

**BEFORE THE GRIEVANCE REDRESSAL COMMITTEE OF  
S.N.D.T. WOMEN'S UNIVERSITY OF MUMBAI  
(Constituted u/s. 79 of the Maharashtra Public Universities Act, 2016)  
GRIEVANCE APPLICATION NO. 01 OF 2022**

Smt. Ragini Kate  
Rajasi Bunglow, Plot No. 105,  
RSC-35, Sector- 04, Charkop,  
Behind Charkop Depot,  
Kandivli West,  
Mumbai- 400067. .... Applicant

V E R S U S

The Registrar,  
SNDD Women's University,  
L, Nathibai Thackersey Road,  
Mumbai - 400 020. .... Respondent

**Order of Grievance Application No. 01 of 2022 of S.N.D.T.  
Women's University Mumbai.**

**JUDGEMENT**

(Delivered on 03-11-2025)

1. Applicant Smt. Ragini Kate approached before the grievance committee ventilating her grievance that she was denied promotion on the post of Assistant Registrar and the promotion given to Junior to her by order in 23<sup>rd</sup> September 2021 to the post of Assistant Registrar is against the provision and is improper and unjust.

2. The Applicant submitted that she was appointed on probation on 01 February, 1993, as Jr Clerk at the University office (Reservation Cell). She was confirmed in the service w.e.f. 01.02.1995. Thereafter she was granted promotion w.e.f. 11.04.1996 as Senior Clerk and Head Clerk w.e.f. 07.07.1999. Thereafter she was promoted on the post of Office Superintendent w.e.f. 14.07.2015. Smt. Ragini Kate has claimed the relief that she being senior to the concerned promotee, she has claim over the post of Assistant Registrar therefore the promotion given to the junior candidate as Assistant Registrar is against the rule of seniority. It is also her claim that she being Scheduled Caste candidate, she was not considered for promotion.
3. So, Applicant Smt. Ragini Kate has claimed the relief that she be promoted to the post of Assistant Registrar from September 2021, instead of the Junior candidate who was given promotion.
4. The Notices are issued to concerned parties and their say was obtained. The management has filed its written say/submission along with ample documents. In reply to the said grievance application the Deputy Registrar Rakesh Valvi authorised to plead on behalf of the respondent and he has submitted that in the year 2021, the applicant was third (03) in list as per the common seniority list. The said seniority list was also published in the month of May 2021. At that time, the G.R. was passed dt 07.05.2021 inter - alia directing to follow promotions by taking into consideration the common seniority list dated 25<sup>th</sup> May 2004. As per the court order, Higher Education and Technical Education, Aided and Unaided posts of Mumbai and Pune division are included in common seniority list. It is further submitted that the common seniority list was prepared and published in the year 2012 which is signed by the complainant. No objection was raised by the complainant at the relevant time. It is specifically submitted that as the seniority list (of the year 2020, common seniority list of 2004) was not available, the senior most candidate from the seniority list has been given promotion in September 2021.

on the post of Assistant Registrar (list enclosed). Thereafter some of the employees including applicant filed application seeking promotion as per G.R. dated. 07/05/2021 and accordingly committee was formed and directions/guidelines were sought from the government. However, till date no reply has been received from the government. According to the respondent, they have followed all the due process for giving promotion and had not committed any injustice to the applicant.

5. Heard, the applicant Smt. Ragini Kate and Shri Rakesh Valvi, Deputy Registrar, G.A.D. Department on behalf of the University. After considering the submission, oral and written, of both the parties. The points for determination and the findings thereon, for the reasons mentioned below are as follows.

6.

Points for determination	Findings
a) Whether applicant Smt. Ragini Kate is Senior than the promotee candidate who was promoted as Assistant Registrar.	No
b) Whether the applicant is entitled for the relief claimed.	No
c) What order as per final order.	As per Final Order

7. Before initiating with the discussion on disputed aspects, it will be proper to mention the facts admitted to both parties. Smt. Ragini Kate, the applicant and other staff from seniority list both were/are employees of SNDT Women's University, Mumbai-400020. Applicant is retired from the service w.e.f. 30.04.2022. Applicant belongs to Scheduled Caste Category and the promotee candidate belongs to Nomadic Tribes Category. The applicant has joined the service w.e.f. 01.02.1993 and the promotee candidate joined the service w.e.f. 01.02.2000 as Junior Clerk. They both were given three

promotions on category basis. Lastly the promotee candidate is promoted as Assistant Registrar by an order dtd 23.09.2021.

