



PBC No: 24/2022

RBE No: --/--

दक्षिण रेलवे Southern Railway प्रधान मुख्य कार्मिक अधिकारी का कार्यालय Office of the Principal Chief Personnel Officer मुख्य कार्यालय, कार्मिक विभाग, चेनै-600003 -Headquarters, Personnel Department, Chennai-600003

सं/No: P(R)436/P/Misc/Vol.IV दिनांक/Dated:04.02.2022

All concerned

विषय /Sub: Grant of notional increment (as due on 1st July) for the pensionary

benefits to those employees who had retired on 30th June

before drawing the same

A copy of Railway Board's letter No.PC-VI/2020/Misc./01 (Pt.2) dated 27-01-2022 on the above subject alongwith its enclosures is enclosed for information, guidance and necessary action.

-<u>S</u>

Digitally signed by M SENTHIL KUMAR

Date: 2022.02.04 13:24:09 +05'30'

उप मुख्य कार्मिक अधिकारी / समन्वय Deputy Chief Personnel Officer/ Co-ord

Encl: 14 pages

Copy to: The General Secretary/SRMU

The General Secretary/AISCTREA The General Secretary/AIOBCREA

The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website

GOVERNMENT OF INDIA MINISTRY OF RAILWAYS (RAILWAY BOARD)

UZ Fras rucks New Delhi, dated: 27 リ120

No. PC-VI/2020/Misc./01 (Pt.2)

The General Manager (P), All Indian Railways & Production Units

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(Attn.: All PCPOs)

Sub: Grant of notional increment (as due on 1st July) for the pensionary benefits to those

employees who had retired on 30th of June before drawing the same.

Ref:

Board's letters No. No. PC-VI/2020/CC/13 dated 13.04.2021, PC-VI/2020/Misc./01 dated

01.03.2021 & PC-VI/2018/R-I/1 Pt. dated 21.05.2020.

Attention is invited to Board's letters dated 013-3.2021 & 21.05.2020 (copies enclosed) whereby DOP&T's advice/ clarification on the issue of notional increment was circulated to all Zonal Railways 🔅 From the Units with a request to dispose all pending representations and to defend various cases filed acr. > . If It _ '=0 Re*ways by the retired employees seeking the benefit of notional ∌iccordent (as on 1* July of their retirement year) and consequential pensionary benefits relying upon Hon'ble High Court of Madras in Shri P. Ayyang, cremal's case.

- 2. Subsequently, virile Board's letter dated 19,04,2021 (copy enclosed), Homble Sepreme Court's interim stay order dated 05.04.2021 in SLP (C) No. 004722/2021 (Union of India & Ors Vs M. Siddaraj) was also circulated to all Zonal Railways & PUs with a request to bring the observations made by the Hon'ble Apex Court to the notice of to spective Tribunals/ Courts by filling an appropriate application and also to incorporate the same in the counter roots! parawise comments in further cases, if any; filed on the cimilar issue in order to enfogrand the litterests of Julian of himse offectively
- However, it is observed that the above advice/ guidelines are not scrupulously being followed in some of the railways and the monitoring of these cases is also not at the desired level, it may be pertinent to mention that any such case if decided against the interests of Union of India will have far reaching implications/ cascading effects on similar cases being contested by this Ministry and other Ministries/ Departments as well.
- Considering the seriousness of the matter, it is again advised that Hon'ble Supreme Court's interim stay order dated 05.04.2021 should invariably be brought to the notice of respective Tribunals/ Courts by way of filing an appropriate application in consultation with the Railway advocate, if not already done. Also, is: cases where the counter reply has not yet been filed, if any, the same shall immediately be filed without any further delay, after getting the same approved from Board's office.

5. It is needless to say that full attention should be paid to these cases and monitored regularly by a competent JAG level officer as any laxity would result in huge ramifications on similar cases filed before various courts of law.

Receipt of this latter may please be acknowledged

DA: As above

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Executive Director, Pay Commission - II Rallway Board

Tel. No. 011-47845209

Email add: mkouptairos.97@gov.in

1st floor, Room No. 152-B

GOVERNMENT OF INDIA MINISTRY OF RAILWAYS (RAILWAY BOARD)

No. PC-VI/2020/Miso./01

New Delhl, dated: 01.03.2021

The General Manager (P), All Indian Railways & Production Units

(Attn.: All PCPOs)

Sub: Grant of notional increment (as due on 1st July) for the pensionary benefits to those employees who had retired on 30th of June before drawing the same - Clarification

Ref: Board's letter No. PC-VI/2018/R-I/1 Pt. dated 21.05.2020.

