



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 14 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA (EKM) NO.1459
OF 2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONERS/RESPONDENTS 1 & 2 IN OA:

- 1 STATE OF KERALA,
REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001
- 2 THE SECRETARY,
PERSONNEL AND ADMINISTRATIVE REFORMS,
DEPARTMENT, SECRETARIAT,
THIRUVANANTHAPURAM - KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPELLANT & 3RD RESPONDENT IN OA:

- 1 JAYESH K, AGED 44 YEARS
S/O E.P KRISHNAN, STATE TAX OFFICER (REVENUE
RECOVERY), OFFICE OF THE DEPUTY COMMISSIONER OF
STATE TAX, CIVIL STATION, KAKKANAD,
ERNAKULAM DISTRICT - 682 030,
RESIDING AT KAMALESH NILAYAM,



NUTSTREET P.O, VADAKARA,
KOZHIKODE DISTRICT, PIN - 673014

2 THE KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTOM P.O,
THIRUVANANTHAPURAM, PIN - 695004

*ADDL.R3 ANN DARLE VARUGHESE
D/O GEORGE VARUGHESE, KAITHAMATTAM,
MUTTUCHIRA (PO) KOTTAYAM PIN 686613
PRESENTLY WORKING AS CHILD DEVELOPMENT PROJECT
OFFICER, ICDS PROJECT OFFICE, SULTHAN BATHERY,
AMBALAVAYAL (PO) WAYANAD (DIST) PIN 673581
(IS IMPEADED AS ADDITIONAL RESPONDENT R3 AS PER
ORDER DATED 26.03.2025 IN I.A.NO.2/2024 IN
OP(KAT)14/2024.)

BY ADVS.
NABIL KHADER
K.R.GANESH
ELVIN PETER P.J. (SR.) (K/000445/1990)
GOURI BALAGOPAL (K/002008/2019)
SREELEKSHMI A.S. (K/1313/2021)

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT) Nos.47/2024,
51/2024, 70/2024, 87/2024, 93/2024, 95/2024, 115/2024,
123/2024, 124/2024, 132/2024, 276/2024, 304/2024, 343/2024,
354/2024, THE COURT ON 11.04.2025 DELIVERED THE FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 47 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA (EKM) NO.1960
OF 2021 OF KERALA ADMINISTRATIVE TRIBUNAL AT
THIRUVANANTHAPURAM (ADDITIONAL BENCH, ERNAKULAM)

PETITIONERS/IST RESPONDENT IN OA:

STATE OF KERALA, REPRESENTED BY
THE SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT,
THIRUVANANTHAPURAM, PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANT AND 2ND RESPONDENT IN OA:

- 1 SUNIL.P.K, AGED 42 YEARS,
S/O P. DAMODARAN, POOJUMPIDUKKA HOUSE,
ULLOOR, ERAMAM.P.O, PAYYANUR,
KANNUR DISTRICT STATIONERY OFFICER,
DISTRICT STATIONERY OFFICE,
STATIONERY DEPARTMENT, KANNUR,
CIVIL STATION ANNEX,
KANNUR-670002, KERALA, PIN - 670307



2 KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTO.M.P.O,
THIRUVANANTHAPURAM PIN-69504, PIN - 695004

*ADDL. R3 CHRISTY MICHAEL,, AGED 33 YEARS
S/O C.D.MICHAEL,
RESIDING AT KULATHUMKAL HOUSE,
MELUKAVUMATTOM (PO)
KOTTAYAM DISTRICT, PIN 686652
WORKING AS DISTRICT LOTTERY OFFICER (HQ),
SALES & PRINTING,
DIRECTORATE OF STATE LOTTERIES
VIKAS BHAVAN (PO), THIRUVANANTHAPURAM - 695033
(IS IMPEADED AS ADDITIONAL RESPONDENT R3 AS PER
ORDER DATED 24.10.2024 IN IA 2/2024 IN
OP(KAT) 47/2024.)

