

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

- 1.** **CWP No. 8057 of 2004**
Date of Decision: 25.11.2019
Janak Sharma and others Petitioners

Versus

The Panjab University, Chandigarh. ... Respondent
- 2.** **CWP No. 9665 of 2004**
Jyoti Sharma and others Petitioners

Versus

The Panjab University, Chandigarh. ... Respondent
- 3.** **CWP No. 11375 of 2005**
Surinder Prasad and others Petitioners

Versus

The Panjab University, Chandigarh. ... Respondents
- 4.** **CWP No. 15530 of 2005**
Sushil Kumar Petitioner

Versus

The Panjab University, Chandigarh. ... Respondents
- 5.** **CWP No. 6656 of 2005**
Urmil Bhatia and others Petitioners

Versus

The Panjab University, Chandigarh. Respondent
- 6.** **CWP No. 1681 of 2005**
Virender Sodhi and others Petitioners

Versus

Panjab University, Chandigarh. ... Respondent

7. **CWP No. 1679 of 2005**
Satish Kumar Rana and others Petitioners

Versus

Panjab University, Chandigarh. ... Respondent

8. **CWP No. 16395 of 2004**
Anil Kumar and others Petitioners

Versus

Panjab University, Chandigarh. ... Respondent

9. **CWP No. 15066 of 2004**
Vijay Kumar Katoch and others Petitioners

Versus

Panjab University, Chandigarh. ... Respondent

CORAM:- HON'BLE MR. JUSTICE ARUN MONGA

Present: Mr.R.D.Bawa, Advocate with
Mr.Samuel Gill, Advocate
for the petitioners.

Ms.Gurneet Sagoo, Advocate
for the respondent-Panjab University.

Mr.Jasbir Singh Mohri, Advocate &
Mr.K.S.Sandhu, Advocate,
for the respondent.

ARUN MONGA, J.(ORAL)

1. This order of mine shall dispose of above titled nine petitions as common issues are involved arising out of similar facts.

2. Petitions have been filed for issuance of a writ in the nature of mandamus directing the respondent-University to consider the petitioners for regularization of their services. The petitioners have rendered seven years of

uninterrupted service and rather two of them have rendered about 10 years of service.

3. During the pendency of these writ petitions many of the petitioners are stated to have been regularized and *qua* that the relief claimed by them in the petition has been rendered infructuous. In this background following order dated 14.12.2018 was passed by this Court:-

“This is a bunch of writ petitions filed by employees of respondent-Panjab University seeking relaxation as per the regularisation policies of the University.

Learned counsels for the petitioners contend that many of the petitioners have been regularised during pendency of these writ petitions and there are still a few left to be regularised.

Apropos these contentions of the learned counsel for the petitioners, learned counsel for the respondent-Panjab University seeks a short adjournment to file an affidavit detailing out those petitioners who are yet to be regularised and the reasons of not being granted the benefit of regularisation to them.

Adjourned to 05.02.2019.”

4. An affidavit dated 25.02.2019 has been filed pursuant to orders passed by this Court wherein, the position with regard to regularisation of services of the petitioners in all these bunch of petition has been summarized as below:

i) CWP Nos. 8057 of 2004 Janak Sharma & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of regularization	Reason
1	Janak Sharma W/o Sh. V.K. Sharma	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years up to 31.12.2010

				as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014. She was relieved from university services on attaining the age of sixty years.
2	Vaneeta Rani w/o Sh. Tarun Chugh	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No.14881-15091/Estt. Dated 18.07.2014.
3	Sunita Rani w/o Sh. Arjun Kumar	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Prakash Maurya S/o Sh. Alagu Ram Maurya	Regularised	05.01.2015	Fulfils the requirement of No. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Piyoosh Kumar S/o Sh. Shiv Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy

				circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Sucha Ram s/o Sh. Amin Ram	Selected as clerk	13.02.2013	Was selected through Open Selection vide Advt. No. 14/2008

ii) CWP No. 9665 of 2004 Jyoti Sharma & others Vs/ Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Jyoti Sharma w/o Sh. Ravinder Kumar	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
2	Mahesh Parshad s/o sh. Sri Bilas Nathani	Selected as clerk	12.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
3	Mrs. Sneha Lata D/o Sh. Devinder Singh	Appointed as Clerk on compassionate ground	17.01.2015	She was appointed as Clerk on compassionate ground on demise of her father.
4	Sumedha Sharma w/o Sh. Ramesh Kumar	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011

				and circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Manju Bala D/o Sh. B.S. Rakesh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Savita Rani Saini D/o Sh. Deva Singh Saini	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
7	Sarishta W/o Sh. Pawan Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
8	Deepak Sharma S/o Sh. Gopal Ram	Selected as Clerk	13.02.2013	Was selected through open selection vide Advt. No. 14/2008
9	Kamal Kumar S/o Sh. Ram Asra	Selected as clerk	13.02.2013	Was selected through Open selection vide Advt. No. 14/2008