Attention is invited to Board's letter under reference whereby the advice/ clarification of DOP&T on the issue of grant of notional increment for the pensionary benefits to those employees who had retired on 30th of June was circulated to all Zonal Railways & Production Units with a request to dispose all pending representations/ defend pending court cases, if any, on the issue accordingly.

- 2. It has been observed that fresh cases on the issue of notional increment benefit are being filed all across the Indian Railways. Accordingly, the matter was again referred to DOP&T seeking further guidelines for effectively contesting such cases. Consequently, DOP&T vide their O.M. No. 19/2/2018-Estt (Pay-I) dated 03.02.2021 has issued further clarification in the matter citing various judgements pronounced in favour of Union of India/ relevant rule provisions etc. A copy of DOP&T's O.M. dated 03.02.2021 is attached herewith for effective utilization of the same in defending/ disposing various cases/ representations on the issue of notional increment.
- 3. The above guidelines/ clarification of DOP&T may be suitably incorporated in the counter reply proposed to be filed before the Hon'ble CAT/ Court while defending such cases. The counter reply so prepared may be sent <u>invariably</u> to this office for approval before filing. It must be ensured that in any case the counter reply shall not be filed without getting the same approved from this office.
- 4. Considering the seriousness of the matter, various Railways where similar cases have been filed, were advised to nominate a competent JA Grade officer to regularly monitor these cases in consultation with Railway Advocate. It was also desired that Railway Board be kept apprised of these cases regularly. However, it is seen that the monitoring of these cases has not been at the desired level in some of the Railways.
- 5. It is also advised that as soon as the case is decided necessary application for supply of certified copy should be made. Upon receipt of the same, a copy thereof may invariably be sent to this office for being shared with other Railways or taking necessary remedial action, as the case may be. In the event of the case being decided against the interests of Union of India, process for drafting and filing Review Application/ Writ Petition should be initiated expeditiously in consultation with this office.

Receipt of this letter may please be acknowledged.

DA; As above

Executive Director, Pay Commission - H Railway Board

F. No. 19/2/2018-Estt (Pay-I) Government of India Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)

North Block, New Delhi Dated 3 February, 2021

OFFICE MEMORANDUM

Subject: References/Representations/Court cases for granting notional increment for pensionary benefits in pursuance of the judgement dated 15.09.2017 of Hon'ble High Court of Madras in W.P. No. 15732 of 2017 in the case of P. Ayyamperumai Vs Union of India & Ors-regarding.

The undersigned is directed to refer to references/representations/court cases/VIP references, received in this Department in large numbers on the issue of granting notional increment for pensionary benefits to those Central government servants who have retired on 30° June/ 31st December of a year, in pursuance of the judgement dated 15.09.2017 of Hon'ble High Court of Madras in W.P. No. 15732 of 2017 in the case of P. Ayyamperumal Vs Union of India & Ors.

- 2. The issue has been examined in this Department in consultation with Department of Legal Affairs and it has been observed that the judgement dated 15.09.2017 of Hon'ble High Court of Madras in W.F. No.15732 of 2017 in the case of P. Ayyamperumal Vs Union of India & Ors. is 'in personam' in nature. A brief note reflecting the Government's stand on this issue is attached as Annexure-I.
 - 3. Further, it is also mentioned that in a similar case, the Honble Supreme Court, vide judgment dated 29.03.2019 (copy enclosed as Annexure-II), while dismissing the SLP (C) Dy. No.6468/2019 filed by D/o Telecommunications against the judgment dated 03.05.2017 of Honble High Court, Lucknow Bench in WP No.484/2010 in the matter of UOI & Ors. Vs. Sakha Ram Tripathy & Ors., has, inter alia, observed the following:

"There is delay of 566 days in filing the special leave petition. We do not see any reason to condone the delay. The Special leave petition is dismissed on delay, **keeping all the questions of law open.**"

4. Since the question of law is open and not yet decided, decision for implementation of the judgement dated 15.09.2017 of Hon'ble High Court of Madras in W.P. No. 15732 of 2017 in Shri P. Ayyamperumal case, in rem has not been taken.

