

**CENTRAL ADMINISTRATIVE TRIBUNAL****CHANDIGARH BENCH****This 8<sup>th</sup> day of August, 2025****HON'BLE SH. RAMESH SINGH THAKUR MEMBER (J)  
HON'BLE MRS. ANJALI BHAWRA, MEMBER (A)****(1) O.A. No.1089/2017**

1. Amreesh Sharma S/o Sh. Raj Gopal Sharma, JAO Office of CGMT, Punjab Telecom Circle, Chd HRMS No 200203482 Aged 38 yrs.
2. Jaspreet Singh S/o Sh. Khushhal Singh, JTO Office of GMTD, Chd, Punjab Telecom Circle HRMS No 200204312 Aged 39 years
3. Surinder Kumar S/o Madan Lal, JTO Office of GMTD Ferozepur, Punjab Telecom Circle having HRMS Number : 200201888, 41 years
4. Munish Kumar Bhatheja S/o Sham Lal, JTO O/o GMTD Ferozepur, Pb. Telecom Circle, HRMS Number : 200201815 37 Yrs
5. Harminder Singh S/o Inderjit Singh JTO O/o GMT Chd, Punjab Telecom Circle, Having HRMS Number : 200100078 38 Yrs
6. Goldy Verma D/o Sh. Surjeet Rai Kaura JTO O/o GMTD Chd, Punjab Telecom Circle, HRMS Number 200103723 Aged 39 yrs
7. Sukhwinder Kaur D/o Karnail Singh JAO O/o GMTD Chd, Punjab Telecom Circle, HRMS Number : 200200184, 37 Yrs
8. Asha D/o Sardari Lal JTO O/o GMTD Pathankot, Punjab Telecom Circle, Chd HRMS Number : 200201105, aged 44 yrs
9. Amrik Singh S/D/W of Nirmal Singh, JTO, O/o GMTD Nodal Centre Chandigarh Punjab, HRMS No: 200201711, Aged 39 Years
10. Seema Rani S/D/W of Mohan Lal Soni, JTO, O/o GMTD Chandigarh PUNJAB, HRMS No: 200201813, Aged 34 Years
11. Jyoti Arora @ Jyoti Kakkar S/D/W of Krishan Kumar Arora, JTO, O/o GMTD Chandigarh PUNJAB, HRMS No: 200201822, Aged 36 Years
12. Davinder Kumar S/D/W of Balraj, JTO, O/o GMTD Chandigarh Punjab, HRMS No: 200201856, Aged 40 Years
13. Shelly S/D/W of Lachhman Singh, JAO, O/o GMTD Chandigarh Punjab, HRMS No: 200100070, Aged 38 Years



14. Mohinder Pal S/D/W of Suraj Bhan ,JTO, O/o GMTD Chandigarh Punjab, HRMS No: 200201866, Aged 37 Years
15. Bhendra Pal Chauhan S/D/W ofLakshi Ram ,JAO, O/o GMTD Chandigarh Punjab, HRMS No: 200203627, Aged 55 Years
16. Sukhwinder Singh S/D/W ofBalla Singh ,JTO, O/o GMTD Chandigarh Punjab, HRMS No: 200303355, Aged 44 Yrs
17. Gurpreet Kaur S/D/W ofTeja Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200200185, Aged 36 Years
18. Lakhwinder Singh S/D/W of Balbir Singh, JE, O/o GMTD Ferozepur PUNJAB, HRMS No: 200200987, Aged 45 Years
19. PARBHJOT KAUR GABRIA S/D/W ofJOGINDER SINGH ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201787, Aged 39 Years
20. Avtar Singh Sandhu S/D/W ofBishan Dass ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201803, Aged 46 Years
21. Munish Kumar S/D/W ofSurinder Pal ,JE,O/o GMTD Ferozepur Punjab, HRMS No: 200201805, Aged 36 Years
22. Major Singh S/D/W ofBikkar Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201818, Aged 44 Years
23. HARDEEP HUNDAL S/D/W ofJOGINDER SINGH ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201252, Aged 40 Years
24. Sanjeev Kumar Grover S/D/W ofSom Nath Grover ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201819, Aged 36 Years
25. Balkaran Singh S/D/W ofHamir Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201823, Aged 44 Years
26. Davinder Money S/D/W ofMadan Lal ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201824, Aged 35 Years
27. Gurpreet Singh S/D/W ofRachpal Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201828, Aged 41 Years
28. Ramanjeet Singh S/D/W ofHarjinder Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201836, Aged 39 Years
29. Pooja Rani S/D/W ofFateh Chand Kashyap ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201839, Aged 35 Years
30. SAWTANTARPAL SINGH S/D/W ofHARBANS SINGH GILL ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201843, Aged 40 Years



31. Ajay Kumar S/D/W of Nar Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201847, Aged 41 Years

32. Jai Rani S/D/W of Madan lal ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201848, Aged 40 Years

33. Brij Mohan Kanaujia S/D/W of B L Prasad ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201850, Aged 46 Years

34. Brijesh chand sharma S/D/W of Ram kishan sharma ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201851, Aged 42 Years

35. Bahadur Pal Singh S/D/W of Devinder Pal Singh ,JE, O/o GMTD Ferozepur Punjab, HRMS No: 200201852, Aged 38 Years

36. Dee Cee S/D/W of Balbir Ram ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201853, Aged 38 Years

37. DEEPAK SHARMA S/D/W of Madan Lal Sharma ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201855, Aged 39 Years

38. Harpreet Singh S/D/W of Nirmal Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201864, Aged 40 Years

39. Narinder Kumar S/D/W of Om Parkash ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201868, Aged 38 Years

40. Navdeep Singh S/D/W of Jagjit Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201872, Aged 39 Years

41. Piara Singh S/D/W of Milkha Singh ,JE, O/o GMTD Ferozepur Punjab, HRMS No: 200201878, Aged 42 Years

42. Paramjit Singh S/D/W of Lal Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201879, Aged 43 Years

43. RAVINDER KUMAR S/D/W of KRISHAN CHAND ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201884, Aged 42 Years

44. Vishal Mehindroo S/D/W of Ramesh Kumar Mehindroo ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201893, Aged 38 Years

45. Shiv Kumar Kakkar S/D/W of Bhupinder Kumar ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200201897, Aged 35 Years