10	Sangeeta Malhotra W/o Sh. Kamal Kapoor	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
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iii)CWP No. 15066 of 2004 Vijay Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularisation	Reason
1	Vijay Kumar Katoch S/o Sh. Amin Chand Katoch	Regularised	07.03.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
2	Suresh Kumar S/o Late Sh. Sham Lal	Selected as Marker	27.03.2006	Was selected through Open selection
3	Promila Devi d/o Sh. Ramesh Chand	Regularised	12.07.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
4	Kiran Bala d/o Sh. Amrit Lal	Regularised	12.07.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
5	Usha Goyal D/o Sh. Raghu Nath Mittal	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
6	Anuradha	Appointed	15.11.2007	She was appointed

	Sharma d/o Late Sh. Wazir Chand	as EPBAX Operator		as EPABX Operator on 15.11.2007 through Open Selection.
7	Harish Kumar S/o Sh. Goverdhan Lal	Selected as Clerk	13.02.2013	Was selected thorough Open Selection vide Advt. No. 14/2008
8	Sanju Bala D/o Late Sh. Babu Singh Verma	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
9	Naib Chand S/o Dayal Chand	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
10	Joginder Bhandari S/o Sh. Tek Chand	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
11	Saroj Rani D/o Sh. Ghansham Dass	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
12	Kiranjeet Kaur D/o Sh. Lakha Singh	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
13	Kamal Kishore S/o Sh. Madan Mohan Sharma	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

14	Rajinder Kumar S/o Sh. Gian Chand	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
15	Prem Lal S/o Late Sh. Bhawani Ram	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
16	Deepa D/o Sh. Shashi Pal	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
17	Kamlesh Pathania D/o Sh. Raghbir Singh	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

iv) CWP No. 16395 of 2004 Anil Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularisation	Reason
1	Anil Kumar S/o Brij Basi Ram	Selected as clerk	14.02.2013	Was selected through Open selection vide Advt. No. 14/2008
2	Lakhwinder Singh S/o Sh. Gurmail Singh	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
3	Sunita Grover d/o Sh. Chhaju Ram	Selected as clerk	13.02.2013	Was selected through open selection vide Advt. No. 14/1008
4	Raj Narain S/o Sh. Darshan	Regularised	05.01.2015	Fulfil the requirement of no.

	Lal			of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
5	Sh. Raj Pal Singh S/o Sh. Hakam Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Kulvir Singh s/o Sh. Ratti Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

v) CWP No. 1679 of 2005 Satish Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Satish Kumar Rana s/o Sh. Amar Singh	Regularised as Peon	28.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
2	Suresh Kumar S/o Sh. Babu Ram	Regularised as Peon	28.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

3	Suresh Kothari S/o Sh. Tota Krishan	Selected as Peon	18.02.2013	Was slected through Open selection vide Advt. No. 14/2008
4	Baldev Singh S/o Sh. Soma Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Rajesh Kumar S/o Sh. Ram Samuj	Selected as Junior Technician G-IV	30.06.2008	Was selected through Open selection

vi) CWP No. 1681 of 2005 Varinder Sodhi & Others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Virender Sodhi S/o Sh. Harbhajan Dass	Not regularised	Not applicable	Left the university
2	Kulwant Kumar S/o Late Sh. Megh Nath	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
3	Pawan Kumar S/o Sh. Madan Lal Sharma	Selected as Clerk	13.02.2013	Was selected through Open selection vide Advt. No. 14/2008

vii) CWP No. 6656 of 2005 Urmila Bhatia & Others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Urmila Bhatia D/o Sh. Chanan Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10

				consecutive years up to 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014. She was relieved from university services on 31.07.2018 as she attained the age of sixty years.-
2	Kamlash Rani D/o Sh. Ram Lal	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
3	Bhupinder Kaur D/o Sh. Prem Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Parveen Kumari D/o Sh. Ishwar Dutt	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