A Contingly, all Ministries Departments are, therefore, advised to descrip of all pending grievances seeking notional increment for perspectally beautiful and also to defend the various pending Court Cases as the matter.

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 - March Version will follow.

(Murali Bhavarajul Government of India

Deputy Secretary to the Government of India Tel. No.011-23094542

All Manageress, Departments of Government of India.

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- 1 The Compension & Auditor General of India.
- 2 Service General, Supreme Court of India.
- 3. Commoder General of Accounts/ Controller of Accounts, Ministry of
- * Chion Public Service Commission/ Lok Sabha Sectt./ Rajya Sabha Sectt./ Cabinet Sectt./ Central Vigilance Commission/ President's Sectt/ Prime Minister Office/ Niti Aayog.
- 5. Government of all States and Union Territories
- Department of Personnel and Training (AIS Division)/ JCA/ Admn. Section
- Secretary, National Council of JCM (Staff Side), 13-C, Feroz shah Road, New Deibi.
- All Members of Staff Side of the National Council of JCM/ Department Council.
- Department of Administrative Reforms & Public Grievances/ Department of Pensions & Pensioners' Welfare/ PESB.
- 12 John Secretary (Pers.), Department of Expenditure, Ministry of Finance
- 11 Additional Secretary (Union Territories), Ministry of Home Affairs.
- NIC. DOPT with request to upload this O.M. on the Department's website under OMs & Orders (Establishment—Pay Rules) and also under "What is New".
- 13. Eintig Section, DOPT for Hindi Translation.

(Muran Bhavaraju) Deputy Secretary to the Government of India Tel. No.011-23094542 Note on issue of granting a notional increment for pensionary benefits in pursuance of the judgment dated 15.09.2017 of Hon'ble High Court of Madras in W.P. No.15732 of 2017 in the case of P. Ayyamperumal Vs Union of India & Ors.

Hon'ble High Court of Madras, vide Order dated 15.09.2017, allowed the W.P. No. 15732 of 2017 filed by Shri P. Ayyamperumal relying upon its earlier judgment dated 20.09.2012 in W.P. No. 8440 of 2011 M. Balasubramaniam Vs State of Tamil Nadu. The said case referred by Hon'ble High Court in the said judgement is related to the Fundamental Rules of Tamil Nadu Government whereas the case of petitioner Shri P. Ayyamperumal relates to Central Government Rules. As per the provisions under the Tamil Nadu Fundamental Rule 26(a), the annual increments of the Govt. Servants are regulated in four quarters viz. 1st January, 1st April, 1st July and 1st October. For the Central Government, the increment accrues annually on 1st July only [6th CPC scenario] [now 1st July and 1st January in 7th CPC scenario]. Hence, argument of petitioner is devoid of merits.

In light of the relevant provisions of the Fundamental Rules like 9 (21), 9(6), 17(1), 22, 26(a) and 56(a), as also the provisions of CCS (RP) Rules, 2008, a person appointed as a Government servant is entitled to pay, and is also entitled to draw the annual increment as long as such Government servant discharges duties of the post. However, such Government servant may not be entitled to draw the pay and allowances attached to the post as soon as he ceases to discharge those duties. In other words, as per F.R. 17 read with F.Rs. 24 and 26, annual increment is given to a Government servant to enable him to discharge duty and draw pay and allowances attached to the post. If such Government servant ceases to discharge duties by any reason say, by reason of attainment of age of superannuation, he will not be entitled to draw pay and allowances. Such an employee would not be entitled to any increment if it falls due after the date of retirement, be it on the next day of retirement or sometime thereafter. An employee must satisfy not only the condition of becoming entitled for increment, but also should continue to be on duty as a Government servant on the due date (1at July/ 1st January) to avail the increment.

