	GEN	OR	11.05.68	BA	07.11.90	
69	108	K. Ram Kumar	SC	AP	15.05.70	Intermed.	26.11.90	
70	109	Smt.V. Srisha Devi	GEN	AP	30.08.66	B.Sc	18.02.91	
71	111	D.G. Solanki	SC	GJ	01.06.69	Hr.Sec	29.04.91	
72	112	Ms.D.Swaroop Rani	GEN	AP	11.02.64	BA	15.05.91	
73	113	Ms. Pushpa.Y. Wagh	ST	GJ	29.04.70	SSC	15.05.91	PS*
74	115	Smt. P. Chandra	SC	TN	25.07.64	Hr.Sec	23.09.91	
75	116	Ashok Kumar Bhatt	GEN	HO	25.07.63	12 <sup>th</sup>	25.09.91	
76	117	C. Raveendran	GEN	KR	25.11.57		20.12.91	PA*
77	118	Smt. Sunita Rani	GEN	HO	24.04.67	12 <sup>th</sup>	27.12.91	
78	119	Madhu Bedi	GEN	HR	20.01.67		27.12.91	
79	120	Anand Kumar	SC	HO	08.12.65	BA	30.12.91	PS*

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**Date of Promotio n as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	
17.	01.07.2014	20680/-	4800/-	
18.	01.07.2015	21450	4800/-	

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**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4600/-	
15.	01.07.2011	16910/-	4800/-	
16.	01.07.2012	17570/-	4800/-	
17.	01.07.2013	18250/-	4800/-	
18.	01.07.2014	18950/-	4800/-	
19.	01.07.2015			

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. N.S.Jayanthi, VRS in 02.06.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	VRS on 2.06.2008

Total = 20700/-

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. N.S.Jayanthi, VRS in 02.06.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	VRS on 2.06.2008

Total = Rs.18510/-

Difference = Rs. 20700/ - 18510/- = 2190/-

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. Sunita Relan, Expired on 15.03.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	<b>Expired on 15.03.2008</b>

Total = 20700/-

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. Sunita Relan, Expired on 15.03.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	<b>Expired on 15.03.2008</b>

Total = Rs.18510/-

Difference = Rs. 20700/- – 18510/- = 2190/-

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. V.K.Visalaksay Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	Retd. Nov.2013

Total = 24730/-

**Date of promotion as PA : 4.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. V.K.Visalaksay Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4600/-	
15.	01.07.2011	16910/-	4800/-	
16.	01.07.2012	17570/-	4800/-	
17.	01.07.2013	18250/-	4800/-	Retd. Nov.2013

Total = Rs.23050/-

Difference = Rs. 24730/- – 23050/- = 1680/-

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Sh.K.P.Ravindran, Retired in November, 2013**

S.No	Date	Pay Scale/Eand	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	Retd. Nov.2013

Total = 24730/-

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Sh.K.P.Ravindran, Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4000)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4600/-	
15.	01.07.2011	16910/-	4800/-	
16.	01.07.2012	17570/-	4800/-	
17.	01.07.2013	18250/-	4800/-	Retd. Nov.2013

Total = Rs.23050/-

Difference = Rs. 24730/- – 23050/- = 1680/-

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**In respect of Smt. Lalitha Swaminathan VRS in April, 2003**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		VRS in April, 2003

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. Lalitha Swaminathan VRS in April, 2003**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		VRS in April, 2003

Total = Rs.6375/-

Difference = Rs. 7300/- - 6375/- = 925/-

**2nd**

**Date of Promotion as PS 02.01.1999**

**Pay fixed in the Post of PS (Notional) on 02.01.1999**

**In respect of Sh.Antaryami Barik Expird on 4.11.2006**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	Expired on 4.11.2006

Total = Rs.20090/-

**Date of promotion as PA 14.07.1997**

**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (13840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	Expired on 4.11.2006

Total = Rs.17970/-

Difference = Rs.20090 - 17970 = 2120/-

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**Date of Promotion as FS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**In respect of Md. Ali Patel Expired on 15.7.2007**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	<b>Expired on 15.7.2007</b>