BY ADVS.
SHRI.P.C.SASIDHARAN, SC, KPSC
P.RAMAKRISHNAN RAMAKRISHNAN
ASWIN KUMAR M J(D/004917/2017)
GIRIJA K GOPAL
K.N.VIGY(K/902/1998)
NABIL KHADER(K/000169/2018)
SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 51 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.2359 OF
2021 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONERS/RESPONDENTS 1 & 2 IN OA:

- 1 THE STATE OF KERALA ,
REPRESENTED BY ITS SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM , KERALA., PIN - 695001
- 2 THE STATE OF KERALA,
REPRESENTED BY ITS SECRETARY TO GOVERNMENT,
PERSONNEL AND ADMINISTRATION REFORMS DEPARTMENT
(P&ARD) , GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANTS & 3RD RESPONDENT IN OA:

- 1 AKHIL SHAJI S., AGED 31 YEARS,
GOWRI BHAVAN, VALIYA VELI P.O.,
POUNDUKKADAVU, THIRUVANANTHAPURAM,
KERALA, PIN - 695021



- 2 IMTHIYAZ K. SHAMS,
AGED 31 YEARS, S/O K A SHAMSUDEEN,
APRA 10, KALLUNGAL P(H),
ASHOKAPURAM P.O., ALUVA,
ERNAKULAM , KERALA., PIN - 683101
- 3 SUJITH K. VIJAYAN,
AGED 34 YEARS, S/O VIJAYAN K.K.,
STATISTICAL ASSISTANT GR. II,
MINOR IRRIGATION DIVISION OFFICE,
PALAKKAD, RESIDING AT KOOVAKANDOM (H) ,
VELLIYAMATTAM, THODUPUZHA,
IDUKKI , KERALA., PIN - 685588
- 4 THE KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY,
PATTOM PALACE, PATTOM P.O,
THIRUVANANTHAPURAM, KERALA., PIN - 695004

BY ADVS.
NANDAGOPAL R
ASWIN KUMAR M J (D/004917/2017)
P.SREEKUMAR (SR.) (K/410/1994)

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 70 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA (EKM)

NO.1960 OF 2021 OF KERALA ADMINISTRATIVE TRIBUNAL,

THIRUVANANTHAPURAM

PETITIONER/RESPONDENT NO.3:

KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY,
KERALA PUBLIC SERVICE COMMISSION, PATTOM,
THIRUVANANTHAPURAM , KERALA, PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANT AND RESPONDENT NOS.1 AND 2:

- 1 SUNIL P. K, S/O P DAMODARAN,
POOJUMPIDUKKA HOUSE, ULLOOR,
ERAMAM P.O, PAYYANNUR,
KANNUR DISTRICT STATIONERY OFFICER,
DISTRICT STATIONERY OFFICER,
STATIONERY DEPARTMENT, KANNUR,
CIVIL STATION ANNEX, KANNUR,
KERALA,, PIN - 670002
- 2 STATE OF KERALA,

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024, 95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024, 304/2024, 343/2024, 354/2024



REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001

BY ADVS.
P.RAMAKRISHNAN RAMAKRISHNAN
ASWIN KUMAR M J(D/004917/2017)
SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 87 OF 2024

AGAINST THE ORDER DATED 14.12.2023 IN OA NO.1717 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONERS/RESPONDENTS 1 & 2 IN OA:

- 1 THE STATE OF KERALA,
REPRESENTED BY THE SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT, STATUE,
THIRUVANANTHAPURAM, KERALA,
PIN - 695001
- 2 THE SECRETARY,
PERSONNEL & ADMINISTRATIVE REFORMS DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA,
PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANTS & 3RD RESPONDENTS IN OA:

- 1 SUBIN R S, AGED 3 YEARS
S/O G RAVEENDRAN,
NOW WORKING AS ASSISTANT SECTION OFFICER,
HOME (B) DEPARTMENT,



GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM-695001,
RESIDING AT SHINI BHAVAN,
MANGALACKAL, KATTAKKADA P O,
THIRUVANANTHAPURAM, KERALA,
PIN - 695572