46. Davinder Pal Singh S/D/W of Gurcharn Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200202028, Aged 37 Years

47. Rajesh Kumar S/D/W of Sahib Ram ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200202157, Aged 38 Years





48. Ripudaman S/D/W of Krishan Kumar ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200202158, Aged 36 Years
- Archana S/D/W of Hari Chand ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200301540, Aged 39 Years
- Amit Arora S/D/W of Jagdish Lal ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200301584, Aged 38 Years
51. Jaspal Singh S/D/W of Gurdev Singh ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200301635, Aged 35 Years
52. Deepak Challana S/D/W of Vijay Kumar Challana ,JTO, O/o GMTD Ferozepur Punjab, HRMS No: 200400682, Aged 36 Years
53. Manjeet Singh Nagi S/D/W of Kulwant Singh Nagi ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202401, Aged 40 Years
54. Jasbir Singh S/D/W of Avtar Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201218, Aged 44 Years
55. Ramesh Kumar S/D/W of Des Raj ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201134, Aged 42 Years
56. Surinder Kumar S/D/W of Kasturi Lal ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201432, Aged 41 Years
57. Neelam S/D/W of Surinder Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200200028, Aged 34 Years
58. Manpreet Singh S/D/W of Sewa Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201164, Aged 36 Years
59. TILAK RAJ S/D/W of ARJUN DASS ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202518, Aged 37 Years
60. GURJIT SINGH S/D/W of SATPAL SINGH ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200200991, Aged 37 Years
61. Rajwinder Kaur S/D/W of Kulbir Singh ,JAOs, O/o GMTD Amritsar Punjab, HRMS No: 200201426, Aged 37 Years
62. NEETU BASSAN S/D/W of MANGAT RAM BASSAN ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200206508, Aged 35 Years
63. Amrinder Singh S/D/W of Narinder Singh ,JAOs, O/o GMTD Amritsar Punjab, HRMS No: 200201834, Aged 35 Years
64. Naresh Kumar S/D/W of Tilak Raj ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200206292, Aged 38 Years



65. Gajendra Kumar S/D/W of Udal Ram Verma ,JE,O/o GMTD Amritsar Punjab, HRMS No: 200201162, Aged 39 Years  
Iqbal Singh S/D/W of Jagjit Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201429, Aged 43 Years  
Sanjeev Kumar S/D/W of Ram Lubhaya Rampal ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202464, Aged 38 Years
68. GURPREET SINGH S/D/W of HARBHAJAN SINGH ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202083, Aged 37 Years
69. Sudhir Kumar S/D/W of Rajpal Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201308, Aged 41 Years
70. Satinder Kaur S/D/W of Kashmir Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201636, Aged 39 Years
71. Sudesh Kumar S/D/W of Inderjit Kumar ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200200992, Aged 37 Years
72. Sandeep Kumar S/D/W of Kishori Lal ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200200994, Aged 42 Years
73. Rinki Juneja S/D/W of Babu Ram ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201055, Aged 42 Years
74. Sharnpal Singh S/D/W of Ajit Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201431, Aged 38 Years
75. Navdeep Sood S/D/W of Virender Kumar Sood ,JTO, O/o GMTD NTR Amritsar Punjab, HRMS No: 200201484, Aged 41 Years
76. Sandeep Singh Mandla S/D/W of Kirpal Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201633, Aged 36 Years
77. PARAMJIT SINGH S/D/W of MASSA SINGH ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200201742, Aged 37 Years
78. JITENDRA KUMAR S/D/W of RAGHUVIR SAHAY ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202322, Aged 46 Years
79. Rajesh Kumar Sharma, Aged : 41 years, Father/Husband Name Sh. Ravinder Jit Sharma, Presently working as: Junior Telecom Officer, Punjab Telecom Circle, Having HRMS Number : 200202422
80. Sandeep Kumar S/D/W of Ombir Singh ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202463, Aged 37 Years
81. Sanjeev Kumar S/D/W of Salek Chand ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202465, Aged 47 Years



82. Vipin Kumar S/D/W of Darshan Kumar ,JTO, O/o GMTD Amritsar PUNJAB, HRMS No: 200202547, Aged 36 Years  
Kirpal Singh S/D/W of Jagdish Ram ,JTO, O/o GMTD Amritsar Punjab, HRMS No: 200202615, Aged 39 Years  
RANESH KUMAR S/D/W of RAMJI DASS SINGLA ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200100343, Aged 38 Years
85. RITU RANI S/D/W of RAM KUMAR BANSAL ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200100344, Aged 34 Years
86. SUKHVINDER SINGH S/D/W of AMAR SINGH ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200100345, Aged 42 Years
87. GURVINDER SINGH S/D/W of TARSEM SINGH ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200100346, Aged 39 Years
88. RAJ KUMAR S/D/W of HARDYAL CHAND ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200100351, Aged 39 Years
89. MANDEEP KUMAR S/D/W of HARI RAM ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201048, Aged 41 Years
90. KAMALPREET KAUR S/D/W of AMARJEET SINGH ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201050, Aged 37 Years
91. Karmjeet Singh S/D/W of Bagga Singh ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201052, Aged 41 Years
92. PARVEEN KUMAR S/D/W of GIAN CHAND GOYAL ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201057, Aged 36 Years
93. SUMIT KUMAR S/D/W of RAMESH KUMAR ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201068, Aged 39 Years
94. SUNIL GUPTA S/D/W of KEWAL KUMAR GUPTA ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201071, Aged 36 Years
95. Yogesh Vikram Kumar S/D/W of Gian Chand ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201075, Aged 36 Years
96. TEJ PAL SINGH S/D/W of MOHINDER SINGH ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201079, Aged 36 Years
97. RESHAM SINGH BHARI S/D/W of LABH SINGH ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200201087, Aged 38 Years
98. RAJ KUMAR S/D/W of MADAN LAL ,JTO, O/o GMTD Bathinda Punjab, HRMS No: 200202156, Aged 39 Years





99. Rohit Awasthy S/D/W of Kulbhushan ,JAOs,O/o GMTD Hoshiarpur Punjab, HRMS No: 200100035, Aged 42 Years
- Vikas Kohal S/D/W of Paras Ram Kohal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200100049, Aged 37 Years
- Meenakshi S/D/W of Ashok Kumar ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200100052, Aged 38 Years
102. Naresh Kumar S/D/W of Brij Lal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200100068, Aged 41 Years
103. Suminder Singh S/D/W of Malkiat Singh ,JAOs,O/o GMTD Hoshiarpur Punjab, HRMS No: 200100147, Aged 36 Years
104. Raman Kumar Vashisht S/D/W of Chiranji Lal Sharma ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200100164, Aged 39 Years
105. Sukhvinder Singh S/D/W of Darshan Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200100170, Aged 46 Years
106. Ruby Gupta S/D/W of Surinder Kumar Gupta ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200040, Aged 38 Years
107. Harmit Singh S/D/W of Sardha Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200041, Aged 37 Years
108. Ajay Kumar S/D/W of Sudarshan Kumar ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200049, Aged 41 Years
109. Onkar Singh S/D/W of Swarn Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200050, Aged 42 Years
110. Sulinder Pal S/D/W of Sewa Ram ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200051, Aged 44 Years
111. Jaswinder singh S/D/W of Gurdial Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200052, Aged 38 Years
112. Devinder Kumar S/D/W of Bhag Mal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200053, Aged 39 Years
113. Manish Kumar S/D/W of Dev Raj ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200066, Aged 40 Years
114. Rajesh Kumar S/D/W of Madan Lal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200068, Aged 52 Years
115. VIJAY KUMAR BANGAR S/D/W of SOHAN LAL ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200095, Aged 42 Years



