

From

Director General of Police,  
Punjab

To

The Director General of Police,  
Information Technology & Telecommunication,  
Punjab, Chandigarh

No. 15871 /E-1(2) dated 21-12-18.

**Subject: Implementation of Janjua Judgement in IT&T Wing of Punjab Police**

Memo

Please refer our office memo nos. 8057/E-1(2) dated 16-07-2018 and 15403/E-1(1) dated 07-12-2018 and meetings held between DGP/Admn. and DGP/IT&T on above subject.

2. It is again clarified that the date of promotion mentioned in Column No. 12 of seniority list of IT&T Inspectors received vide your memo no. 50124/E-1 dated 29-11-2018 is to be considered for the purpose of seniority only, while the Date of Promotion of candidates of reserved category as mentioned in Column No. 11 of memo dated 29-11-2018 is not to be changed. Therefore, it would be appropriate to rename Column No. 12 as 'Date of Seniority as Inspector' after applying Janjua Judgement, instead of the present nomenclature of 'DoP as Inspector to be considered after applying Janjua Judgement'.

3. The crux of Janjua Judgement is to avoid the cascading effect of reservation by ensuring that roster points are to be considered for promotion and not for seniority purpose. If there is any vacant post earmarked for reserved category in the roster, then a candidate from the reserved category cannot be

denied his roster-point promotion by modifying his 'Date of Promotion' as equivalent to 'date of seniority'. The date of promotion is to be treated as distinct and separate from date of seniority, although in certain cases they may be the same or may be different in certain other cases.

To further elucidate the matter, it may be assumed that there are two persons A and B belonging to general category and reserved category respectively, A being senior and B junior. Candidate B is promoted to the next higher rank on 25-10-2005 against roster point, while candidate A gets promoted to the same rank on 01-04-2007 on basis of seniority. Implementation of Janjua Judgement would mean bringing down candidate B in the seniority list at par with candidate A i.e. he will figure in the seniority list of 2007. However, the Date of Promotion of candidate B would remain unchanged at 25-10-2005. This would enable candidate B to get the benefit of qualifying service for roster-point promotion. However, for seniority-based promotions candidate B would have the seniority of 01-04-2007, despite his date of promotion being 25-10-2005.

4. It is requested that the Janjua Judgement may be implemented in the above manner for all ranks of IT&T Wing so that the Date of Promotion of reserved category candidates is not changed, and they are able to avail roster-point promotions with qualifying service being counted, wherever applicable.

DGP/Admn.

For Director General of Police,  
Punjab