- 2 HRIDYA C.S, AGED 41 YEARS
D/O G CHANDRA BABU,
NOW WORKING AS SENIOR CLERK IN TALUK OFFICE,
VARKKALA, THIRUVANANTHAPURAM DISTRICT-695141,
RESIDING AT VARSHAM, SUB TREASURY ROAD,
KADAKKAVUR P O,
THIRUVANANTHAPURAM,
KERALA., PIN - 695306
- 3 INDHU R.S, D/O G RADHAMONI AMMA, AGED 34 YEARS,
NOW WORKING AS SENIOR GRADE ASSISTANT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM-695001,
RESIDING AT INDEEVARAM,
EDAVATTOM, KARUVELIL P O,
KOLLAM DISTRICT,
KERALA, PIN - 691505
- 4 ATHIRA KRISHNAN, AGED 28 YEARS
D/O R UNNIKRISHNA PILLAI,
AGED 28 YEARS,
NOW WORKING AS BEAT FOREST OFFICER,
ARYANKAVU RANGE, THENMALA,
THIRUVANANTHAPURAM DISTRICT-691309,
RESIDING AT KRISHNA, POOVATHOOR EAST,
KALAYAPURAM P O, KOTTARAKKARA,
KOLLAM DISTRICT ,KERALA.,
PIN - 691560
- 5 THE KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTOM PALACE,
PATTOM P O, THIRUVANANTHAPURAM,
KERALA, PIN - 695004

BY ADVS.

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024,
95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024,
304/2024, 343/2024, 354/2024



NANDAGOPAL R
ASWIN KUMAR M J(D/004917/2017)

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 93 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.1605 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONER/RESPONDENT NO.3:

KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY,
KERALA PUBLIC SERVICE COMMISSION, PATTOM,
THIRUVANANTHAPURAM ,KERALA, PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTD/APPLICANTS & RESPONDENT NOS.1 AND 2:

- 1 SHYAM KRISHNAN K, AGED 40 YEARS
S/O G KRISHNANKUTTY NAIR,
DEPUTY DIRECTOR,
DIRECTORATE OF INDUSTRIES & COMMERCE,
3RD FLOOR, VIKAS BHAVAN,
THIRUVANANTHAPURAM : 695033.
RESIDING AT POOCHEDI VEEDU,
T.C 41/2222, MANACAUD P.O.
THIRUVANANTHAPURAM, PIN - 695009
- 2 JAYALEKSHMI A.C, AGED 41 YEARS



D/O P. APPUKKUTTAN NAIR, SECTION OFFICER,
REVENUE (S), GENERAL ADMINISTRATION
DEPARTMENT, SECRETARIAT,
THIRUVANANTHAPURAM: 695 001
RESISING AT FLAT NO. 9C,
SFS SKYLINE SYPPHONY,
VAZHUTHACAUD,
THIRUVANANTHAPURAM, PIN - 695014

3 STATE OF KERALA
REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001

4 THE SECRETARY,
PERSONNEL & ADMINISTRATION REFORMS DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM, ,
KERALA, PIN - 695001

BY ADVS.
NANDAGOPAL R
ASWIN KUMAR M J (D/004917/2017)
SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 95 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.1605 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONERS/RESPONDENTS 1 AND 2 IN OA:

- 1 STATE OF KERALA,
REPRESENTED BY THE SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM ,
KERALA., PIN - 695001
- 2 SECRETARY TO GOVERNMENT,
PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT ,
SECRETARIAT, THIRUVANANTHAPURAM -
KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANTS & 3RD RESPONDENT IN OA:

- 1 SHYAM KRISHNAN K, AGED 40 YEARS
S/O G. KRISHNANKUTTY NAIR, AGED 40 YEARS,
DEPUTY DIRECTOR, DIRECTORATE OF INDUSTRIES AND
COMMERCE, 3RD FLOOR, VIKAS BHAVAN,
THIRUVANANTHAPURAM - RESIDING AT POOCHEDI VEEDU,



TC 41/2222, MANACUAD P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695009