116. Indraj Kumar S/D/W of Mohan Lal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200167, Aged 42 Years  
Gursev Singh S/D/W of Harbans Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200169, Aged 35 Years  
Pritpal Singh S/D/W of Ajit Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200171, Aged 40 Years
119. Tarlok Singh S/D/W of Gurdev Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200277, Aged 40 Years
120. PARAMJEET SINGH KALSI S/D/W of JOGINDER SINGH KALSI ,JE,O/o GMTD Hoshiarpur Punjab, HRMS No: 200200298, Aged 40 Years
121. Rajiv Kumar S/D/W ofJoginder Pal ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200316, Aged 40 Years
122. Vinod Kumar S/D/W ofRanjit Singh ,JE,O/o GMTD Hoshiarpur Punjab, HRMS No: 200200442, Aged 36 Years
123. Rajnish Kumar S/D/W ofGurmeet Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200475, Aged 38 Years
124. Neelam Kumari S/D/W ofGurmit Ram Sandhu ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200488, Aged 39 Years
125. Sukhvir Singh Viridi S/D/W ofDharam Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200537, Aged 43 Years
126. Sandeep Singh S/D/W ofChand Kumar ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200200613, Aged 41 Years
127. VIJAY KUMAR BAGGA S/D/W ofSATYAPAL BAGGA ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200300073, Aged 37 Years
128. Amarjit Singh S/D/W ofRam Asra ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200300115, Aged 45 Years
129. Inderjit S/D/W of Mangat Ram Basran ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200300398, Aged 40 Years
130. Gurinder Pal Saini S/D/W of Gurdev Singh Saini ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200300403, Aged 41 Years
131. Sukhvir Singh S/D/W ofNaranjan Singh ,JTO, O/o GMTD Hoshiarpur Punjab, HRMS No: 200300435, Aged 37 Years
132. Vikas Bangur S/D/W ofR.P. Bangur ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200100436, Aged 37 Years





133. Bhanu Dutt S/D/W of Ishwar Deen ,JAOs,O/o GMTD Jalandhar Punjab, HRMS No: 200101217, Aged 36 Years
- Deepti Tandon S/D/W of R. C Tandon ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200101222, Aged 38 Years
- Pramod Kumar S/D/W of Budhpal Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200101259, Aged 38 Years
136. Tarlochan Singh S/D/W of HARBHAJAN SINGH ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200101266, Aged 40 Years
137. Chamkaur Singh S/D/W of Sardar Darshan Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200922, Aged 44 Years
138. Balwinder S/D/W of Shri Khushia ram ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200924, Aged 37 Years
139. Sanjay Kumar Saroha S/D/W of Tarsem Lal Saroha ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200925, Aged 41 Years
140. Ajit Singh Viridi S/D/W of Gurdip singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200926, Aged 38 Years
141. Harpinder Singh S/D/W of Lal Chand ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200930, Aged 42 Years
142. POONAM PARMAR S/D/W of CHARANJIT BHATTI ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200934, Aged 38 Years
143. ANIL KUMAR S/D/W of KAILASH PRASAD ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200936, Aged 40 Years
144. Naresh Kumar S/D/W of Amar Nath ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200200937, Aged 45 Years
145. Ajay Singh S/D/W of Joginder Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200201047, Aged 37 Years
146. Khushvinder Khanna S/D/W of Raj Kumar Khanna ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200201049, Aged 40 Years
147. SANJIV KUMAR S/D/W of LAL CHAND ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200201051, Aged 38 Years
148. PRAMOD KUMAR SINGH S/D/W of AMALA SINGH ,JTO, O/o GMTD Jalandhar PUNJAB, HRMS No: 200201874, Aged 39 Years
149. ANIL KUMAR S/D/W of Ram Naresh Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202543, Aged 39 Years



150. Avtar Krishan S/D/W of Ram Asra ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202558, Aged 38 Years  
Deepak Kumar S/D/W of Mahendra Pal Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202569, Aged 35 Years  
GAGAN DEEP KHURANA S/D/W of Om Parkash Khurana ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202573, Aged 36 Years
153. Grees Kumar Mahour S/D/W of Bhudev singh Mahour ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202576, Aged 40 Years
154. Jasvir Kumar S/D/W of Mohinder Pal ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202590, Aged 44 Years
155. Jaswinder Pal S/D/W of Ronki Ram ,JE, O/o GMTD Jalandhar PUNJAB, HRMS No: 200202591, Aged 47 Years
156. Kapil Narula S/D/W of Vinod Kumar Narula ,JE, O/o GMTD Jalandhar PUNJAB, HRMS No: 200202594, Aged 36 Years
157. Manoj Kumar S/D/W of Chandrama Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202597, Aged 35 Years
158. Manpreet Singh S/D/W of Manmohan Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202654, Aged 41 Years
159. Nirmal Singh Negi S/D/W of B.S. Negi ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202660, Aged 38 Years
160. Ram Lubhaya S/D/W of Charan Dass ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202671, Aged 39 Years
161. Sunil Kumar Gupta S/D/W of Raghunandan Prasad Sah ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200202684, Aged 39 Years
162. SAWANT SINGH S/D/W of BHAGWAN SINGH ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200204267, Aged 42 Years
163. RAJ KUMAR S/D/W of Dhian Chand ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200300648, Aged 40 Years
164. Anil Kumar S/D/W of Surinder Kumar ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302468, Aged 43 Years
165. Ankur Gupta S/D/W of Ratan Lal Gupta ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302474, Aged 39 Years
166. Arshi Kohli S/D/W of R.C. Kohli ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302484, Aged 35 Years