5	Dhanteshwari D/o Sh. Vishwa Mitter Mahajan	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Harish Kumar s/o Pawan Kumar Sharma	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
7	Sonia D/o Sh. Inder Bahadur	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
8	Ashok Kumar S/o Sh.Ram Parshad	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

viii) CWP No. 15530 of 2005 Sushil Kumar V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Sushil Kumar s/o Sh. Tota Krishan	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008

ix) CWP No. 11375 of 2005 Surinder Prasad & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Surinder Prasad s/o Kali Ram	Not regularised	Not applicable	Expired
2	Mukesh Kumar s/o Dayal Chand	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
3	Ram Kishan s/o Gaya Din	Regularised	29.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Puran Ram S/o Gadhan Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Mool Chand S/o Dayal Chand	Not regularised	Not regularised	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010

				as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Deepak Sidhu S/o Jagtar Singh	Selected as Peon	18.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
7	Kamal Singh S/o Dungar Singh	Selected as Peon	18.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
8	Ms. Kiran w/o Swaran Singh	Not regularised	Not applicable	Not on the University Roll.

5. Alongwith the affidavit, extract from the minutes of the meeting of syndicate held on 05.03.2011 have also been appended to justify the non-regularisation of those candidates who have though completed 10 years or more of service on or before 31.01.2012, but they had since filed writ petitions before this Court, prior to completion of 10 years, and therefore, their cases had not been considered on that short ground alone.

6. Having perused the affidavit viz.-a-viz. the minutes of the meeting of syndicate, I see no reason why the petitioners are not to be accorded the benefit of regularisation on completion of 10 years of service as on 31.01.2012 on parity with the others who have been regularised subject of course of to their having completed 10 years as on 31.01.2012. The specific plea that since the petitioners had filed the writ petition before this Court and the reason given by the syndicate that the pendency of the same seem to have been the only hindering factor is not legally justifiable. The said reasoning is not only arbitrary and unreasonable but is also

colourable exercise of power. Especially, once it is established that petitioners fulfil all the parameters based on which service of the similarly situated employees have been regularised but this benefit has been denied to the petitioners merely because they chose not file petition before this Court.

7. In the afore premise, to the extent the resolutions/minutes of the meeting of syndicate held the petitioners ineligible to be considered for regularisation on the ground that they had approached this Court even though they are otherwise eligible, are not sustainable and are thus set aside.

8. Writ petition is disposed of with the direction to the university to consider the case of those petitioners who have not yet been regularised but are otherwise eligible by disregarding the fact that they had approached this Court.

9. Let the appropriate orders be passed within a period of three months to accord them all admissible benefits of regularisation of services, subject of course to the rider, that they should otherwise be eligible.

10. It is made clear that their having approached this Court shall not come in their way of not being considered for regularisation.

Disposed of in above terms.

A photocopy of this order be placed on the files of the connected cases.

November 25, 2019

Dharamvir

Whether speaking/reasoned : Yes/No

Whether Reportable : Yes/No

**(ARUN MONGA)
JUDGE**

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

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Versus

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Present: Mr.R.D.Bawa, Advocate with
Mr.Samuel Gill, Advocate
for the petitioners.

Ms.Gurneet Sagoo, Advocate
for the respondent-Panjab University.

Mr.Jasbir Singh Mohri, Advocate &
Mr.K.S.Sandhu, Advocate,
for the respondent.

ARUN MONGA, J.(ORAL)

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Learned counsels for the petitioners contend that many of the petitioners have been regularised during pendency of these writ petitions and there are still a few left to be regularised.

Apropos these contentions of the learned counsel for the petitioners, learned counsel for the respondent-Panjab University seeks a short adjournment to file an affidavit detailing out those petitioners who are yet to be regularised and the reasons of not being granted the benefit of regularisation to them.

Adjourned to 05.02.2019.”