- 2 JAYALEKSHMI A.C, AGED 41 YEARS
D/O P. APPUKUTTAN NAIR, AGED 41 YEARS,
SECTION OFFICER, REVENUE (S),
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM ,
RESIDING AT FLAT NO. 9C,
SFS SKYLINE SYMPHONY, VAZHUTHACAUD,
THIRUVANANTHAPURAM, KERALA., PIN - 695014
- 3 KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTON ,
THIRUVANANTHAPURAM KERALA., PIN - 695004

BY ADVS.
NANDAGOPAL R
ASWIN KUMAR M J(D/004917/2017)
SRI.P.C.SASIDHARAN, SC

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 115 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.1689 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONERS/RESPONDENTS 1 & 2 IN OA:

- 1 STATE OF KERALA,
REPRESENTED BY THE SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA., PIN - 695001
- 2 THE STATE OF KERALA,
REPRESENTED BY ITS SECRETARY TO GOVERNMENT,
PERSONNEL AND ADMINISTRATION REFORMS DEPARTMENT
(P&ARD), GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANT AND 3RD RESPONDENT IN OA:

- 1 KIRAN LAL P.S., S/O THE LATE K. SREENIVASAN PILLAI,
AGED 44 YEARS, JOINT COMMISSIONER,
STATE GOODS AND TAXES DEPARTMENT,
OFFICE OF THE JOINT COMMISSIONER (INTELLIGENCE),



FIRST FLOOR, TAX TOWER, KILLIPPALAM,
KARAMANA P.O., THIRUVANANTHAPURAM - 695 002,
RESIDING AT POURNAMI, CHAKKUVARAKKAL P.O.,
KUNNILLODU (VIA), KOLLAM, KERALA -. , PIN - 691508

- 2 KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTOM P.O.,
THIRUVANANTHAPURAM - 695004,
KERALA., PIN - 695004

BY ADVS.
NANDAGOPAL R
ASWIN KUMAR M J(D/004917/2017)
SRI.P.C.SASIDHARAN, SC

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 123 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.1670 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL AT THIRUVANANTHAPURAM
(ADDITIONAL BENCH, ERNAKULAM)

PETITIONER/RESPONDENT NO.2:

KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY,
PATTOM P. O., THIRUVANANTHAPURAM ,
KERALA, PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANTS & RESPONDENT NO.1:

- 1 ARUN R MENON, AGED 34,
S/O. LATE RAMEN MENON,
PUTHENPARAMBIL HOUSE,
S.N PURAM P. O CHERTHALA,
ALAPPUZHA, PIN - 688582
- 2 STATE OF KERALA,
REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024, 95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024, 304/2024, 343/2024, 354/2024



KERALA, PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 124 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.1689 OF 2022 OF
KERALA ADMINISTRATIVE TRIBUNAL AT THIRUVANANTHAPURAM
(ADDITIONAL BENCH, ERNAKULAM

PETITIONER/RESPONDENT NO.3:

KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY,
KERALA PUBLIC SERVICE COMMISSION, PATTOM,
THIRUVANANTHAPURAM, KERALA, PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANTS & RESPONDENT NOS.1 AND 2:

- 1 KIRAN LAL P.S, AGED 44 YEARS
S/O THE LATE K. SREENIVASAN PILLAI,
JOINT COMMISSIONER,
STATE GOODS AND TAXES DEPARTMENT,
OFFICE OF THE JOINT COMMISSIONER (INTELLIGENCE)
FIRST SLOOR, TAX TOWER,
KILLIPPALAM, KARAMANA P.O.,
THIRUVANANTHAPURAM-695002.
RESIDING AT POURNAMI,
CHAKKUVARAKKAL P.O.,



KUNNIKKODU (VIA) ,
KOLLAM DISTRICT, PIN - 691508

- 2 STATE OF KERALA,
REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001
- 3 THE SECRETARY,
PERSONNEL & ADMINISTRATION REFORMS DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

BY ADVS.
NANDAGOPAL R
ASWIN KUMAR M J(D/004917/2017)