Total = Rs.20700/-

**Date of promotion as PA : 4.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Md. Ali Patel Expired on 15.7.2007**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	<b>Expired on 15.7.2007</b>

Total = Rs.18510/-

Difference = Rs.20700 - 18510 = 2190/-

**Actual liability on EPFO regarding promotion of PAs to the post of PS w.e.f. 2.1.1999**

47 PAs liability per month = Rs 2500 X 47 = Rs. 117500/- Plus admissible allowance

2 PAs retired liability per month =Rs 840 X 2 = Rs. 1680/- Plus admissible allowance

2 PAs VRS liability per month =Rs 1095+ 463 = Rs. 1558/- Plus admissible allowance

3 PAs Expired liability per month =Rs 1095+ 657+636= Rs. 2388/- Plus admissible Allowance

4 PS liability per month = Nil ( Already drawing Pay of PS)

58 PS Total liability per month = Rs. 1,23,126/- Plus admissible allowances

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. V.K.Visalaksay Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006.

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	Retd. Nov.2013

**Total = 24730/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. V.K.Visalaksay Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006.

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4600/-	
15.	01.07.2011	16910/-	4800/-	
16.	01.07.2012	17570/-	4800/-	
17.	01.07.2013	18250/-	4800/-	Retd. Nov.2013

**Total = Rs.23050/-**

**Difference = Rs. 24730/- – 23050/- = 1680/-**

**Retired in November,2013 pension 50% of the basic pay last drawn**

**Difference of pension= Rs.840/- (Actual liability)**

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Sh.K.P.Ravindran, Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	Retd. Nov.2013

**Total = 24730/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Sh.K.P.Ravindran, Retired in November, 2013**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4500/-	
15.	01.07.2011	16910/-	4300/-	
16.	01.07.2012	17570/-	4300/-	
17.	01.07.2013	18250/-	4300/-	Retd. Nov.2013

**Total = Rs.23050/-**

**Difference = Rs. 24730/- – 23050/- = 1680/-**

**Retired in November,2013 pension 50% of the basic pay last drawn**

**Difference of pension= Rs.840/- (Actual liability)**

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Date of Promotion as PS 02.01.1999  
Pay fixed in the Post of PS (Notional) on 02.01.1999  
In respect of Smt. Lalitha Swaminathan VRS in April, 2003

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		VRS in April, 2003

Date of promotion as PA 14.07.1997  
Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-  
Smt. Lalitha Swaminathan VRS in April, 2003

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		VRS in April, 2003

**Total = Rs.6375/-**

**Difference = Rs. 7300/ - 6375/- = 925/-**

**VRS in April,2003 pension 50% of the basic pay last drawn**  
**Difference of pension= Rs.463/-(Actual liability)**

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. N.S.Jayanthi, VRS in 02.06.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	VRS on 2.06.2008

**Total = 20700/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. N.S.Jayanthi, VRS in 02.06.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	VRS on 2.06.2008

**Total = Rs.18510/-**

**Difference = Rs. 20700/- - 18510/- = 2190/-**

**VRS on 02.06.2008 pension 50% of the basic pay last drawn**

**Difference of pension = Rs.1095/- (Actual liability)**

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**Smt. Sunita Relan, Expired on 15.03.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	<b>Expired on 15.03.2008</b>

**Total = 20700/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Smt. Sunita Relan, Expired on 15.03.2008**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600)

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	<b>Expired on 15.03.2008</b>

**Total = Rs.18510/-**

**Difference = Rs. 20700/- – 18510/- = 2190/-**

**Expired on 15.03.2008 pension 50% of the basic pay last drawn**

**Difference of pension= Rs.1095/-(Actual liability)**

**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**In respect of Sh.Antaryami Barik Expird on 4.11.2006**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	Expired on 4.11.2006