4. An affidavit dated 25.02.2019 has been filed pursuant to orders passed by this Court wherein, the position with regard to regularisation of services of the petitioners in all these bunch of petition has been summarized as below:

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				as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014. She was relieved from university services on attaining the age of sixty years.
2	Vaneeta Rani w/o Sh. Tarun Chugh	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No.14881-15091/Estt. Dated 18.07.2014.
3	Sunita Rani w/o Sh. Arjun Kumar	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Prakash Maurya S/o Sh. Alagu Ram Maurya	Regularised	05.01.2015	Fulfils the requirement of No. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Piyoosh Kumar S/o Sh. Shiv Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy

				circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
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2	Mahesh Parshad s/o sh. Sri Bilas Nathani	Selected as clerk	12.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
3	Mrs. Sneha Lata D/o Sh. Devinder Singh	Appointed as Clerk on compassionate ground	17.01.2015	She was appointed as Clerk on compassionate ground on demise of her father.
4	Sumedha Sharma w/o Sh. Ramesh Kumar	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011

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5	Manju Bala D/o Sh. B.S. Rakesh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Savita Rani Saini D/o Sh. Deva Singh Saini	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
7	Sarishta W/o Sh. Pawan Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
8	Deepak Sharma S/o Sh. Gopal Ram	Selected as Clerk	13.02.2013	Was selected through open selection vide Advt. No. 14/2008
9	Kamal Kumar S/o Sh. Ram Asra	Selected as clerk	13.02.2013	Was selected through Open selection vide Advt. No. 14/2008

10	Sangeeta Malhotra W/o Sh. Kamal Kapoor	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
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iii)CWP No. 15066 of 2004 Vijay Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularisation	Reason
1	Vijay Kumar Katoch S/o Sh. Amin Chand Katoch	Regularised	07.03.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
2	Suresh Kumar S/o Late Sh. Sham Lal	Selected as Marker	27.03.2006	Was selected through Open selection
3	Promila Devi d/o Sh. Ramesh Chand	Regularised	12.07.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
4	Kiran Bala d/o Sh. Amrit Lal	Regularised	12.07.2011	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.03.2011
5	Usha Goyal D/o Sh. Raghu Nath Mittal	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
6	Anuradha	Appointed	15.11.2007	She was appointed

	Sharma d/o Late Sh. Wazir Chand	as EPBAX Operator		as EPABX Operator on 15.11.2007 through Open Selection.
7	Harish Kumar S/o Sh. Goverdhan Lal	Selected as Clerk	13.02.2013	Was selected thorough Open Selection vide Advt. No. 14/2008
8	Sanju Bala D/o Late Sh. Babu Singh Verma	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
9	Naib Chand S/o Dayal Chand	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
10	Joginder Bhandari S/o Sh. Tek Chand	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
11	Saroj Rani D/o Sh. Ghansham Dass	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
12	Kiranjeet Kaur D/o Sh. Lakha Singh	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
13	Kamal Kishore S/o Sh. Madan Mohan Sharma	Regularised	05.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

14	Rajinder Kumar S/o Sh. Gian Chand	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
15	Prem Lal S/o Late Sh. Bhawani Ram	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
16	Deepa D/o Sh. Shashi Pal	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
17	Kamlesh Pathania D/o Sh. Raghbir Singh	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

iv) CWP No. 16395 of 2004 Anil Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularisation	Reason
1	Anil Kumar S/o Brij Basi Ram	Selected as clerk	14.02.2013	Was selected through Open selection vide Advt. No. 14/2008
2	Lakhwinder Singh S/o Sh. Gurmail Singh	Regularised	05.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
3	Sunita Grover d/o Sh. Chhaju Ram	Selected as clerk	13.02.2013	Was selected through open selection vide Advt. No. 14/1008
4	Raj Narain S/o Sh. Darshan	Regularised	05.01.2015	Fulfil the requirement of no.

	Lal			of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
5	Sh. Raj Pal Singh S/o Sh. Hakam Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Kulvir Singh s/o Sh. Ratti Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

v) CWP No. 1679 of 2005 Satish Kumar & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Satish Kumar Rana s/o Sh. Amar Singh	Regularised as Peon	28.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014
2	Suresh Kumar S/o Sh. Babu Ram	Regularised as Peon	28.01.2015	Fulfil the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014