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 132 OF 2024

AGAINST THE ORDER DATED 02.11.2023 IN OA (EKM) NO.1465

OF 2022 OF KERALA ADMINISTRATIVE TRIBUNAL AT

THIRUVANANTHAPURAM (ADDITIONAL BENCH, ERNAKULAM)

PETITIONERS/RESPONDENTS 1 & 2 IN OA:

- 1 THE STATE OF KERALA ,
REPRESENTED BY ITS SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA., PIN - 695001
- 2 SECRETARY TO GOVERNMENT,
PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT
(P&ARD), GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM,KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

RESPONDENTS/APPLICANTS AND 3RD RESPONDENT IN OA:

- 1 MARY PRIYA PONSEKA,
AGED 45 YEARS
W/O BENCY HAROCK, AGED 45 YEARS,
JUNIOR SUPERINTENDENT, OFFICE OF THE TAHSILDAR,



PARAVUR TALUK OFFICE, NORTH PARAVUR,
ERNAKULAM , (RESIDING AT AMBAT HOUSE, 45/1710,
PACHALAM P.O., ERNAKULAM DISTRICT,
KERALA., PIN - 682012

2 VITHIN KUMAR C.S., AGED 36 YEARS
S/O SREEVALSAN C.C., AGED 36 YEARS,
MOTOR VEHICLE INSPECTOR,
OFFICE OF THE RTO (E), KASARAGOD-671121
(RESIDING AT CHONUPARAMBIL HOUSE,
HNO: 10/1010, AMARAVATHY,
ERNAKULAM DISTRICT, KERALA., PIN - 682001

3 THE KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY, PATTOM P.O,
THIRUVANANTHAPURAM, KERALA., PIN - 695004

SRI. P.C.SASIDHARAN

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 276 OF 2024

AGAINST THE ORDER DATED 02.11.2023 IN OA (EKM) NO.1465

OF 2022 OF KERALA ADMINISTRATIVE TRIBUNAL AT

THIRUVANANTHAPURAM (ADDITIONAL BENCH, ERNAKULAM)

PETITIONER/RESPONDENT NO.3:

THE KERALA PUBLIC SERVICE COMMISSION,
REPRESENTED BY ITS SECRETARY AT PATTOM,
THIRUVANANTHAPURAM, KERALA, PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANTS & RESPONDENT NOS.1 AND 2:

- 1 MARY PRIYA PONSEKA, AGED 45 YEARS
W/O BENCY HAROCK, JUNIOR SUPERINTENDENT,
OFFICE OF THE TAHSILDAR,
PARAVUR TALUK OFFICE. NORTH PARAVUR, ERNAKULAM ,
(RESIDING AT AMBAT HOUSE 45/1710,
PACHALAM P.O, ERNAKULAM DISTRICT 682012) .,
KERALA, PIN - 683513
- 2 VITHIN KUMAR C.S, AGED 36 YEARS
S/O SREEVALSAN C.C,



MOTOR VEHICLE INSPECTOR,
OFFICE OF THE RTO (E), KASARAGOD
(RESIDING AT CHONUPARAMBIL HOUSE,
HNO: 10/1010, AMARAVATHY.
ERNAKULAM DISTRICT 682001),
KERALA, PIN - 671121

3 STATE OF KERALA,
REPRESENTED BY ITS SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA, PIN - 695001

4 SECRETARY TO GOVERNMENT,
PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT
(P & ARD) GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA, PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 304 OF 2024

AGAINST THE ORDER DATED 14.12.2023 IN OA NO.1717 OF
2022 OF KERALA ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM

PETITIONER/APPLICANT NO.3:

THE KERALA PUBLIC SERVICE COMMISSION
REPRESENTED BY ITS SECRETARY,
PATTOM PALACE, PATTOM P O,
THIRUVANANTHAPURAM, KERALA,
PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANTS & RESPONDENT NOS.1 AND 2:

- 1 SUBIN R S, AGED 37 YEARS
S/O G RAVEENDRAN,
NOW WORKING AS ASSISTANT SECTION OFFICER,
HOME (B) DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM,
RESIDING AT SHINI BHAVAN,
MANGALACKAL, KATTAKKADA P O,
THIRUVANANTHAPURAM, KERALA,
PIN - 695572