3. Further, in a similar matter, Hon'ble High Court of Andhra Pradesh at Hyderabad, in the year 2005, in the C. Subbarao case, has, inter alia, observed as under:

*In support of the above observations, the Division Bench also placed reliance on Banerjee case (supra). We are afraid, the Division Bench was not correct in coming to the conclusion that being a reward for unblemished past service, Government servant retiring on the last day of the month would also be entitled for increment even after such increment is due after retirement. We have already made reference to all Rules governing the situation. There is no warrant to come to such conclusion. Increment is given (See Article 43 of CS Regulations) as a periodical rise to a Government employee for the good behavior in the service. Such increment is possible only when the appointment is "Progressive Appointment" and it is not a universal rule. Further, as per Rule 14 of the Pension Rules, a person is entitled for pay, increment and other allowances only when he is entitled to receive pay from out of Consolidated Fund of India and continues to be in Government service. A person who retires on the last working day would not be entitled for any increment falling due on the next day and payable next day thereafter (See Article 151 of CS Regulations), because he would not answer the tests in these Rules. Reliance placed on Banerjee case (supra) is also in our considered opinion not correct because as observed by us, Banerjee case (supra) does not deal with increment, but deals with enhancement of DA by the Central Government to pensioners. Therefore, we are not able to accept the view taken by the Division Bench. We accordingly, overrule the judgment in Malakondalah case (supra)."

4. In addition, subsequent to the judgment of Hon'ble High Court of Madras in the P. Ayyamperumal case, Hon'ble CAT Madras Bench vide its Orders dated 19.03.2019 in O.A.No.310/00309/2019 and O.A. No.310/00312/2019 and Order dated 27.03.2019 in O.A. No.310/00026/2019 has also dismissed similar requests related with notional increment for pensionary benefits.

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RECORD OF PROCEEDINGS

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VERSUS

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Reapondent (4)

THE ALLIE THE CONDONATION OF DELAY IN FILING)

the 24-44-2419 This petition was called on for hearing today

CORAN :

MAN MAR MR. JUSTICE UDAY UMESH LALIT

ter Petitioner(a)

Na. Nadhvi Diyan, ASU Nr. Anmol Chandan, Adv

Mr. Amit Sharma, Adv

Mr. Gurmeet Singh Makker, ADR

For bespendent(s)

week hearing the counsel the Court made the following ORDER

Semeral for the petitioner-Union of India.

There is delay of 566 days in filing the special leave petition. We do not see any reason to condone the delay.

The special leave petition is dismissed on delay, keeping all the questions of law open.

Pending applications, if any, shall also stand disposed of.

(MAHABIR SINGH) COURT MASTER

(RAJINDER KAUR) BRANCH OFFICER

- DOP&T vide their O.M dated 11.11.2019 have stated that the judgment passed in the passe of Shri P. Ayyamperumal is in personam. Further, the judgment pronounced by Hon'ble High Court of Madras in P. Ayyamperumal case, as endorsed by Hon'ble Supreme Court, is based on the decision in the case of M. Balasubramaniam, which was related to Fundamental Rules of State Govt. However Central Government employees are governed by Central Government Rules. Further, Hon'ble High Court of Andhra Pradesh at Hyderabad in C. Subbaraso case has inter-alia observed that "A person who retires on the last working day would not be entitled for any increment falling due on the next day and payable next day thereafter, because he would not answer the tests in these Rules." A copy of DOP&T O.M dated 11.11.2019 is enclosed herewith.
 - 5. The Railways are therefore advised to take further necessary action to dispose off the pending representations on the issue based on above position and advice of DOP&T. The pending court cases may also be defended accordingly. Further, in case any clarification / inputs are required relating to railway Fundamental Rules and Railway Pension Rules, Finance (Estt.) dte. may also please be consulted being the nodal directorate on these aspects. This issues with the approval of DG/HR, Railway Board.

DA: As above

(U. K. Tiwari)

Joint Director, Pay Commission Railway Board

Copy to: EDF(E) / Railway Board for information .

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OFFICE MEMORANTIA

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The undersigned is different to polar to puter the person of the surface of the puter of the put

- in this mutter, with reference to Captagl Conservations (2) Englan, 24 following (a hereby stated):
- matant cases also, it is stated that the judgment hopothe was force Madras in P. Agyamperimal ense le fil personuni.
- 3 Further, the case of Fig. M. Ballasubragumiam relation by Marine High Court in it's distinguist of P. Asyampierumat cases in Claims in Fundamental Ridge of Tamiffindia Covernment Whereas V. Asymmetrical

13 It is relevant to mention here that handstroller matter Morane is to court of Andhras Praducil at Hyderabad in geni 2005, in a Subbaras, 1996.

