

**IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH**

CWP No.11117 of 2016

Date of decision: 8.7.2016

Bhavya Mohan Jatian & anr.

... Petitioners

Versus

Power Grid Corporation of India Limited & ors.

... Respondents

CORAM:- HON'BLE MR. JUSTICE RAJIV NARAIN RAINA

Present: Mr. Balkar Singh, Advocate,
for the petitioner.

1. To be referred to the Reporters or not?
2. Whether the judgment should be reported in the Digest?

RAJIV NARAIN RAINA, J.(Oral)

The grievance of the petitioner is that criteria adopted for short-listing the candidates for being called for the final selection process for appointment to the post of Assistant Engineer (Civil) in the respondent-Power Grid Corporation was ill founded and has resulted in his exclusion and the impugned action is thus misjudged and misguided. However, contrary to common perception, short-listing candidates is not illegal and is an acceptable and well established method in managing recruitment where a large number of candidates apply for limited posts. The process of short-listing in fact helps in making the selection process manageable and speedy so as not to retard the process of appointments which may be time consuming in considering thousands of candidates for the final stage of the selection process. Short-listing has been accepted as a valid principle of exclusion of candidates who fail to meet the short listing criteria and to bring the selection process to manageable limits without diluting overall merit. The purpose of short-listing is to identify

those candidates who best meet the selection criteria for the post. It is meant to cut down and reduce aspirants from a larger list which may vary according to context, the number of posts advertised and the number of applicants chasing the vacancies notified. Short-listing method cries foul only when the process itself results in drawing up the final merit without anything more, in cases where the criterion of selection consists of different heads of marks to be assigned, such as for experience, qualifications and interview/viva voce it can well be applied. The principle is so well embedded in service law evolved by Courts from time to time that reference to judgments is no longer necessary only to burden the order. No other ground was pressed.

No merit. Dismissed.

(RAJIV NARAIN RAINA)
JUDGE

8.7.2016
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