**Total = Rs.20090/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006.

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	Expired on 4.11.2006

**Total = Rs.17970/-**

**Difference of Basic Pay = Rs.20090 - 17970 = 2120/-**

**Expired on 04.11.2006 family pension 30% of the basic pay last drawn**  
**Difference of family pension= Rs.636/- (Actual liability)**

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**  
**In respect of Md. Ali Patel Expired on 15.7.2007**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 5<sup>th</sup> pay commission (14700+4800) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	<b>Expired on 15.7.2007</b>

**Total = Rs.20700/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**  
**Md. Ali Patel Expired on 15.7.2007**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 1.1.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	<b>Expired on 15.7.2007</b>

**Total = Rs.18510/-**

Difference = Rs.20700 - 18510 = 2190/-

**Expired on 15.07.2007 family pension 30% of the basic pay last drawn**  
**Difference of family pension= Rs.657/-(Actual liability)**

**Date of Promotion as PS 02.01.1999**  
**Pay fixed in the Post of PS (Notional) on 02.01.1999**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	02.01.1999	6500/-		
2.	01.01.2000	6700/-		
3.	01.01.2001	6900/-		
4.	01.01.2002	7100/-		
5.	01.01.2003	7300/-		
6.	01.01.2004	7500/-		
7.	01.01.2005	7700/-		
8.	01.01.2006	7900/-		

Pay fixed as per 6<sup>th</sup> pay commission (14700+4800) as on 01.01.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
9.	01.07.2006	15290/-	4800/-	
10.	01.07.2007	15900/-	4800/-	
11.	01.07.2008	16530/-	4800/-	
12.	01.07.2009	17170/-	4800/-	
13.	01.07.2010	17830/-	4800/-	
14.	01.07.2011	18510/-	4800/-	
15.	01.07.2012	19210/-	4800/-	
16.	01.07.2013	19930	4800/-	
17.	01.07.2014	20680/-	4800/-	
18.	01.07.2015	21450	4800/-	

**Total=Rs. 26250/-**

**Date of promotion as PA 14.07.1997**  
**Pay fixed in the post of PA as on 14.07.1997 (Notional) 5500/-**

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
1.	01.07.1998	5675/-		
2.	01.07.1999	5850/-		
3.	01.07.2000	6025/-		
4.	01.07.2001	6200/-		
5.	01.07.2002	6375/-		
6.	01.07.2003	6550/-		
7.	01.07.2004	6725/-		
8.	01.07.2005	6900/-		
9.	01.01.2006	7075/-		

Pay fixed as per 6<sup>th</sup> pay commission (12840+4600) as on 01.01.2006

S.No	Date	Pay Scale/Band	Grade Pay	Remarks
10.	01.07.2006	13370/-	4600/-	
11.	01.07.2007	13910/-	4600/-	
12.	01.07.2008	14470/-	4600/-	
13.	01.07.2009	15050/-	4600/-	
14.	01.07.2010	15640/-	4600/-	
15.	01.07.2011	16910/-	4800/-	
16.	01.07.2012	17570/-	4800/-	
17.	01.07.2013	18250/-	4800/-	
18.	01.07.2014	18950/-	4800/-	
19.	01.07.2015			