3	Suresh Kothari S/o Sh. Tota Krishan	Selected as Peon	18.02.2013	Was slected through Open selection vide Advt. No. 14/2008
4	Baldev Singh S/o Sh. Soma Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Rajesh Kumar S/o Sh. Ram Samuj	Selected as Junior Technician G-IV	30.06.2008	Was selected through Open selection

vi) CWP No. 1681 of 2005 Varinder Sodhi & Others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Virender Sodhi S/o Sh. Harbhajan Dass	Not regularised	Not applicable	Left the university
2	Kulwant Kumar S/o Late Sh. Megh Nath	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
3	Pawan Kumar S/o Sh. Madan Lal Sharma	Selected as Clerk	13.02.2013	Was selected through Open selection vide Advt. No. 14/2008

vii) CWP No. 6656 of 2005 Urmila Bhatia & Others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Urmila Bhatia D/o Sh. Chanan Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10

				consecutive years up to 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014. She was relieved from university services on 31.07.2018 as she attained the age of sixty years.-
2	Kamlash Rani D/o Sh. Ram Lal	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
3	Bhupinder Kaur D/o Sh. Prem Singh	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Parveen Kumari D/o Sh. Ishwar Dutt	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

5	Dhanteshwari D/o Sh. Vishwa Mitter Mahajan	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Harish Kumar s/o Pawan Kumar Sharma	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
7	Sonia D/o Sh. Inder Bahadur	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
8	Ashok Kumar S/o Sh.Ram Parshad	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.

viii) CWP No. 15530 of 2005 Sushil Kumar V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Sushil Kumar s/o Sh. Tota Krishan	Selected as Clerk	14.02.2013	Was selected through Open Selection vide Advt. No. 14/2008

ix) CWP No. 11375 of 2005 Surinder Prasad & others V/s Panjab University

Sr. No.	Petitioners	Status	Date of Regularization	Reason
1	Surinder Prasad s/o Kali Ram	Not regularised	Not applicable	Expired
2	Mukesh Kumar s/o Dayal Chand	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
3	Ram Kishan s/o Gaya Din	Regularised	29.01.2015	Fulfils the requirement of no. of 3650 days upto 31.12.2010 as per policy circular No. 14881-15091/Estt. Dated 18.07.2014.
4	Puran Ram S/o Gadhan Ram	Not regularised	Not applicable	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010 as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
5	Mool Chand S/o Dayal Chand	Not regularised	Not regularised	Does not fulfill the requirement of 3650 days or 240 days per calendar year for 10 consecutive years upto 31.12.2010

				as per policy circular No. 4870-5020/Estt. Dated 14.3.2011 and circular No. 14881-15091/Estt. Dated 18.07.2014.
6	Deepak Sidhu S/o Jagtar Singh	Selected as Peon	18.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
7	Kamal Singh S/o Dungar Singh	Selected as Peon	18.02.2013	Was selected through Open Selection vide Advt. No. 14/2008
8	Ms. Kiran w/o Swaran Singh	Not regularised	Not applicable	Not on the University Roll.

5. Alongwith the affidavit, extract from the minutes of the meeting of syndicate held on 05.03.2011 have also been appended to justify the non-regularisation of those candidates who have though completed 10 years or more of service on or before 31.01.2012, but they had since filed writ petitions before this Court, prior to completion of 10 years, and therefore, their cases had not been considered on that short ground alone.

6. Having perused the affidavit viz.-a-viz. the minutes of the meeting of syndicate, I see no reason why the petitioners are not to be accorded the benefit of regularisation on completion of 10 years of service as on 31.01.2012 on parity with the others who have been regularised subject of course of to their having completed 10 years as on 31.01.2012. The specific plea that since the petitioners had filed the writ petition before this Court and the reason given by the syndicate that the pendency of the same seem to have been the only hindering factor is not legally justifiable. The said reasoning is not only arbitrary and unreasonable but is also

colourable exercise of power. Especially, once it is established that petitioners fulfil all the parameters based on which service of the similarly situated employees have been regularised but this benefit has been denied to the petitioners merely because they chose not file petition before this Court.

7. In the afore premise, to the extent the resolutions/minutes of the meeting of syndicate held the petitioners ineligible to be considered for regularisation on the ground that they had approached this Court even though they are otherwise eligible, are not sustainable and are thus set aside.

8. Writ petition is disposed of with the direction to the university to consider the case of those petitioners who have not yet been regularised but are otherwise eligible by disregarding the fact that they had approached this Court.

9. Let the appropriate orders be passed within a period of three months to accord them all admissible benefits of regularisation of services, subject of course to the rider, that they should otherwise be eligible.

10. It is made clear that their having approached this Court shall not come in their way of not being considered for regularisation.

Disposed of in above terms.

A photocopy of this order be placed on the files of the connected cases.

November 25, 2019

Dharamvir

Whether speaking/reasoned : Yes/No

Whether Reportable : Yes/No

**(ARUN MONGA)
JUDGE**