167. Gunjan Kumar S/D/W of Prem Kumar ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302500, Aged 36 Years  
Raj Narayan Chaurasiya S/D/W of Kallu Ram Chaurasiya ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302578, Aged 39 Years  
Sanjiv Kumar S/D/W of Shiv Dayal ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302593, Aged 38 Years
170. Surinder Kumar S/D/W of Jagdish Singh ,JTO, O/o GMTD Jalandhar Punjab, HRMS No: 200302600, Aged 38 Years
171. Satinder Mann S/D/W of Manjit Singh ,JAOs, O/o GMTD Ludhiana Punjab, HRMS No: 200201167, Aged 35 Years
172. Charnjit Kaur S/D/W of Late Sh. Gulzari Lal ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200202567, Aged 39 Years
173. Raj Kumar S/D/W of Hans Raj ,JTO, O/o GMTD Ludhiana PUNJAB, HRMS No: 200202667, Aged 43 Years
174. Rohit Kumar Mittal S/D/W of Surinder Kumar Mittal ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200202718, Aged 38 Years
175. Sanjay Kumar S/D/W of Kalu Ram ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200202813, Aged 40 Years
176. Mohd. Furkan Khan S/D/W of Mohd Imran Khan ,JTO, O/o GMTD Ludhiana PUNJAB, HRMS No: 200202821, Aged 39 Years
177. Deepika Sharma S/D/W of Satish Gautam ,JAOs, O/o GMTD Ludhiana Punjab, HRMS No: 200203558, Aged 35 Years
178. Ashok Kumar Vishwakarma S/D/W of Achchhe Lal Vishwakarma ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200203715, Aged 40 Years
179. Manoj Kumar Garg S/D/W of Madan Lal ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200302731, Aged 38 Years
180. Ayan Halder S/D/W of Narayan Chandra Halder ,JTO, O/o GMTD Ludhiana Punjab, HRMS No: 200302738, Aged 42 Years
181. Ramesh Yadav S/D/W of Ram Samujh Yadav ,JE, O/o GMTD Ludhiana Punjab, HRMS No: 200302740, Aged 41 Years
182. Pradip Kumar Panigrahy S/D/W of Ramesh Chandra ,JE, O/o GMTD Ludhiana Punjab, HRMS No: 200303353, Aged 39 Years
183. Rajesh Kumar Yadav S/D/W of Lal Bahadur Yadav ,JTO, O/o GMTD Patiala Punjab, HRMS No: 200202424, Aged 39 Years





184. SANTOSH KUMAR PRAJAPATI S/D/W of SUGREEV PRASAD PRAJAPATI ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200100287, Aged 41 Years
185. PARMINDER KAUR S/D/W of LABH SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200514, Aged 44 Years
186. PARDEEP SINGH S/D/W of SANT RAM ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200529, Aged 42 Years
187. JASMEET SINGH S/D/W of PIARA SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200810, Aged 34 Years
188. JAGJIT SINGH S/D/W of PRITPAL SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200817, Aged 41 Years (EXPIRED)
189. TEJINDER KAUSHAL S/D/W of SUDESH KUMAR ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200819, Aged 39 Years
190. SUKHWINDER SINGH S/D/W of BALBIR SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200823, Aged 40 Years
191. BRAJESH KUMAR S/D/W of NATHOO RAM ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200841, Aged 39 Years
192. Harpreet Kaur S/D/W of Beant Singh ,JTO, O/o GMTD Patiala Punjab, HRMS No: 200200935, Aged 37 Years
193. SOHAN VEER SINGH S/D/W of TARA SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200959, Aged 40 Years
194. BALJINDER SINGH S/D/W of TARA SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200970, Aged 36 Years
195. AMRINDER SINGH S/D/W of TEJINDER SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200200971, Aged 40 Years
196. AMARJIT SINGH S/D/W of HARINDER SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200201645, Aged 42 Years
197. SURINDERJIT SINGH S/D/W of DHARAM SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200201894, Aged 38 Years
198. KULDEEP SINGH S/D/W of RAM MURTI ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200201963, Aged 39 Years
199. SANDEEP SINGH S/D/W of MALKIT SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200202117, Aged 40 Years
200. PAWANJIT SINGH S/D/W of MOHINDER SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200202119, Aged 43 Years



201. PAWAN KUMAR S/D/W of JAWAHAR LAL ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200202190, Aged 37 Years
- LAKHWINDER SINGH S/D/W of DALEEP SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200202452, Aged 39 Years
- MANDIP SINGH BHATIA S/D/W of SURJIT SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200202583, Aged 39 Years
204. MANDEEP SINGH S/D/W of BALBIR SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200203327, Aged 37 Years
205. SONU S/D/W of SHAM LAL MITTAL ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200205453, Aged 39 Years
206. DEEPAK KUMAR SRIVASTAVA S/D/W of GANGA PRASAD SRIVASTAVA ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200206656, Aged 38 Years
207. SATINDERPAL KAUR S/D/W of JOGINDER SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200206897, Aged 34 Years
208. AMARDEEP KAUR S/D/W of TARANJEET SINGH ,JTO, O/o GMTD Patiala PUNJAB, HRMS No: 200301504, Aged 36 Years
209. Gurmeet Singh S/D/W of Didar Singh ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200200538, Aged 37 Years
210. Gurlal Singh S/D/W of Mewa Singh ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200200539, Aged 36 Years
211. Harvinder Singh S/D/W of Beant Singh Mahrara ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200200540, Aged 42 Years
212. Tek Chand S/D/W of Ram Lal ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200200595, Aged 42 Years
213. Pardeep S/D/W of Sher Singh ,JTO, O/o GMTD Jind Haryana, HRMS No: 200202379, Aged 40 Years
214. Manoj Kumar S/D/W of Jagdish Chand ,JTO, O/o GMTD Jind Haryana, HRMS No: 200202481, Aged 41 Years
215. Anil Singla S/D/W of Mangat Ram ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200202633, Aged 37 Years
216. Jit Singh Barhe S/D/W of Kulwant Singh ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200202634, Aged 41 Years
217. Rajinder Singh S/D/W of Hardev Singh ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200202638, Aged 39 Years



218. Mohd Sharif S/D/W of Abdul Wahid ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200202755, Aged 39 Years
- Krishna Kumar S/D/W of Ram Swaroop ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200202919, Aged 46 Years
- Ajay Kumar S/D/W of Atma Ram ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200202927, Aged 40 Years
221. KULDEEP SINGH S/D/W of Avtar Singh ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200202965, Aged 38 Years
222. Jayant Kumar S/D/W of Jit Ram ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200202972, Aged 40 Years
223. Lakhvir Singh S/D/W of Baldev Singh ,JTO, O/o GMTD Sangrur PUNJAB, HRMS No: 200203316, Aged 41 Years
224. Amandeep Singh S/D/W of Raghvir Singh ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200203873, Aged 38 Years
225. Navjeet Singh S/D/W of Randhir Singh ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200205087, Aged 37 Years
226. Kamal Nain S/D/W of Mahasingh ,JTO, O/o GMTD Jind Haryana, HRMS No: 200205451, Aged 40 Years
227. Vikas Goyal S/D/W of Ram Kumar ,JTO, O/o GMTD Sangrur Punjab, HRMS No: 200302389, Aged 36 Years
228. Anil Kumar S/D/W of Rattan Chand ,JTO, O/o GMTD Dharmshala Himachal Pradesh, HRMS No: 200100153, Aged 42 Years
229. DAVINDER SINGH S/D/W of HARBHAJAN SINGH ,JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201287, Aged 38 Years
230. Charu Mittra S/D/W of Jal Dev Singh ,JTO, O/o GMTD Hamirpur Himachal Pradesh, HRMS No: 200202108, Aged 36 Years
231. Ambalika S/D/W of Ashok Malhi ,JE, O/o GMTD Gurgaon / Haryana Haryana, HRMS No: 200100156 (at Present undergoing Induction Training at RTTC Lucknow), Aged 38 Years
232. AJAY S/D/W of SOHAN LAL ,JTO, O/o GMTD Pathankot Punjab, HRMS No: 200100365, Aged 35 Years
233. Ashwani Kumar S/D/W of Sukhdev Raj ,JTO, O/o GMTD Pathankot Punjab, HRMS No: 200100366, Aged 38 Years
234. Ish Kumar S/D/W of Gurbachan Dass ,JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201125, Aged 41 Years