The support of the above observedtions, the Division Benchalso placed reliance on Hanerjea case (suprd), we are afraid, the Division Beach was not correct in coming to the conglusion that bein far reward for unblemished past service, Covernment servant retiring on the tostday of the month would also be entitled formerement even after such on the state of the retirement, We have already made reference to all Rules governing the situation; There is no faithful a come to see, conclusion. Increment is given (See Article 43 of C3 Regulations) as a periodical rise to a Government employee for the good behavior in the service. Such increment is possible only when the appointment is Progressive Appointment"and it to not a universal rule, further, as per Rule 14 of the Pension ekulos, A person is critical for pay. increment and other allowances only when he is entitled to receive ear form out of conscious form of of conscious form of the control of the control

placed on Baneriee case is the property of the original point of correct because as observed by the state of the correct because as observed by the state of the property of the deak spithesial content but at the state of the property of the control Government to pensioners. Therefore, we are not able to accept the view (aken by the Division Bench. We accordingly, override the judgment in Malakoudalah gase (supra).

- 2.4 In addition, subsequent to the judgment of Handle High Court of Madras in P. Ayyamperumal case, Honble CAT Midling Bonch and Code: 3. dated 19.03. 2019 in O.A. No.310/00.309/2019 and O.A. No.310/00312/2019 in O.A. No.310/00026/2019 has also dismissed the similar requests related with notional increment for pensionary benefits.
- 2.5 The Honble Supreme Court, vide judgment digred 29,03,2019, while dismissing the SEP (C) by Note-168/2019, filed by D/o-Telecommunications against the Judgment dated 03:05:2017 of Honble High Court, Lucknow Bench in WP No.484/2019 in the matter of UOI & Ors. Vs. Sakha Ram Tripathy & Ors., has inter-alig observed the following:

*There is delay of Soo days in filing the special le tre petition. We do not see any reason to condone the delay. The Special leave petitions odispils sed on delay, keeping all the questions of law open."

S. Further, it is also stated that this Department's OM No. 20036/23/1938-Estylphidated 00 01 1989 provides that since each case is to be contested on the basis of the specific factshard circinnstances relevant to it the idealing factor dingth/Departme Alb/o challenges relevant to it the idealing factor dingth/Departme Alb/o challenges relevant to it the idealing factor dingth/Departme Alb/o challenges relevant to it the idealing factor dingth/Departme Alb/o challenges relevant to it the idealing factor dingth/Albert possible contestions for the interpretation of application of the idealing factor of the ideal of the contesting such cases on behalf of the primary responsibility, however, for contesting such cases on behalf of the Government will be that of the administrative Mulistry/Department concerned. Further, the Cabinet Secretaris Dio Ideal No. of 74.94-Cab dated 25.02.1994 as also the Cabinet Secretaris Dio Ideal No. of 74.94-Cab dated 25.02.1994 as also the Cabinet Secretaris Dio Ideal No. 1750/3/2016 Cabinet dated 16.05.2016 and the Department of Expenditure's OM No. 7(8)/2012-E-III/A) dated 16.05.2012 interalia provide that (I) a common counter reply should be illed before a Court of Law on behalf of the Union of India by the converned administrative Department/Ministry where the peritioner is serving or has last served, and (ii) a unified stand should be adopted instead of bringing our each Department's/Ministry's point of view in the said reply I finished provides that it is primarily the responsibility of the administrative Ministry to ensure that timely action is taken a leach stage a Court case got a flough and that a unified stand is adopted on behalf of covernmental India at every such stage. In no case should the litigation be allowed to prolong to the extent that it results in contempt proceedings.

Ministry of Railways is requested to take appropriate action in the light of above observations.

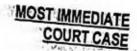
> Rajeev Bahree Under Secretary to the Government of India Tel. No.23040489

Mindstry of Railways, [Kind attention: Shri U.K. Tiwari, Joint Director, Pay Commission]

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Railways Board, Rail Bhawan

New Delhi



GOVERNMENT OF INDIA MINISTRY OF RAILWAYS (RAILWAY BOARD)

新·斯·西尔·西尔·西

No. PC-VI/2020/CC/13

DENNING.

