



**CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY (C-DIT)**  
Chitranjali Hills, Thiruvallam P.O., Thiruvananthapuram – 695 027

No.382/A1/Admn/ 2016/C-DIT

17.08.2016

**PROCEEDINGS**

Sub : C-DIT- Admn – Judgment dated 15.10.2015 in WP (C) No.30053/13 (F) and the order dated 17.02.2016 in RP No. 1148 of 2015 filed by Sri. G Saji Narayanan, Scientist E1 - Compliance -Orders

Ref : 1. Judgment dated 15.10.2015 in WP (C) No.30053/13 (F) filed by Sri. Saji Narayanan, Scientist E1.

2. Order dated 17.02.2016 in RP No. 1148 of 2015 filed by Sri. G Saji Narayanan.

3. GO (Rt) No.196/08/I&PRD dated 18.08.2008.

4. GO (Rt) No.222/08/I&PRD dated 29.09.2008.

5. GO (MS) No.06/2010/I&PRD dated 08.09.2010.

1. As per judgment dated 15.10.2015 in WP(C) 30053/13(F) filed by Sri. G Saji Narayanan, Scientist E1, the Hon'ble High Court has disposed the petition with the following interpretation /illustration of G.O cited (5) above.

*"To illustrate: Taking 5 years to be period for higher placement to all grades, the petitioner's regularization on 01.10.2000 would be in entry post of Grade 'B' and after 5 years. i.e, on 01.10.2000, he would have been deemed to be placed in Grade 'C' and on 01.10.2010 in Grade 'E1'. Going by the illustration, in another five years the petitioner would be entitled to be considered for Grade'E2' and so on. This is, however, to be done with reference to the periods and eligibility conditions as also the qualifications prescribed in the Special Rules of 2003. The C-DIT would, hence, look into that and consider the same in accordance with law. This court would make it clear that this interpretation of Exhibit P4 has to be applied to the entire employees of the C-DIT."*

2. Subsequently, Sri. Saji Narayanan filed a Review Petition No.1148 of 2015 and the Hon'ble High Court as per the order dated 17.02.2016 rejected the same and also made the following observations :

*"It is submitted by the learned Counsel for the petitioner that in fact similarly placed persons were given such benefits. If similarly placed persons were granted such benefit, the respondent would look into the matter and consider the case of the petitioner de*

*hors what has been stated in the judgment in the writ petition and the order in the review petition, since then there would be a valid ground of discrimination”.*

3. In accordance with the judgment and the orders of the Hon'ble High Court, the issue of the Petitioner and similar other persons are examined as follows :

Sri. G. Saji Narayanan (petitioner) - He was appointed in C-DIT as Scientific Officer, on contract basis, in the scale Rs 2000-3500, w.e.f 07.06.1991. Subsequently, his post was deemed to be upgraded to **Scientist B grade (Rs. 2200-4000)** together with other similarly placed posts in the entry cadre of Scientist category. Later, while he was working on contract basis, he was promoted to **Scientist C grade** in the scale of pay Rs. **3000-4500** w.e.f 01.08.1996. Further, the date of sanctioning of Scientist C grade was advanced to 07.06.1995, by giving weightage for his prior C-DIT service also. Subsequently, he was again given placement by assessment promotion to **Scientist E1 Grade (Rs. 3700-5000)**, with retrospective effect from 01.06.2000. He was regularized in the post of Scientist C (Electrical) as per the Govt Orders referred (3) and (4) above. The date of effect of regularization was refixed as 01.10.2000 as per the Govt Order referred (5) above in the entry post. The petitioner was given promotion/placement in 3 higher grades prior to 01.10.2000 compared to the initial entry post in C-DIT, which can be reckoned as 2 promotions, since the grades of 2000-3500 and 2200-4000 were merged into the single entry grade of 2200-4000. He was regularized w.e.f 01.10.2000 by protecting his promoted/higher grade as on 01.10.2000.

4. Sri. M R Mohanachandran- He was appointed in C-DIT as Scientific Officer, on contract basis, in the scale of pay Rs 2000-3500, w.e.f 07.06.1991. Subsequently, his post was deemed to be upgraded to **Scientist B grade (Rs. 2200-4000)** together with other similarly placed posts in the entry cadre of Scientist category. Later, while he was working on contract basis, he was promoted to **Scientist C grade** in the scale of pay Rs. **3000-4500** w.e.f 01.08.1996. Further the date of sanctioning of Scientist C grade was advanced to 07.06.1995, by giving weightage for his prior C-DIT service also. Subsequently, he was again given placement by assessment promotion to **Scientist E1 Grade (Rs. 3700-5000)**, with retrospective effect from 01.06.2000. He was regularised in this grade as on 01.10.2000, by protecting promotion/higher grade as on 01.10.2000. Thus, Sri. M.R Mohanachandran was given placement in 3 higher grades prior to 01.10.2000, compared to the entry post in C-DIT; which can be