235. Parveen Kumari S/D/W of Gurdial, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201130, Aged 36 Years
- Nitin Kumar S/D/W of Jagmohan Lal, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201139, Aged 35 Years
- VINEET KUMAR SINGH S/D/W of KRISHAN SINGH, JTO, O/o GMTD Pathankot PUNJAB, HRMS No: 200201144, Aged 41 Years
238. Rohit Mahajan S/D/W of Tilak Raj Mahajan, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201147, Aged 35 Years
239. Monika Sudan S/D/W of Ramesh Sharma, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201148, Aged 43 Years
240. Amarjit Janju S/D/W of Dhanna Ram, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200201150, Aged 42 Years
241. Shiveni Gupta S/D/W of Madan Lal Sharma, JTO, O/o GMTD Pathankot Punjab, HRMS No: 200205615, Aged 37 Years
242. Jagtar Singh S/D/W of Rajbir Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200100072, Aged 38 Years
243. Sukhjiwan Singh S/D/W of Jaimal Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200100073, Aged 38 Years
244. Sukhjinder Singh S/D/W of Karam Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200100074, Aged 38 Years
245. Raj kumar S/D/W of Nauria Ram, JTO, O/o GMTD Ropar PUNJAB, HRMS No: 200100076, Aged 44 Years
246. Nachhattar Singh S/D/W of Maan Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200100421, Aged 46 Years
247. Mohinder Mohan S/D/W of Gian Chand, JTO, O/o GMTD Ropar Punjab, HRMS No: 200200183, Aged 38 Years
248. Vikram Singh S/D/W of Dilbag Singh, JTO, O/o GMTD Ropar PUNJAB, HRMS No: 200200189, Aged 40 Years
249. Deepak Patel S/D/W of Manharan Lal Patel, JTO, O/o GMTD Ropar Punjab, HRMS No: 200201858, Aged 40 Yrs
250. Rajni S/D/W of Randev Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200300146, Aged 42 Years



251. Davinder Jit Singh S/D/W of Jasbir Singh, JTO, O/o GMTD Ropar Punjab, HRMS No: 200300148, Aged 37 Yrs

.....Applicant

(By Advocate : Sh. Vivek Arora)

Versus

1. Union of India represented by the Secretary to Govt. of India, Ministry of Communication, Department of Telecommunications, New Delhi – 110011.
2. The Chairman-cum-Managing Director, Bharat Sanchar Nigam Limited (A Govt. of India undertaking), Statesman House, Barakhambha Road, New Delhi – being a successor to Department of Telecommunications, Government of India.  
(All the applicants are serving under this organization at its designated offices and units throughout India, though all of them had applied under the same advertisement as issued by Department of Telecommunications, Punjab Telecom Circle, Chandigarh).
3. The Chief General Manager Telecom, Bharat Sanchar Nigam Limited, Plot No. 2, Sector 34, Punjab Telecom Circle, Chandigarh.
4. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Amritsar
5. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Bathinda
6. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Chandigarh.
7. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Ferozepur
8. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Hoshiarpur
9. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Jalandhar
10. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Ludhiana



11. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Patiala
12. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Pathankot
13. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Ropar
14. The General Manager Telecom, Department of Telecommunications through its successor BSNL, Telecom District Sangrur

.....Respondents

(By Advocates : Sh. Sanjay Goyal for respdt. No. 1  
Sh. K.K. Thakur for respdts. No. 2 to  
14)

**(2) O.A. No.856/2021**

1. Manmohan Singh BSNL PERNER (Personnel/staff No.00101106) S/o Partap Singh Junior Telecom Officer age 45 years R/o Village Chhota Bhuin, PO-Bhuntar, Tehsil Bhuntar, District Kullu Himachal Pradesh-175125.
2. Banshi Lal S/o Sant Ram, age 46 years, BSNL PERNER (Personnel/Staff No. 202233), Permanent Address :- Village Mandir Tanda, P.O. Lohara, Tehsil Balh, Distt. Mandi, Himachal Pradesh-175027.

.....Applicants

(By Advocate : Sh. Jagdeep Jaswal)

Versus

1. Union of India through Secretary to Govt. of India, Ministry of Communications, Department of Telecommunications, Sanchar Bhawan, 20 Ashoka Road, New Delhi-110001.





2. Chairman cum Managing Director, Bharat Sanchar Nigam Limited, Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi-110003.
3. The Chief General Manager Telecom, Punjab Telecom Circle, SCO No. 102-103, Sector 34-A, Chandigarh-160034.
4. The Chief General Manager Telecom, Himachal Pradesh Telecom Circle, SDA Complex, Kasumpti, Shimla-171009.

.....Respondents

(By Advocates : Sh. Sanjay Goyal for respdt. No. 1  
Sh. K.K. Thakur for respdts. No. 2 to  
14)

### **ORDER**

**Per: SH. RAMESH SINGH THAKUR MEMBER (J):**

1. All the above two Original Applications are taken up together for disposal, as a common question of law and facts are involved in all these cases and the order impugned is also similar. With the consent of learned counsels for the parties, the facts are being extracted from O.A.No.1089/2017 (**Amreesh Sharma & Others Vs. Department of Telecommunication**) and the said case has been treated as a lead case.
2. By filing the present Original Application, the applicants have sought the following relief(s):-