The General Manager (P), All Indian Rallways & Production Units

New Delhi, dated: 13.04.2021

(Attn.: All PCPOs)

Sub:

Grant of notional increment (as due on 1st July) for the pensionary benefits to those

The Mark of Land

employees who had retired on 30th of June before drawing the same - Clarification reg.

Ref:

Board's letters No. PC-VI/2020/Misc./01 dated 01.03.2021 & PC-VI/2018/R-I/1 Pt. dated

21.05.2020.

A number of cases have been filed across all Indian Railways by various retired employees who had retired on 30th of June of a year seeking the benefit of notional increment (as due on 1st July of the retirement year) for the purpose of pensionary benefits primarily relying upon the judgment of Hon'ble High Court of Madras in W.P. No. 15732/2017 in the matter of Sh. Ayyamperumal.

- Keeping in view the intricacies involved and the cascading effect of any adverse judgement in the aforesaid cases; relevant guidelines of DOP&T in the matter were circulated to all Zonal Railways/PUs vide Board's letters under reference with a request to dispose all pending representations/ defend pending court cases, if any, on the issue accordingly.
- In one such case viz. SLP (C) No. 004722 /2021 (Union of India & Ors Vs M.Siddaraj) filed before Hon'ble Supreme Court of India vide Dy. No. 5821/2021, Hon'ble Supreme Court vide their order dated 05:04.2021 (copy enclosed) have granted stay on implementation of Hon'ble CAT/ Bangalore Bench's order while observing as under:

"Issue notice returnable after three weeks.

In the meanwhile, there will be stay of operation of the order dated 18th December, 2019 of the Central Administrative Tribunal, Bangalore Bench in Original Application No. 170/00677/2019, affirmed by the judgement and order impugned. The Petitioners shall, however, in the meanwhile without prejudice to the rights and contentions of parties pay retiral dues of the Respondent computed on the basis of the last pay drawn by him on the date of his retirement, that is, 30.06.2014."

- The above factual position/ observation of Hon'ble Supreme Court may be brought to the notice of respective Hon'ble Tribunals/ Courts by filing an appropriate application. Further, the same shall also be invariably incorporated in the counter reply/ parawise comments in further cases, if any, filed on the similar issue to safeguard the interests of Union of India effectively.
- It may be ensured that the nominated Railway Advocates are properly & timely briefed on the matter.
- Receipt of this letter may please be acknowledged.

DA: As above

(M. K. Gupta)

Executive Director, Pay Commission - II

Railway Board Tel. No. 011-23370081

Email add: mkguptairps.97@gov.in

1st floor, Room No. 152-B

TEN NO.13

Court 13 (Video Conferencing)

SECTION IV-A

SUPREME COURT OF INDIA

petition(s) for Special Leave to Appeal (C) No(s). 4722/2021

(Arising out of impugned final judgment and order dated 22-10-2020 in WP No. 146967/2020(S-CAT) passed by the High Court Of Karnataka Circuit Bench At Dharwad)

UNION OF INDIA & ANR.

Petitioner(s)

VERSUS

M. SIDDARAJ

ALT.

Respondent(s)

(FOR ADMISSION and I.R.)

Date: 05-04-2021 This petition was called on for hearing today.

CORAM : HON'BLE MS. JUSTICE INDIRA BANERJEE

HON'BLE MR. JUSTICE KRISHNA MURARI

For Petitioner(s) Ms. Madhavi Divan, ASG

Mr. Nachiketa Joshi, Adv.

Mr. Ayush Puri, Adv.

Mr. Raj Bahadur Yadav, AOR

For Respondent(s)

UPON hearing the counsel the Court made the following
ORDER

Issue notice returnable after three weeks.

In the meanwhile, there will be stay of operation of the order dated 18th December, 2019 of the Central Administrative Tribunal, Bangalore Bench in Original Application No.178/80677/2019, affirmed by the judgment and order impugned. The Petitioners shall, however, in the meanwhile without prejudice to the rights and contentions of parties pay retiral dues of the Respondent computed on the basis of the last pay drawn by him on the date of his retirement, that is,

30.08.2014.

(NIRMALA NEGI) COURT MASTER (SH) (MATHEW ABRAHAM) COURT MASTER (NSH)