HIGH COURT OF JUDICATURE FOR RAJASTHAN
BENCH AT JAIPUR

S.B. Civil Writ Petition No. 6531/2026
CNR: RJHC020328042026 | URN: CW / 14471U / 2026

Rajasthan Roadways Corporation Joint Employees Federation, 42, Patel Colony, Sardar Patel Marg, C-Scheme, Jaipur, Through Its Pradesh General Secretary Shri Satya Narain Sharma S/o Shri Bhairu Lal Sharma

----Petitioner

Versus

1. Rajasthan State Road Transport Corporation, Through Its Chairman Cum Managing Director, Parivahan Marg, Jaipur.
2. The Executive Director (Administration), Rajasthan State Road Transport Corporation, Parivahan Marg, C-Scheme, Jaipur.
3. The Executive Director (Traffic), Rajasthan State Road Transport Corporation, Parivahan Marg, C-Scheme, Jaipur.

----Respondents

For Petitioner(s)	:	Mr. Vinayak Kumar Joshi
For Respondent(s)	:	Mr. Rajpal Dhankhar

HON'BLE MS. JUSTICE REKHA BORANA

Order

23/07/2026

1. The present writ petition has been filed laying a challenge to circular dated 09.10.2025 (Annexure-3) whereby the Competent Authority has been directed to ensure that all the Drivers/Conductors mandatorily operate the vehicle for a minimum of 3,000 kms. per month. It has further been directed that the applications of all the medically unfit/disabled Drivers/Conductors be forwarded to the headquarters, with the latest medical certificate, for decision as to whether they are entitled to any relaxation or not.

2. The case put up on behalf of the petitioner-Union is that many of the Conductors have been engaged in office duties too and because of the impugned circular, they would now be required to perform the office duties as well as operate/run the vehicle too for a minimum of 3,000 kms., which is practically impossible.

3. It has further been submitted that the respondent-Corporation has withheld the salary of almost 150 employees working on booking counters, in the garb of circular dated 09.10.2025.

4. *Per contra* Counsel for the respondents submits that the impugned circular has been issued to ensure that there is no extra burden on the Drivers who perform the duties in accordance with their job profile. Since a significant majority of Drivers/Conductors are deployed in office/ground duties, the Corporation faces a persistent shortage of personnel required for smooth operational functioning, thereby hampering vehicle operations. This shortage leads to reduced fleet operations and deviations from scheduled timings, ultimately causing severe inconvenience to passengers. Hence, circular dated 09.10.2025 was issued solely to guarantee punctual and demand-driven vehicle operations, which cannot be termed to be arbitrary on any count.

5. Counsel further, on instructions, submits that no office/ground duty shall be assigned to any Driver/Conductor by the Corporation except those who are granted relaxation by the Competent Authority on the ground of being medically unfit.

6. Counsel ensures that the members of the petitioner-Union who shall discharge duties in terms of circular dated 09.10.2025, shall not be entrusted any office/ground duty.

7. So far as the whithholding of the salary is concerned Counsel, on instructions, submits that the arrears, if any, till date, shall be paid to all the employees within a period of four weeks from now. But then, the respondent-Corporation shall not be under an obligation to release the salary to any of such Driver/Conductor who does not comply with circular dated 09.10.2025.

8. After hearing the Counsels and going through circular dated 09.10.2025, this Court is of the clear opinion that the said circular cannot be termed to be arbitrary or unreasonable on any pretext. The reasons assigned for the issuance of the circular are totally in consonance with the job profile of the Drivers/Conductors employed with the respondent-Corporation. In the recent times, it has become a rampant practice of the Drivers/Conductors employed with the respondent-Corporation to evade the actual task they have been employed for and to some how get engaged in some office/ground duty. If most of the Drivers/Conductors are permitted to perform office/ground work only and are permitted to be exempted from driving/operating the vehicle, it would definitely overburden the remaining Drivers/Conductors which would lead to the vehicles been driven by exhausted and tired drivers. The ultimate result would be accidents and mishappenings.

9. Further, no employee who has been appointed on a particular post can claim exemption from the specific task attached to the said post, unless and until he has been exempted vide any specific order because of some extraneous reason or medical condition.

10. The writ petition is hence, **disposed of** with the following directions:-

(i) None of the members of the petitioner-Union shall be entitled to claim exemption from discharging duty in terms of circular dated 09.10.2025, unless and until a relaxation has been granted by the Competent Authority vide a writter order;

(ii) The respondent-Corporation shall be under an obligation to release the salary of all the employees till date, and the same shall not be withheld on the pretext of non-compliance of circular dated 09.10.2025;

(iii) The respondent-Corporation shall be at liberty not to release the salary of those employees w.e.f. 01.08.2026 who do not discharge their duty in compliance of circular dated 09.10.2025;

(iv) The respondent-Corporation shall be under an obligation not to assign any office/ground duty to any employee who discharges his duties in compliance of circular dated 09.10.2025.

11. Stay application and all pending application(s), if any, stand **disposed of**.

(REKHA BORANA),J

107/ANMOL