- (i) That order no Staff / E-190/ Legal Notice / 30 dated at CH. the 03.07.2017 [Impugned order] passed by the O/o respondent no 3 may please be quashed / set aside. Copy of the said order passed by the Office of Respondent no 3 is attached herewith for the kind perusal of this Hon'ble court as Annexure A-1 [Impugned Order].
- (ii) That the declaration that the applicants are governed by the rules as applicable for Telecom Technical Assistants on the date the advertisement was notified by the Department of Telecommunications, Government of India and/as recruitment process was set in motion. Hence, for all intents and purposes, the applicants having applied pursuant to advertisement issued by DOT and on their being meritorious in the open competitive examination, they are deemed to be employees of DOT and not of BSNL since as of now, the Ownership still lies with Department of Telecommunications, Government of India.
- (iii) That the length of service in the appointed/promoted cadre with upgraded/revised pay scales from the date of joining till today under the administrative control of principal employer i.e. DOT is required to be clubbed and accumulated together till their retirement.
- (iv) Being a DOT employee, the provisions of General Provident Fund, Old pension scheme as applicable to older Employees of DoT (hereinafter called Absorbed Employees) prior to 01.10.2000, promotional aspects and policies, loan and advances, Service Immunity, Service Protection, Family Pension as applicable to older employees, compassionate ground appointments, health and medical related facilities, all types of leaves, all types of gratuities, safeguarding of applicants interests In the event of Government decision



of disinvestments of its equity, all type of Pensions, All types of welfare measures, LTCS, Child care leaves, Leave encashment, concessional telephone facilities etc. and all benefits as applicable to the Government of India (Central Government Employees) under the administrative Ministry for past, present and future services are required to be considered and disbursed to my clients forthwith in the interest of justice or/and for directing the respondents to induct the applicants into statutory scheme under CCS Pension rules notionally treating them to have been appointed as TTAs from the date of occurrence of vacancies / date of advertisement for the purpose of grant of statutory pension rules, benefits of the post-retiral and pensionary benefits alongwith all service related rules and benefits as was existing at the time of arose of vacancies in 1998.

3. The facts as enumerated in the Original Application are that the applicants, presently working as Telecom Technical Assistants (TTAs)/Junior Engineers (erstwhile TTAs)/JTOs/JAOs under various SSAs in Punjab Telecom Circle and other circles, were recruited pursuant to Advertisement dated 22.07.2000 issued by the Department of Telecommunications (DoT) in Employment News for filling 687 vacancies of TTAs in Punjab Telecom Circle. The last date for submission of applications was 17.08.2000. (Annexure A-2).





4. As per the advertisement, the post was classified as General Central Service, Group 'C', Non-Gazetted, Non-Ministerial in the pay scale of Rs. 4500-125-7000 plus allowances. Essential qualification prescribed was 3-year Engineering Diploma with minimum 50% marks. Selection was through open competitive examination, followed by training on stipend Rs. 3150/- plus DA. Candidates were required to execute a bond of 5 years.
5. Applicants, being fully eligible, applied through Employment Exchange registration, appeared in the examination, qualified, underwent training, and were appointed under different SSAs of Punjab Telecom Circle. It is significant that as on 17.08.2000 (last date for submission of applications), BSNL was not in existence. Therefore, the recruitment process was entirely under DoT, and applicants are deemed DoT employees.
6. The DoT had earlier permitted limited one-time direct recruitment of TTAs strictly in accordance with the TTA Recruitment Rules, 1998 as amended in 1999 (issued under Article 309). This was notified vide Circular dated



09.09.1999 from CGMT, Punjab Telecom Circle. (Annexure A-16).

After the recruitment process was initiated, BSNL was formed on 01.10.2000. However, no fresh advertisement, corrigendum, or option exercise was undertaken by BSNL for these posts. Applicants had already applied and competed for DoT posts prior to formation of BSNL. Thus, they cannot be treated as BSNL direct recruits.

8. Reliance is placed on various judgments including **Union of India v. N. Hargopal (1987) 3 SCC 308**, **K.B.N. Visweshwara Rao (1996) 6 SCC 216**, **Arun Kumar Nayak v. UOI (2006) 8 SCC 111**, **State of Haryana v. Piara Singh (1992) 4 SCC 118**, which reiterate that vacancies must be notified to Employment Exchanges and advertised widely to ensure equality of opportunity under Articles 14 & 16. Applicants' recruitment followed this transparent procedure.
9. It is submitted by the applicants in the Original Application that the principle that vacancies arising prior to amendment of rules are governed by old rules has been upheld in **Y.V. Rangaiah v. J. Sreenivasa Rao AIR**



**1983 SC 852, Arjun Singh Rathore v. B.N. Chaturvedi 2008(1) RSJ 212**, and other High Court decisions. Thus, the applicants' recruitment is governed by DoT rules as they existed on 22.07.2000/17.08.2000.

10. It is further stated that the Government of India vide O.M. dated 05.03.2008 clarified that persons put on induction training before 01.01.2004 and paid stipend are covered under CCS (Pension) Rules, 1972. The DoT endorsed this O.M. on 11.04.2008 (Annexure A-10). Further, BSNL Corporate Office letter dated 13.07.2017 confirmed that orders affecting pensionary benefits require prior DoT approval (Annexure A-11).
11. Applicants placed their reliance on **Sayaji Mills Ltd. v. RPFC**, where it was held that mere change of management does not create a new establishment. Similarly, here formation of BSNL was only a change of management; recruitment remained that of DoT.
12. DoT/BSNL Circular No. 44 dated 12.08.2005 mischaracterized applicants as "direct recruits of BSNL". In fact, they were direct recruits of DoT through Employment





News advertisement prior to BSNL's formation (Annexure A-9).

Consequently, applicants are entitled to be treated as DoT employees with continuity of service, governed by Central Government service rules, including GPF, Old Pension Scheme, promotions, service protections, gratuities, LTC, leave encashment, medical facilities, family pension, etc.

14. The impugned order dated 03.07.2017 rejecting their representation/legal notice is liable to be set aside as it wrongly held that the recruitment was done by BSNL, ignoring the fact that the entire process was initiated by DoT. The 5-year bond signed with BSNL does not alter their status, as no extension or continuation was issued after expiry of bond period. Hence this OA.
15. Written statement has been filed on behalf of respondent No. 1. It has been stated that the applicants have challenged the order dated 03.07.2017 by which BSNL rejected their claim of being deemed employees of the Department of Telecommunications (DoT) instead of BSNL. They argue that since the recruitment notification for Telecom Technical Assistants was issued by DoT in July



2000, they should be treated as Central Government employees governed under CCS (CCA) Rules, 1972.

The respondent No. 1 further submits that the relevant factor is not the advertisement but the date of appointment, which materialized only in 2002 onwards, after BSNL had already been created on 01.10.2000 as a separate entity. All existing DoT employees were absorbed in BSNL from that date, and thereafter all service matters of the applicants fell within the purview of BSNL alone.

