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RECEIPT-B

28 JUL 2025

DISTRICT & SESSIONS COURTS EMPLOYEES WELFARE ASSOCIATION : DELHI (Regd.)

Room No. 204, Receipt & Issue Branch (Central)
Office of the Principal District & Sessions Judge (HQ)
Tis Hazari Courts, Delhi

Head Office: Room No. 28-A, Ground Floor, Tis Hazari Courts, Delhi-110054
Branch Offices: Karkardooma Courts, Patiala House Courts, Rohini Courts,
Saket Courts, Dwarka Courts, Rouse Avenue Courts, New Delhi

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Ref. No.: 50/DSCEWA/2025

Date: 28/07/2025

DEEPAK BHARDWAJ
President

To

SHRIKANT SHARMA
Sr. Vice President

The Ld. District and Sessions Judge(HQs),
Tis Hazari Courts, Delhi.

VACANT
General Secretary

Sub: Request to Dispense with the Ahlmads / Assistant Ahlmads from the Additional Work of Stenographers

VINOD GUPTA
Asst. Secretary

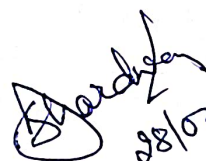
Respected Sir,

SAPNA SHARMA
Treasurer

In continuation to the earlier letter dated 23.05.2025 on the subject, with due reverence, it is once again requested to revisit the directions given to the Ahlmads / Assistant Ahlmads to undertake substitute duty as Stenographer. It goes without saying that the District Courts of Delhi was reeling under acute manpower shortage of all cadres which is adversely affecting the heavily overburdened Ahlmads being not provided as per the prescribed criteria i.e. in the ratio of the pendency of the cases. Although, with the appointment of newly recruited JJAs, the Ahlmad Staff has got some sigh of relief yet we have still miles to go. After meeting the bare requirement of the courts, branches and few courts with heavy pendency are still understaffed and desperately waiting for the adequate number of staff members.

Due to insufficient staff:


- Ahlmad/Asstt. Ahlmads needs to work as "Stenographer/Reader" in case of their leave/absence which adversely affects their routine work.
- Numerous Courts were lacking with the Asstt. Ahlmads and as an interim measure, single Asstt. Ahlmadis were additionally linked with two/three courts having charge of decided files of all the courts but due to heavy workload all these decided files are pending for preparation with indexing for consignment.
- Single official is entrusted with the work of Reader as well as Ahlmad in Digital Courts.
- Single official is looking after the work of more than one branch in some districts.
- The subordinate staff is not even allowed to claim LTC facility or to visit abroad during working days or to proceed on leave in case of need. Even EL are not allowing by the Officers due to heavy workload and insufficient staff. Not only this, permission to visit abroad even in extreme circumstances (i.e. on death of her mother) was not acceded to by the establishment.
- The work related to preparation of certified copies is also entrusted to the Ahlmad Staff.
- The file indexing related to decided files are also entrusted to Ahlmad staff in many districts and they are also bound to prepare the same of hundreds of decided files which are pending for consignment for many months and years with them without any Almirah / locks / security. Despite all odds, they are somehow managing the related work with great difficulty.


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Although, your goodself has been pleased to expedite the ongoing recruitment drives on war footing yet it cannot be ignored that even after filling up all the vacant posts of ministerial cadres (i.e. SJA / JJA / JA), it would not be able to meet the actual demand thereof as the strength on administrative side was not sanctioned either for the new complex or for fresh courts since decades.

Your goodself would appreciate that the ministerial staff of Delhi District Courts, despite all odds, is giving more than maximum possible efforts in performing duties irrespective their posting (either the staff posted in Courts or in the Branches). But due to paucity of working strength, it is becoming impossible to cope up with the scenario nowadays.

In the given circumstances where the Ahlmad staff in the courts are facing numerous challenges, including shortage of staff, lack of space, and inadequate infrastructure, they are being additionally burdened with the work of stenographers in the absence of PA/SPA. Due to the added responsibility of stenography, they are struggling to manage their primary duties. The extra workload has resulted in delays and compromised efficiency in their own tasks. ***Each Asstt. Ahlmad have thousands of pending decided files since one year and more which are yet to be prepared for consignment with Indexing***). Further, in the absence of Ahlmad / Reader or both, Asstt. Ahlmad performs the duties accordingly. Not only this, the dual workload has contributed to increased stress levels among Ahlmad Staff, leading to a decrease in morale and productivity. The strain of balancing both clerical and stenographic duties is also affecting their overall well-being.


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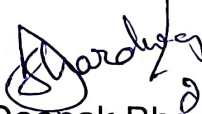
It is vital to mention here that the recent recruitment drive for the post of SPA / PA has successfully brought in an adequate number of stenographers to this establishment. Given that the recruitment drive has successfully addressed the shortage of stenographers, with an adequate number of stenographers now available in the department (*who have been deployed by your goodself in all the districts by way of a recent order*), it is an opportune time to **dispense with** the practice of assigning stenographic work to Ahlmads / Assistant Ahlmads **among all the district**

In light of the above, it is humbly requested to kindly dispense with the Ahlmads / Assistant Ahlmads from the work of stenographers. It is further requested to kindly withdraw the different circulars / orders / directions whereby the Ahlmads / Assistant Ahlmads were directed to undertake the stenographic tasks in the absence SPA / PA so that Ahlmads could focus solely on their core clerical responsibilities without being overwhelmed-

Your goodself would be gracious enough to look into the matter favourably as expeditiously as possible.

Thanking you in anticipation and obliged.