**Total = Rs.23750/-**

**Difference = Rs.26250/- – Rs.23750/- = 2500/-**

**Difference of 47 Officials= 2500 X 47=117500/- (actual liability)**

**LIST OF OFFICIALS IN TO BE PROMOTED AS PA W.E.F. 02.01.1999**

	S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	121	Smt. Seema Makkar	GEN	DL	01.10.68	B Com	06.02.92	
2	123	Raj Kumar Raj	OBC	BR	25.06.68	MSc	20.02.92	PA
3	124	Arvind Prasad	GEN	BR	07.07.68	BA (Hons)	24.02.92	PA
4	125	Md. Mobin Alam	GEN	BR	09.11.70	BA	24.02.92	PA
5	126	Dhirendra Kumar	GEN	BR	06.01.66	BA	24.02.92	
6	127	S.R. Surve	GEN	MH	21.03.66	BA	01.04.92	PA
7	129	Khan Javeed Iqbal	GEN	KN	27.02.67	PUC	07.04.92	
8	130	Smt. P. Ambika Devi	GEN	KN	05.07.67	MA	08.04.92	
9	131	M. Basumatary	GEN	NER	01.03.64	BA	23.04.92	PA
10	132	Smt. S.A.A.Fernandes	GEN	MH	12.06.72	B Com	27.04.92	PA*
11	133	Smt. M.S.Karmchandani	GEN	MH	09.08.65	B Com	28.08.92	PA*
12	134	Smt.S.L. Bagayatkar	GEN	MH	19.04.69	Hr.Sec	07.09.92	PA*, VRS 08.2013
13	135	Smt.P.M.Nair	GEN	MH	23.02.71	B Com	11.09.92	PA*
14	136	Smt. Susy Anthony	GEN	MP	19.06.68	B Com	17.09.92	PA
15	137	Smt. Sunita Gaba	GEN	HR	02.06.66	Matric	14.12.92	PA
16	138	Smt. K.Padmavathy	GEN	AP	03.10.66	B Com	30.12.92	PA
17	139	P.N.V.Krishna Kumar	GEN	AP	22.09.64	B Com	12.03.93	PA*
18	140	Snehasish Kundu	GEN	WB	12.09.66	B Sc	05.04.93	PA
19	141	Ms. Bakul Paul	GEN	WB	20.12.65	BA	05.04.93	PA
20	142	Subrata Chakraborty	GEN	WB	03.12.68	B Com	15.04.93	PA
21	143	Debjit Mukherjee	GEN	WB	07.07.71	Hr.Sec.	15.04.93	
22	144	Suraj Roy	GEN	WB	20.07.68	B Com	15.04.93	
23	145	Leo Anand Pradhan	GEN	WB	07.08.72	BA (Hons)	08.04.93	PA
24	146	Samir Ch. Roy	SC	WB	04.02.66	BA	12.04.93	
25	147	Smt. N.H. Subbalekshmy	GEN	KR	07.02.68	B Com	01.07.93	
26	148	Smt. Santhakumari, L.	OBC	KR	20.05.68	PDC	29.06.93	
27	149	B.T. Krishna Rao	GEN	AP	10.03.67	B Com	20.08.93	PA*
28	150	A.V. Rama Raju	GEN	AP	15.06.70	Intermed	26.08.93	PA*
29	151	Subash Chandra Basu	SC	WB	15.06.66	BA	20.10.93	
30	152	Biswajit Mondal	SC	WB	19.06.71	BCom (Hons) MA	02.11.93	
31	153	Samir Sarkar	SC	WB	07.05.64	Hr.Sec.	03.11.93	
32	154	Samir Ch. Das	SC	ZTI EZ	18.08.65	B Com	05.11.93	

