

CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926 - Regn. No. TUA:MYS:490/89-90)
[Affiliated to the All-India Association of CSIR Employees –
erstwhile Federation of CSIR Employees' and Workers' Unions and Associations]

No. CFTRI-EU/06-

July 04, 2006

To : The Director
C.F.T.R.I.
Mysore

Sir,

Sub : Compassionate Appointment to Mrs. Radha, W/o Late M.N.Ramesh –
Immediate Withdrawal of Appointment

The CFTRI Employees' Union is totally shocked to note that the Director has already appointed Mrs. Radha, W/o Late M.N. Ramesh to the grade of Group-II(I) on Compassionate Grounds on 26.06.2006 in utter violation of all the Government of India rules and Hon'ble Supreme Court's guidelines governing Compassionate Appointments. The Executive Committee of CFTRI-EU in its meeting held on 04.07.2006 unanimously adopts the following **RESOLUTION** for immediate consideration of the Director and needful action at his end within 05.07.2006 (5.30 PM) :

Preamble : The Hon'ble Supreme Court in its various judgements has pronounced that "Appointment on Compassionate Grounds to a dependent family member of a Government Servant is to be made only when the deceased leaves his/her family in **PENURY** and without any means of livelihood, in order to relieve the family of the deceased Government servant from **FINANCIAL DESTITUTION** and to help it get over the emergency". Further it has unambiguously spelt out that the Appointing Authority should satisfy himself that grant of compassionate appointment is justified having regard to number of **DEPENDANTS, ASSETS and LIABILITIES**, and also it has stressed for observing **EXTREME CAUTION** to ascertain the economic distress of the members of the family of the deceased. The Government of India through Department of Personnel and Training has time and again honoured these judgements and forwarded to all the CG Organizations including CSIR/CFTRI in the form of set procedures and rules thereof.

A List of Pending Compassionate Appointment Cases as on 23.06.2006 : (1) Late Moganna died on 12.02.2003 – Compassionate Appointment Letter to his wife sent on 24.06.2006 (2) Late K.S. Raju died on 03.08.2003 – Compassionate Appointment Letter to his wife sent on 24.06.2006 (3) Late Francis died on 24.06.2004 – Compassionate Appointment Letter to his wife sent on 26.06.2006 (4) Late P.N.Balasubramanian died on 24.04.2005 – Correspondence with CSIR on CA is under progress (5) Late Lakshmana died on 17.05.2005 – Compassionate Appointment Letter to his wife sent on 24.06.2006 (6) Late Sudheera died on 19.05.2005 – CA is under process (7) Dr. M.N. Ramesh died on 29.06.2005 – Compassionate Appointment Letter to his wife sent on 23.06.2006 and she reported for duty on 26.06.2006 – The **speed** with which she reported for duty is to be noted compared to others who are in the process of reporting today/tomorrow (8) Late R.N.Sundrachi died on 30.07.2005 – Compassionate Appointment Letter to his wife sent on 24.06.2006 (9) Late Shremas Kumar died on 02.09.2005 – CA is under consideration. A couple of other staff members died but their families did not sought for compassionate appointment.

A Cursory Glance on the Compassionate Appointment Cases REJECTED by the Appointing Authority of CFTRI : (1) Late Revanasidda, who was working in E&MM died on 22.11.1992 – CA to his son rejected due to the reason that the son requested for appointment in Group-II as he was over-qualified. (2) Late Mrs. Indira Murthi who was working in erstwhile IDCS as Scientist died in 1994 – CA to her son rejected due to the reason that the deceased had left considerable amount of assets (without any liabilities) besides substantial amount of death benefits to her family. (3) Late N.V. Sripathy, who was Head of CFTRI Regional Centre (Mangalore) died on 27.03.1994 – CA to his wife rejected due to the reason that the deceased had left considerable amount of assets (without any liabilities) besides substantial amount of pension and death benefits to her family.

Aprasad

N. Santoshkumar

(3) Late V.B. Navalgund, who was working in FOSTIS died on 28.06.1996 - CA to his son rejected due to the reason that the wife of the deceased was working in a Private Educational Institution (Sadvidya High School) and she was getting a substantial amount of pension along with death benefits. Later the deceased's son had filed a petition before Hon'ble CAT appealing for compassionate appointment, but the same was DISMISSED by CAT. (4) Late M. Ramakrishna who was working in FTBE as Scientist died on 20.02.1999 - CA to his son rejected due to the reason that the deceased had left considerable amount of assets (without any liabilities) besides substantial amount of pension and death benefits to his family.

A serious Note on the visible Assets (No Liabilities) left by Late M.N. Ramesh and the Death Benefits/Other Benefits to his Wife/Family – Justification for Resolution :

Pension per Month	-	Rs. 11,000/- (Approximately)
Death Benefits Extended from CFTRI (Including PF)	-	Rs. 15-20 Lakhs (Approximately)
House – Ancestor's Property	-	Rs. 25.00 Lakhs (Approximately)
Maruthi Zen + Two Wheelers	-	Rs. 4.00 Lakhs (Approximately)
Accident Relief Compensation	-	Could be more than Rs.10-15 Lakhs
LIC and Shares (if any)	-	Not known

ABOVE ALL Late M.N. RAMESH's WIFE WHO HAS BEEN OFFERED COMPASSIONATE APPOINTMENT AND IS WORKING IN THIS INSTITUTE FOR THE PAST 8 DAYS WAS WORKING IN A PRIVATE EDUCATIONAL INSTITUTION – **VIDHYAVARTHAKA ENGINEERING COLLEGE (MYSORE) AS LECTURER (TILL SHE WAS OFFERED GROUP-II(1) APPOINTMENT) AND WAS DRAWING A SALARY OF APPROXIMATELY Rs. 5000-6000 P.M. WHICH IS EQUIVALENT TO THAT OF GROUP-II(1).**