- reckoned as 2 promotions, since the grades of 2000-3500 and 2200-4000 were merged into the single entry grade of 2200-4000. He was regularized w.e.f 01.10.2000 by protecting his promoted/higher grade as on 01.10.2000.
5. Further promotions to Sri.Saji Narayanan and Sri. M. R Mohanachandran will be regulated w.e.f 01.10.2000, in terms of G.O cited (5) above, by treating they were regularized in the entry grade Scientist-B (2200-4000) w.e.f 01.10.2000 and deemed to be placed in Scientist-C grade w.e.f 01.10.2005 and Scientist - E1grade w.e.f 01.10.2010.
  6. Smt. Bina Paul Venugopal joined C-DIT as Editor on 10.08.1990 and Sri K.G Jayan, joined C-DIT as Cameraman on 28.08.1990, both of them in the scale of pay 2000-3500. Subsequently, their posts were deemed to be upgraded to **Scientist B/Producer B grade (Rs. 2200-4000)**. They were again given placement by assessment promotion to Scientist-C/Producer-C grade (3000-4500) w.e.f 29.08.1994 & 17.08.1994 respectively with weightage for their prior C-DIT Service and further to **Scientist E1/Producer E1 grade (Rs. 3700-5000)** on competition of 5 years service. They were regularized in this grade w.e.f 01.10.2000 by protecting their promoted/higher grade as on 01.10.2000. Thus, Smt. Bina Paul Venugopal and Sri. K G Jayan were given placement in 3 higher grades prior to 01.10.2000, compared to their entry post in C-DIT; which can be reckoned as 2 promotions, since the grades of 2000-3500 and 2200-4000 were merged into the single entry grade of 2200-4000. They were regularized w.e.f 01.10.2000 by protecting their promoted/higher grade as on 01.10.2000.
  7. Further promotion to Smt. Bina Paul Venugopal and Sri. K.G Jayan will be regulated w.e.f 01.10.2000, in terms of G.O cited (5) above, by treating they were regularized in the entry grade Scientist-B/Producer-B grade (Rs. 2200-4000) w.e.f 01.10.2000 and further deemed to be placed in higher grade Scientist/Producer C ( 3000-4500) on completion of 5 years service and further to Scientist/ Producer -E1 grade (3700-5000) on completing 5 years service thereafter.
  8. The other promotion cited by the petitioner (Sri. Saji Narayanan) in the Review Petition pertaining to the three regular employees in the Core Group of C-DIT [Registrar, Deputy Director (Projects) and Deputy Director (Production)] who were appointed by the Government or with the approval of the Government in 1990, is in



no way comparable to the case of petitioner, who has been regularized only w.e.f 01.10.2000, as per Government Orders cited (3), (4) & (5) above.

9. As far as sanctioning of special pay to some of the employees who have been regularized along with the petitioner, vide Proceedings No 245/A1/Admn/2011/C-DIT dated 09.12.2011, the special pay thus granted has been withdrawn w.e.f 01.07.2016, as per Proceedings No. 363/A1/Admn/2016/C-DIT dated 29.07.2016 and the excess pay drawn in this regard is to be recovered.
10. As per the preceding paragraphs, the case of Sri. Saji Narayanan, the Petitioner in WP (C) No.30053/13 (F) as well as that of other employees, who are similarly positioned, have been examined in detail and found that at present, the position of the Petitioner and similar other employees as far as promotion is concerned, is in consonance with the GO's cited (3),(4) & (5) above and in accordance with the judgment dated 15.12.2015 in WP (C) No. 30053/13 (F) and also that no other employee, who is in a similar position as that of the Petitioner, has been given promotion or service benefits which will create discrimination to the Petitioner. Thus, it is found that there is no violation of the said Government Orders or discrimination to the petitioner as far as promotion is concerned.
11. The judgment dated 15.12.2015 of the Hon'ble High Court in WP (C) No.30053/13 (F) and the orders of the Hon'ble High Court in the Review Petition No 1148/15 filed by Sri. G. Saji Narayanan are complied with, by issuing this proceedings.

Orders are issued accordingly

  
JAYARAJ G  
REGISTRAR

To

1. Secretary to Govt (with covering letter)
2. Sri. G. Saji Narayanan, Scientist E1
3. Standing Counsel, EKM (with covering letter)

Copy to

1. Registrar's Office
2. Administrative Officer
3. Sr. Manager (F&A)
4. Personal file/Office Copy