17. It is further stated that the issue is already settled by the Hon'ble CAT, Patna Bench, in OA No. 060/00096/2018 (Ram Parvesh Singh vs. BSNL & Ors.), decided on 09.11.2018, holding that employees engaged after 30.09.2000 were appointed under BSNL and could not claim DoT status or benefits.
18. BSNL has also clarified that the entire recruitment process, including examinations held in November 2000, results, appointment formalities, and training, was conducted by BSNL. Therefore, issuance of the advertisement by DoT does not create any right in favour of the applicants to claim DoT employment.



19. In view of the above, the respondent No. 1 submits that the Original Application is devoid of merit and deserves dismissal with costs.

20. Respondents No. 2 to 14 have also filed a comprehensive written statement wherein it has been submitted that the respondent No.1 issued an advertisement for filling up the post of Telecom Technical Assistant (TTA) on 22.07.2000. In the meantime, the Department of Telecommunication was corporatized into Bharat Sanchar Nigam Limited (BSNL) with effect from 01.10.2000, whereby all assets, liabilities and establishment of the Department were transferred to BSNL as per letter dated 30.09.2000 (Annexure R-1). It is stated that the recruitment process in question was thereafter carried out by BSNL itself, as the examination was conducted on 18-19.11.2000 and all subsequent steps such as declaration of result, appointment formalities and induction training were completed by BSNL.

21. The respondents further state that BSNL has framed its own rules and regulations for recruitment. While conditions of service of those initially inducted from the Department





of Telecom continued to be comparable with those of Central Government employees, the applicants who were appointed after 01.10.2000 are direct recruits of BSNL. Their services are governed by BSNL rules in all respects such as EPF, pay fixation and allowances. Appointment letters were issued by BSNL during 2001-2003, and each applicant entered into a bond agreement with BSNL before accepting appointment. A copy of one such appointment letter is placed on record as Annexure R-2. The BSNL Corporate Office, vide letter dated 06.05.2008, also clarified that those employees whose appointment orders were issued by BSNL will be treated as BSNL employees. The respondents argue that having consciously and unconditionally accepted the terms of appointment, the applicants are estopped from claiming otherwise, and their claim is hit by the doctrine of estoppel. Reliance has been placed on judgments in Y.B. Patil (1976), Vijayabai (1999), Hope Plantations Ltd. (1999), Chandra Prakash Tiwari (2002), Madhya Pradesh Public Service Commission v. Navnit Kumar Potdar (1994) and S.S. Balu v. State of Kerala (2009). It is further contended that the principle of "old vacancy-old rule" does not apply since BSNL was



already in existence from 01.10.2000 and the recruitment in question was by way of direct recruitment.

It is further submitted that the applicants are seeking a declaration that they are governed by the rules of the Department of Telecommunication. The respondents deny this position and reiterate that the applicants are BSNL recruits governed by BSNL rules.

23. The respondents also contend that the applicants accepted service benefits such as promotions, IDA pay scales, EPF and other allowances under BSNL rules for about 15 years without any objection. It was only in 2016, after having been promoted to higher posts, that they served a legal notice claiming that they were entitled to DoT benefits. The present O.A. has thus been filed after an inordinate delay of nearly 14 years and is barred by limitation under Section 21 of the Administrative Tribunals Act, 1985. The law requires filing within one year of the order and permits a maximum of six months further if a representation is made. Reliance is placed on B.S. Rathore v. State of M.P. (1990), C. Jacob v. Director of Geology & Mining (2008), Union of India v. M.K. Sarkar (2010) and Union of India v.



A. Durairaj (2011) to emphasize that unexplained delay cannot be condoned. The legal notice (Annexure A-1), which was itself delayed, does not extend the limitation period.

24. Finally, it is argued that the present O.A. is not maintainable since the applicants have not furnished necessary particulars such as dates of appointment, promotions and other service details, making it difficult for the respondents to trace records. Some applicants are already working as JE, JAO, JTO and other higher posts, but their complete addresses have not been provided. Moreover, several applicants, namely applicant Nos. 3, 16, 20, 52, 53, 54, 85, 236-237, 238-242 and 244-258, are posted outside the territorial jurisdiction of this Tribunal. On these grounds, the respondents submit that the Original Application is liable to dismissal.

25. The applicants have also filed separate rejoinders to the written statements filed by respondents No. 1 and 2 to 14, thereby, reiterating their stand as taking in the Original Application.





26.

We have heard the learned counsels for the parties and have carefully gone through the pleadings on record.

The learned counsel for the applicant referred to TA No. 332/00002 of 2016 in Writ Petition No. 6808 of 2005 whereby the Lucknow Bench of this Tribunal allowed the claim made by the applicants on 12.11.2024. The relevant paragraphs of the judgement are reproduced as hereunder:-

"6.5 We are of the opinion that the central issue in the case at hand mentioned in paragraph 2.1 above is similar to the issue of eligibility for pension under the Central Civil Services (Pension) Rules 1972 (now 2021) for those candidates whose process of recruitment had commenced before the National Pension System had been notified. This issue has been adjudicated in various Courts. Following extracts from Pawan Kumar & Anr vs Union of India & Ors. decided on 11.01.2023 by Hon'ble High Court of Delhi are relevant to the case at hand:

"47. It is the settled position that appointments have to be strictly made in terms stipulated in the advertisement and any breach would tantamount to vitiation of the selection process.

48. In a recent decision in ASI/Pharma Biswa Prakash Jena Vs. Union of India. (2022) 5 HCC (Del 319:2022 SCC On Line Del 2544, wherein one of us Suresh Kumar Kait, JI being member while dealing with a case where the petitioners working as Pharmacist in CRPF had sought parity with Pharmacist in ITBP, which was denied to them by the Union of India on the ground that they were appointed beyond the period of advertisement and in Parmanand selection process, had relied upon decisions Yadav (Supra), Avinash Singh (Supra) and Rajendra Singh (Supra) and held as under-

"11. The respondents cannot change the terms and conditions of service which were applicable at the time of advertisement to the prejudice of the petitioners and that too after their recruitment process is long over. It is trite law that



terms and conditions of service applicable at the time of notification of the post cannot be altered to the prejudice of the incumbents to the post after the selection process is completed, as in the instant case"

It is noted that the above issue has been resolved for all affected employees by the Department of Pension and Pensioners' Welfare (DPPW), Government of India vide their OM dated 03.03.2023 in the following manner:

**"Subject: Coverage under Central Civil Services (Pension) Rules, in place of National Pension System, of those Central Government recruited employees who against posts/vacancies advertised/notified for recruitment, on or before 22.12.2003.**

The undersigned is directed to say that consequent on introduction National Pension System (NPS) vide Ministry of Finance (Department of Economic Affairs) Notification No. 5/7/2003-ECB & PR dated 22.12.2003, all Government servants appointed on or after 01.01.2004 to the posts in the Central Government service (except armed forces) are mandatorily covered under the said scheme. The Central Civil Services (Pension) Rules, 1972 and other connected rules were also amended vide Notification dated 30.12.2003 and, after the said amendments, those rules are not applicable to the Government servants appointed to Government service after 31.12.2003.

