

**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.

RECEIPT-B

23/5/25

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

200 3180/B

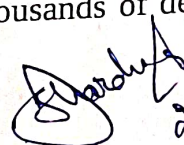


2. Many Ahlmads are also posted and directed to perform the duties of both Reader as well as Ahlmad (Reader-cum-Ahlmad) in Digital Courts.
3. In many cases they are directed to perform the additional duties across multiple branches in addition to their routine work.
4. In some districts they are also 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


23/5/25

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.

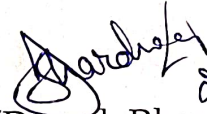
In light of the above, your goodself is therefore, humbly requested:

- (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