A Vivid Analysis : As can be seen from the above list, it is crystal clear that Absolute Favouritism has been bestowed on Late MN Ramesh's wife by the Director, and the CoA/AO who was supposed to guide the Director/Compassionate Appointment Committee on the prevalent rules governing CAs and the above assets/benefits have not done the same with alacrity. Being an over qualified lady (B.E. First Class) as compared to the entry level qualification of Group-II, it is just a matter of conjecture as to how much sincere she will be to her work and her output to the Institute. Further, considering the way in which abnormal favouritism has been meted out to the lady in question, grapevine suggests that further favouritism will surely follow in the coming years wherein she may be appointed for Group-IV(1) Scientist-B's post through advertisement and by other means. If such future favouritism would not have been assured, a person who was a Lecturer and drawing almost the same salary as that of Group-II(1), would not have accepted the post offered. Rumours say that she was seeking CA for Group-IV(1) post, but had to compromise on Group-II(1) as there was a future assurance on the part of her Godfathers. Further, the representatives when contacted CoA on this point, they were told that the CA Committee had recommended for offering appointment to the wife of Late M.N.Ramesh and hence the CA was offered. The representatives are fully aware that the Director/Appointing Authority reserves the right to accept the recommendations or reject them based on the logicity/justification of the case.

Late V.B.Navalgund's son who had filed a writ petition before the Hon'ble CAT for compassionate appointment was DISMISSED by the Hon'ble CAT mainly on the ground that the deceased's wife was employed in a private Educational Institution, and this patented FACT was very much aware by the Appointing Authority and also his guiding Administrative Officers. The CA case under question could have been disdainly ignored. But that has not happened.

As- can be seen from the list of pending Compassionate Appointment cases (pre-page), it is beyond one's comprehension why the System or the Management waited for more than 2-3 years in order to issue CA letters. It is as simple as cosmos surrounding us, if Dr. M.N.Ramesh would not have expired the CA cases would have still been pending - probably for ever, and in order to extend undue favouritism to the lady under question the other cases have been processed and CA letters issued.

Prasad

N. Chandrasekhar


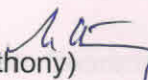
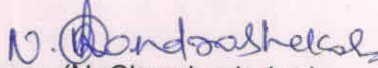

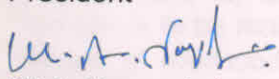


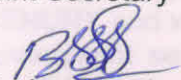
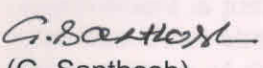


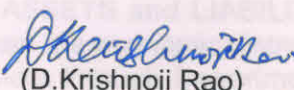
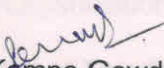
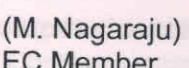
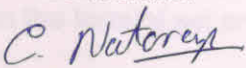

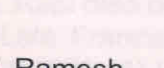
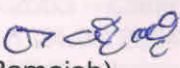
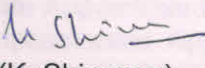
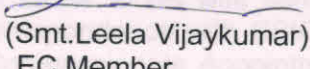
The CFTRI Employees' Union is NOT AGAINST ANY INDIVIDUAL OR THE LADY UNDER QUESTION, but against the system where whimsical policy decisions are taken flouting the rules governing Compassionate Appointments and Law of Nature. By granting compassionate appointment to the above, the Management or the System has VIRTUALLY DEPRIVED A GENUINE NEEDY INDIAN CITIZEN OF A LIVELIHOOD in order to support himself and his family.

RESOLUTION :

The Executive Committee of CFTRI Employees' Union in its meeting held on 04.07.2006 unanimously **RESOLVES** THAT THE APPOINTMENT OF Mrs. Radha, W/o Late M.N. RAMESH SHOULD BE WITHDRAWN IMMEDIATELY WITHIN 05.07.2006 (5.30 PM) BY THE DIRECTOR, FAILING WHICH THE CFTRI EMPLOYEES' UNION WILL BE FORCED TO TAKE UP THE MATTER WITH HIGHER AUTHORITIES INCLUDING PRESS/ELECTRONIC MEDIA AND ALSO IF DEEMED FIT RESORT TO PEACEFUL MEANS OF PROTEST WITHIN THE FRAMEWORK OF INDIAN TRADE UNION ACT OF 1926.

Thanking you in anticipation of a positive action immediately,

Yours sincerely,

 (N. Suresh Prasad) President	 (Anthony) Vice-President	 (N. Chandrashekar) General Secretary	 (S. Shivappa) Joint Secretary
 (M.A. Nagendra) Treasurer	 (Keshava Hege) EC Member	 (N. Kumar) EC Member	 (Brahmalinga) EC Member
 (G. Santhosh) EC Member	 (H.C. Jayaram) EC Member	 (Gurusiddaiah) EC Member	 (D. Krishnoji Rao) EC Member
 (N. Kempe Gowda) EC Member	 (M. Nagaraju) EC Member	 (C. Nataraja) EC Member	 (D. Judhisti) EC Member
 (R.N. Ramesh) EC Member	 (Ramaiah) EC Member	 (K. Shivanna) EC Member	 (Smt. Leela Vijaykumar) EC Member

Copy to : President, CFTRI-SWA
- For kind support