33	155	Premjit Sarkar	SC	ACC EZ	15.10.66	BA (Pass)	08.11.93	
34	156	Smt. Tsheten Chuki	ST	WB	16.06.72	BA	01.11.93	
35	157	Smt. Vaidyula Vijaya	GEN	WB/MH	12.08.71	BA	04.03.94	PA*
36	159	Smt. Vijayalaxmi N. Telgar	ST	KN	22.04.65	D Com	28.07.94	
37	160	Bishwajit Halidar	GEN	WB	06.05.73	BA	29.08.94	
38	161	Mannu Kajlekar	ST	MP	07.05.70	BA Pt.I	27.10.94	
39	162	Mushir Ahmed	GEN	MP	05.09.66	MA	28.10.94	
40	163	Smt. G. Mohana	GEN	TN	06.06.67	MA	28.10.94	
41	164	Smt. V. Gowri	GEN	TN	24.12.69	B Sc	28.10.94	
42	169	Smt. M.R. Sivasankari	SC	TN/HO	17.07.67	BA	02.01.95	
43	165	Smt. S. Sathyabhama	GEN	TN	24.03.67	Hr. Sec.	31.10.94	
44	166	Smt. Upasana	SC	DL	01.07.69		25.11.94	
45	167	Om Prakash Ram	GEN	WB	14.01.75	BA	26.12.94	
46	168	Jagat Jyoti Bardhan	GEN	WB	01.04.71	B Sc	29.12.94	
47	170	Smt. S. Chitra	SC	KN	22.08.71	Dip.	18.01.95	
48	171	Smt. Uma Maheshwari	GEN	AP	15.07.70	B Com	31.01.95	PA*
49	172	Smt. Rekha	ST	DL	23.12.72	BA	24.04.95	
50	173	Smt. T. Latha	GEN	TN	18.10.70	B Sc	23.06.95	
51	174	Smt. R. Shanthi	GEN	TN	27.05.66	B Com	23.06.95	
52	175	Smt. Kavita	GEN	HR	12.06.71	BA BEd	12.07.95	
53	176	K. Ramesh	GEN	AP	15.03.67	B Com	28.09.95	PA*
54	177	A. Suryanarayana	GEN	AP	10.06.66	B Com	28.09.95	
55	178	Ganesh Lal Nagda	GEN	RJ	01.01.71	Sr. Sec.	29.09.95	
56	179	Smt. Varsha Kataria	SC	HO	30.08.73	XII	12.10.95	
57	180	Smt. Rinku Barua	ST	HO	07.11.70	BA	13.10.95	
58	184	M. Ramesh Babu	GEN	AP	15.08.69	Intermediate	18.01.96	
59	188	Smt. P.S.L.Rama Devi	GEN	AP	12.06.66	BSc Bed	05.02.96	
60	189	Jayant D. Waggmare	SC	MH	05.08.71	BA	05.02.96	PA*
61	190	Smt. N. Meenakshi	OBC	TN	20.07.67	MCom, BEd	22.02.96	
62	191	K.S. Krishnakumar	OBC	TN	01.07.68	BCom	19.02.96	
63	192	L.Subash Chandran	GEN	TN	09.10.56	BCom	24.04.96	
64	193	Smt. V. Vembarasi	GEN	TN	07.10.67	BSc	24.04.96	
65	194	Smt. S.Selva Latha	GEN	TN	26.05.67	BCom	24.04.96	
66	195	A.K. Bhatt	GEN	GJ	01.06.67	Hr.Sec.	13.06.96	
67	196	V. Hemanathan	GEN	GJ	12.03.69	BCom	13.06.96	
68	197	Smt. Srividya Venkatesan	GEN	MH/TN	26.05.69	BSc	21.06.96	
69	198	Smt. Rajitha Balachandran	GEN	GJ	26.03.69	BA	24.06.96	