2. Subsequently, Department of Pension and Pensioners' Welfare in consultation with the Department of Personnel & Training, Department of Expenditure and Department of Legal Affairs in the light of the various representations/references and decisions of Hon'ble Courts, issued instructions vide OM No. 57/04/2019-P&PW (B) dated 17.02.2020 giving one time option to Central Government employees who were declared successful for recruiting in the results declared on or before 31.12.2003 against vacancies which occurred before 01.01.2004 and were covered under the National Pension System on joining service on or after 01.01.2004, to be covered under the CCS (Pension) Rules, 1972 (now 2021) There was fixed time schedule for different activities under the aforesaid OM dated 17.02.2020.

3. Representations have been received in this Department from the Government servants appointed on or after 01.10.2004 requesting for extending the benefits of the pension scheme under Central Civil Services (Pension) Rules, 1972 (now 2021) on the ground that the posts/vacancies appointment advertised/notified for recruitment prior to notification for National Pension System, referring to court





judgments of various Hon'ble High Courts and Hon'ble Central Administrative Tribunals allowing made such benefits to applicants.

4. The matter has been examined in consultation with the Department of Financial Services, Department of Personnel & Training, Department of Expenditure and Department of Legal Affairs in the light of the various representations/references and decision of the Courts in this regard. It has now been decided that in all cases where the Central Government civil employee has been appointed against a post or vacancy which was advertised/notified for recruitment/appointment prior to the date of notification for the National Pension System Le. 22.12.2003 and is covered under the National Pension System on joining service on or after 01.01.2004, may be given a one-time option to be covered under the CCS (Pension) Rules, 1972 (now 2021). This option may be exercised by the concerned Government servant latest by 31.08.2023.

6.6 Reverting to the case at hand, it is not in dispute that the requisition made to SSC on 05.10.1998 and the posts advertised by SSC in May, 1999 were under DoT and governed under the terms and conditions applicable to such employees. It is also not in dispute that the recruitment process, which commenced with the issue of advertisement in May, 1999, could be completed only after issuance of OM dated 30.09.2000. The OM dated 30.09.2000 transferred existing staff from DoT to BSNL on deemed deputation basis with applicability of rules, pay and allowances as admissible to Government servants till the time they were to be absorbed in BSNL after exercising their option. This being the factual position, in our opinion, the applicants are entitled to the same treatment as afforded by the respondents to the employees of DoT who were transferred to BSNL. In other words, the applicants are entitled to choose whether they would opt for service conditions of BSNL employees or DoT employees. The issue enumerated in paragraph 2.1 above is answered in the affirmative. The applicants have prayed that they may be extended the same benefits as were extended to DoT absorbed employee in BSNL from the date of their joining in BSNL after appointment. We are unable to persuade ourselves otherwise.

7.1 In view of the foregoing, this OA is allowed. The respondents are directed to extend to the applicants the same status, benefits, perquisites and other facilities, including GPF and pensionary benefits, as are admissible to the DoT absorbed employees presently working in BSNL following its creation with effect from 01.10.2000, from the date of their appointment/joining."





27. Having given our thoughtful consideration to the rival contentions and perusal of the pleadings, documents and judicial pronouncements cited at the Bar, we find that the central issue for adjudication is whether the applicants, who participated in a recruitment process initiated by the Department of Telecommunications (DoT) prior to 01.10.2000, are to be treated as employees of DoT governed by the service conditions of Central Government employees, or as direct recruits of BSNL, which came into existence on 01.10.2000.

28. The admitted factual position is that the advertisement was issued on 22.07.2000 and the last date for submission of applications was 17.08.2000. On both these dates, BSNL had not yet been constituted. The applicants applied, competed and qualified in response to a DoT notification governed by the TTA Recruitment Rules, 1998. Merely because subsequent steps such as written examination, training and formal appointment letters were processed after 01.10.2000, it cannot ipso facto alter the legal character of their recruitment. The settled principle in **Y.V. Rangaiah v. J. Sreenivasa Rao (AIR 1983 SC 852)** and subsequent rulings is that vacancies that arise prior to amendment or restructuring are required to be filled as



per the rules in force at the time of occurrence of such vacancies.

In this regard, we place reliance upon the judgement of the Lucknow Bench of this Tribunal in TA No. 332/00002 of 2016 (decided on 12.11.2024), where the issue was squarely considered. The Bench, after discussing the Delhi High Court's ruling in **Pawan Kumar & Anr. v. UOI (2023)** and the subsequent O.M. dated 03.03.2023 issued by the Department of Pension & Pensioners' Welfare, categorically held that employees whose recruitment process was initiated by DoT prior to 01.10.2000 are entitled to the same treatment as DoT employees absorbed in BSNL. It was observed that mere corporatisation of DoT into BSNL amounted only to a change of management and could not retrospectively alter the service conditions attached to posts already advertised by DoT. The applicants therein were accordingly held entitled to choose service conditions under DoT at par with absorbed employees, including coverage under the CCS (Pension) Rules and allied benefits.

30. We see no reason to take a different view in the present case, particularly when the facts are materially similar. The



respondents' plea that the crucial factor is the date of actual appointment and not the date of advertisement, stands negated by the aforesaid binding principles. The applicants' claim also gains reinforcement from the O.M. dated 05.03.2008 of the Government of India and the subsequent DPPW O.M. dated 03.03.2023, which clarify that service benefits cannot be denied where the recruitment process had already commenced under the old regime.

31. In the light of the foregoing discussion and consistent with the ratio laid down by the Lucknow Bench in TA No. 332/00002 of 2016, we hold that the applicants in both the Original Applications herein are entitled to be treated as employees of DoT for all service matters, notwithstanding their subsequent working in BSNL. Accordingly, the impugned order dated 03.07.2017 is quashed and set aside. The respondents are directed to extend to the applicants the same status, benefits and service conditions, including GPF, old pension scheme, family pension, gratuity, LTC, leave encashment, medical facilities and promotional avenues, as are applicable to DoT employees absorbed in BSNL after 01.10.2000. The relevant exercise be carried out within three months of date of receipt of a certified copy of this order.



32. There shall be no order so as to costs.



A copy of this order be placed in the connected file as well.

**(ANJALI BHAWRA)**  
**Member (A)**

**(RAMESH SINGH THAKUR)**  
**Member (J)**

**ND\***

Whether speaking/reasoned	:	Yes/No
Whether Reportable	:	Yes/No