8. The first objection of the applicant Smt. Ragini Kate is that she being senior in service than the promotee candidate of NT Category, she shall be treated as senior for the purpose of considering seniority for promotion purposes. In this regard she relied on ample documents, G.R. and Seniority list.
9. It is worth to mention here that as per the provisions of MCS Rules, the provisional seniority list used to be prepared and published, the objections, if any, can be raised by the employees within 10 working days in writing in prescribed format. After taking into consideration the objections raised, the final seniority is to be prepared and published.
10. However, the seniority list of the year 2004, was not prepared as the matter of promotion was sub-judice before Hon'ble Supreme Court, the seniority list of 2020 was taken into consideration. Admittedly applicant had the knowledge of the said facts but she kept mum. She neither challenged the said seniority nor raised any objection to the seniority list till promotee candidate got promotion as Assistant Registrar. It is worth consideration that in the common seniority list of 2015 Smt. Ragini Kate is shown at Sr. No.12 while the promotee candidate was at Sr.No.06. Further in the Seniority list of 2017 Smt. Ragini Kate was at Sr. No. 08 and the promotee candidate was at Sr. No. 04. It is worth to be noted that both the Seniority lists bears the signature of the applicant Ragini Kate. On getting the said promotion the applicant raised the grievance, which is belated that too at the fag end of her service. Applicant Smt. Ragini Kate never took any objection to the aforesaid Seniority list therefore, considering the seniority shown in the Seniority list it can be inferred that promotee candidate appears to be senior to the applicant Smt. Ragini Kate.

11. As a general rule promotions are based on a combination of seniority, qualifications, performance and availability of vacancies. Also, in catena of judgements it has been held by the Hon'ble Apex court that promotion cannot be retrospectively granted after retirement as it requires the actual assumption of duties and responsibilities of the promotional post. However, for smooth functioning and healthy work environment in any institute, it is important to consider the timely adherence of procedure, norms, rules and regulations, policy decisions and its implementations. In the case in hand if the Seniority list was prepared and published timely, and Guidelines laid down in GR dated 29.12.2017 in GR bearing no. बी सी सी नं २०१७/प्र क. ३१२ ए GR dated 07/05/2021 in GR bearing no. बी सी सी नं २०१८/प्र क ३६६/१६ब, would have been strictly followed, the scenario for the promotion would have been different. The DPC conducted on 22<sup>nd</sup> September 2021 is subject to Joint Director's Approval.

12. With this discussion and findings given, we all the committee members, in net result, reached to the conclusion, the complaint application of Smt. Ragini Kate needs to be dismissed.


13. In net result following order is passed.

**ORDER**

The Application of Smt. Ragini Kate is dismissed

Date: 03/11/2025

Place: Mumbai

  
MRS. KAVITA BAKRE  
CHAIRPERSON (RETD. JUDGE)  
GRIEVANCE COMMITTEE  
S.N.D.T WOMEN'S UNIVERSITY  
OF MUMBAI.

WE AGREE.

MEMBERS OF THE COMMITTEE:

Signature

1. Prof. Jyoti Thakur  
One Dean, nominated by the Vice-Chancellor
2. Smt. Pournima Rakesh Mehta  
Chancellor's nominee on the Management Council
3. Prof. Vilas Nandavadekar  
Registrar
4. Dr. Shinde Raju Katthu  
One teacher belonging to Scheduled Castes  
or Scheduled Tribes or De - notified Tribes  
(Vimukta Jatis) or Nomadic Tribes or  
Other Backward Classes and
5. Smt. Devika Haridas Jamthe  
One non-teaching employee nominated  
By the Senate from amongst its members.
6. Adv. Disha R. Vardhan  
Law Officer of the University, Member Secretary

Jyoti Thakur

P Mehta  
consented online

V Nandavadekar

consented online

Devika Jamthe

Dishaa Vardhan

PLACE: MUMBAI

DATED: /11/2025