70	199	Smt. S. Geetha Hariharan	OBC	KR	04.07.62	BCom	14.08.96	
71	201	V. Jeevanandam	GEN	TN	03.06.72	BA	30.08.96	
72	202	S. Kannan	GEN	TN	20.12.66	BCom	30.08.96	
73	203	Smt. I. Jeyamani	GEN	TN	13.05.56	BSc	30.08.96	
74	204	Smt. P. Rama Devi	GEN	AP	09.06.66	BCom	04.09.96	
75	205	P. Siva Durga	GEN	AP	3.12.66	BA	04.09.96	
76	206	Smt. N.M. Parulekar	OBC	MH	26.06.64	SSC	09.09.96	
77	207	K. Raja	GEN	TN	27.05.67	Hr. Sec.	09.09.96	
78	208	M. James	GEN	TN	27.03.69	BSc, PGDCA	09.09.96	
79	209	L.L. Ansari	GEN	GJ	01.06.75	XII Pass	17.10.96	
80	210	J.G. Parmar	SC	GJ	10.10.70	BA	22.10.96	
81	211	S.I. Vaghelea	SC	GJ	21.09.72	BCom	22.10.96	
82	212	Lokesh Pancholi	GEN	RJ	29.05.74	MA	13.12.96	
83	213	Smt. N. Padmalatha	GEN	AP	31.01.70	BA	18.02.97	
84	214	Smt. Kishori, B.	SC	KN	30.11.70	SSLC	03.03.97	
85	215	Smt. R. Rukmani	OBC	TN	15.06.67	B Com	08.05.97	
86	216	Smt. P.K. Gayathri	SC	KR	31.05.73	Pre Degree	14.05.97	
87	217	Smt. G. Elsamma	ST	KR	18.07.70	SSLCBCom	21.05.97	
88	218	Rajesh Tanwar	SC	PN	26.06.73	XII	23.06.97	
89	220	M.P. Singh	SC	HR	10.08.71	BA	03.07.97	
90	221	S. Srinivas Kumar	GEN	AP	22.02.69	SSC	24.07.97	
91	222	Smt. V. Jayasree	GEN	TN	01.12.70	BSc	24.09.97	
92	223	Smt. Sudha Khandelwal	GEN	RJ	19.08.75	BA	01.10.97	
93	224	Santoshkumar B. Shingade	OBC	MH	13.12.76	BA	06.10.97	
94	225	Mt. Rajni T. Bhise	SC	MH	22.08.69	BA	09.10.97	
95	226	Smt. Pawan Srivastava	GEN	RJ	03.08.73	BA	10.10.97	
96	227	Smt. Leena S. Madkaikar	GEN	MH	16.06.76	BCom	14.10.97	
97	228	Smt. Vidya R. Aundhkar	OBC	MH	25.07.76	BCom	14.10.97	
98	229	Raj Kumar Vyas	SC	HO	12.12.68	XII	21.11.97	
99	230	Smt. D. Anuradha	GEN	AP	18.06.72	BCom	24.11.97	
100	233	Smt. Thrisha Kharkongor	ST	NER	28.11.74	BA	08.01.98	
101	234	Syrpai Khongriah	GEN	NER	16.02.76	BA	02.01.98	
102	235	S. Synren	GEN	NER	30.09.71	BA	06.01.98	
103	237	Manoj Kumar Trivedi	GEN	UP	10.02.72	BCom	05.03.98	

1907  
D. 12.

**Annexure D 11**

**LIST OF OFFICIALS LEFT/REMOVED/CHANGED CADRE**

	S.No.	NAME S/SMT/MS	Category	Region in which Working	Date of Birth	Qualification	Date of Appointment Steno -II/III	Remarks
1	122	Subhankar Pal	GEN	BR	19.11.70		25.02.92	EO
2	128	Kum.SS Ezzekiel	GEN	MH	06.09.69		01.04.92	PA(LEFT)
3	158	Smt. Jayanthi, N.K.	SC	KN	15.05.66	SSLC	01.06.94	SSA, 08.10.2008
4	181	Vinod Kumar Sharma	GEN	DL	05.09.68	B Com (Pass)	15.11.95	EO
5	182	Y. Sundar Rao	SC	AP	25.07.68	BSc	11.01.96	SS, 18.07.2005
6	183	P.V.R.S. Sarma	GEN	AP	22.06.67	MCom, LLB	18.01.96	EO
7	185	T. Srinivas Rao	GEN	AP	05.07.67	B Com	18.01.96	EO
8	186	Smt. S.D. Pillai	SC	MH	22.03.69	B Com	24.01.96	EO, 17.04.2004
9	187	A.R. Ahuja	GEN	MH	22.05.70	B Com LLB	25.01.96	SS, 16.07.2007
10	200	Smt. Veena Rani	GEN	HR	13.05.67	BCom	17.09.96	SSA, 05.07.2007
11	219	K.V.N. Ramakrishna	GEN	AP	15.07.74	BComLLB	30.06.97	EO/AO
12	231	A. Quaresh	GEN	CHH	06.07.69	HSSG	01.12.97	SS
13	232	D. Synjri	GEN	NER	08.11.75		02.01.98	Resigned on 22/10/2001
14	236	R.H.C. Sun	GEN	NER	05.12.77	Pre- University	05.01.98	Resigned, 16.03.2006