Your's faithfully


(Deepak Bhardwaj)
President
28/07/2025

**DISTRICT AND SESSIONS COURTS EMPLOYEES
WELFARE ASSOCIATION: DELHI(REGD.)**

Room No.28A, Tis Hazari Courts, Delhi.

No. 39/DSCEWA/2025

Dated: 23.05.2025

To

The Ld. Principal District & Sessions Judge(HQs)
Tis Hazari Courts, Delhi.

Sub: Request to Dispense with the Ahlmads / Assistant Ahlmads from the Additional Work of Stenographers.

Respected Sir,

With due reverence, it is respectfully submitted that this esteemed establishment is currently facing an acute shortage of JJAs/JAs/SJAs which is severely impacting the work at the Ahlmad and Assistant Ahlmad seat. Despite this the Ahlmad / Assistant Ahlmads are compelled to work at the steno seat. It is a very well known fact that the Ahlmad / Assistant Ahlmads are already overburdened and assigning additional work is completely unfair and demoralizing.

Here it is pertinent to mention that the work of SPA/PA is a technical work and the Ahlmads/Asst. Ahlmads cannot work at SPA/PA seat efficiently as they know only typing and that is also from a typed document. Still they are trying their level best in performing this technical duty in compliance of your directions. However, many Ld. Presiding Officers instead of appreciating their best efforts and hard work, humiliate them by shouting on them in the open court for minor mistakes as the Ld. Presiding Officers mistakenly assume that the Ahlmads/Assistant Ahlmads possess the professional stenographic expertise. Also, every additional work assigned to them increases pendency at their seat as no substitute is provided to help them. The excessive workload and additional responsibilities are also negatively impacting their Annual Confidential Reports (ACRs), which can affect their performance evaluations and career advancement opportunities.

In addition to working at steno seats, the Ahlmads/Assistant Ahlmads are also forced to do the following additional work:


1. In many courts, one Assistant Ahlmad is looking after the work of two courts. Consequently, the preparation of decided judicial record / file for consignment remains pending for extended periods which becomes impossible upon his/her sudden transfer to other court / court complex. On many occasions this situation worsens when "stand relieved" orders are issued without giving them sufficient time to prepare the decided judicial files in all manner which includes tagging the files properly, paging, indexing, digitizing etc.

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Tis Hazari Courts, Delhi

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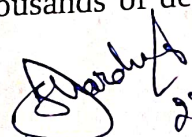


2. Many Ahlmads are also posted and directed to perform the duties of both Reader as well as Ahlmad (Reader-cum-Ahlmad) in Digital Courts.
3. In many cases they are directed to perform the additional duties across multiple branches in addition to their routine work.
4. In some districts they are also directed to prepare the certified copies, which is an additional burden.
5. They are also tasked with scanning decided files, which is technically demanding, time-consuming and also impossible to manage alongside existing workload.
6. Ahlmads/Assistant Ahlmads are assigned so many additional work due to which they are restricted from availing LTC facilities and even essential leaves like Earned Leaves or Child Care Leaves siting chronic staff shortages. As a result, not only their Earned leaves/Child Care Leaves/LTC lapse unutilised despite having sufficient leaves in their accounts but also adversely affects their work-life balance and overall well-being.
7. Performing record room-related duties by storing thousands of decided files in insecure conditions in Ahlmad Rooms due to the lack of proper storage infrastructure. The lack of space also hampers their ability to sit comfortably, have lunch at their seat, and provide a suitable area/seat for Ld. Counsel to inspect files. This leads to difficulty in tracing files when required and there is always apprehension about the destruction of decided judicial record/files due to factors such as rats, termites, moisture, and other environmental damages.

While your goodself has commendably expedited the ongoing JJA recruitment drives, though it is a drop in the ocean, it is pertinent to mention that even full staffing of sanctioned posts may not suffice to meet the current workload in the courts. The sanctioned strength has not been revised in light of new court complexes and establishment of fresh courts over the decades.

Despite all these constraints and inhumane atmosphere, the ministerial staff of Delhi District Courts continue to discharge their duties with utmost sincerity, dedication and honesty. However, the present situation has become more unsustainable which indirectly forces senior employees to take voluntary retirement, while junior staff are compelled to resign and are absorbed into other departments, even at lower pay scales under the conditions mentioned above.

In this already strained environment, assigning additional stenographic duties to Ahlmads / Assistant Ahlmads further hampers their efficiency and delays crucial court at their seats. Your goodself is very well aware of the fact that thousands of decided


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judicial record/files are lying in open for preparing for consignment to record room for over a year as staff are diverted to to the work at reader and steno seat etc. The dual responsibilities are also taking a toll on their mental well-being, morale, productivity and are also facing departmental inquiries without their fault.

It is needless to mention that the recent recruitment of SPA/PA has brought in more than sufficient stenographers.

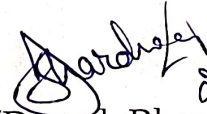
In light of the above, your goodself is therefore, humbly requested:

- (1). To discharge the Ahlmads / Assistant Ahlmads handling stenographic work.
- (2). To withdraw all circulars / orders / directions assigning the additional work of steno to Ahlmad and they may be relieved from such additional work.
- (3). To arrange the steno in their absence from the office pool or from other appropriate channels instead of burdening Ahlmad /Assistant Ahlmad.
- (4). To provide an additional Junior Judicial Assistant (JJA) from the office pool on a temporary basis to help prepare over a thousand pending decided judicial files. This support will alleviate current workload challenges and prevent future difficulties.

Your goodself's kind and urgent attention to our request will be instrumental in restoring efficiency and morale among the ministerial staff and ensuring the effective smooth functioning of the courts.

Thanking you in anticipation.

Yours faithfully,


(Deepak Bhardwaj)
President