- 2 HRIDYA C S, AGED 41 YEARS
D/O G CHANDRA BABU,
NOW WORKING AS SENIOR CLERK IN TALUK OFFICE,
VARKKALA, THIRUVANANTHAPURAM DISTRICT-,
RESIDING AT VARSHAM,
SUB TREASURY ROAD, KADAKKAVUR P O,
THIRUVANANTHAPURAM DISTRICT,
KERALA, PIN - 695306

- 3 INDHU R S, AGED 34 YEARS
D/O G RADHAMONI AMMA,
NOW WORKING AS SENIOR GRADE ASSISTANT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM,
RESIDING AT INDEEVARAM, EDAVATTOM,
KARUVELIL P O, KOLLAM DISTRICT,
KERALA., PIN - 691505

- 4 ATHIRA KRISHNAN AGED 28 YEARS
D/O R UNNIKRISHNA PILLAI,
NOW WORKING AS BEAT FOREST OFFICER,
ARYANKAVU RANGE, THENMALA,
THIRUVANANTHAPURAM DISTRICT,
RESIDING AT KRISHNA, POOVATHOOR EAST,
KALAYAPURAM PO, KOTTARAKKARA,
KOLLAM DISTRICT, KERALA.,
PIN - 691560

- 5 THE STATE OF KERALA
REPRESENTED BY THE SECRETARY TO GOVERNMENT,
GENERAL ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA.,
PIN - 695001

- 6 THE SECRETARY
PERSONAL AND ADMINISTRATIVE REFORMS
DEPARTMENT (P&ARD), GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM, KERALA., PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024, 95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024, 304/2024, 343/2024, 354/2024



THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 343 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.2348 OF
2021 OF KERALA ADMINISTRATIVE TRIBUNAL AT THIRUVANANTHAPURAM
(ADDITIONAL BENCH, ERNAKULAM)

PETITIONER/RESPONDENT NO.3:

KERALA PUBLIC SERVICE COMMISSION
REPRESENTED BY ITS SECRETARY,
KERALA PUBLIC SERVICE COMMISSION,
PATTOM, THIRUVANANTHAPURAM,
PIN - 695004

BY ADV P.C.SASIDHARAN

RESPONDENTS/APPLICANT & RESPONDENT NO.3:

- 1 HARIKRISHNAN R, AGED 29 YEARS
S/O RADHAKRISHNAN,
RESIDING AT KRISHNAPRABHA,
NEAR E.S.I DISPENSORY,
PUNALUR P.O KOLLAM DISTRICT,
PIN - 601305
- 2 STATE OF KERALA



REPRESENTED BY PRINCIPAL
SECRETARY TO GOVERNMENT, GENERAL
ADMINISTRATION DEPARTMENT,
GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM,
PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.MUHAMED MUSTAQUE

&

THE HONOURABLE MR.JUSTICE P. KRISHNA KUMAR

FRIDAY, THE 11TH DAY OF APRIL 2025 / 21ST CHAITHRA, 1947

OP(KAT) NO. 354 OF 2024

AGAINST THE ORDER DATED 13.10.2023 IN OA NO.2357 OF
2021 OF KERALA ADMINISTRATIVE TRIBUNAL AT THIRUVANANTHAPURAM
(ADDITIONAL BENCH, ERNAKULAM)

PETITIONER/RESPONDENT NO.3:

KERALA PUBLIC SERVICE COMMISSION
REPRESENTED BY ITS SECRETARY,
KERALA PUBLIC SERVICE COMMISSION,
PATTOM, THIRUVANANTHAPURAM, PIN - 695004

SRI.P.C.SASIDHARAN, SC, KPSC

RESPONDENTS/APPLICANTS & RESPONDENT NOS 1 AND 2:

- 1 RAJESH KUMAR S, S/O N.SASIDHARAN PILLAI,
AGED 41 YEARS, SECRETARY,
GRAMA PANCHAYATH,
NOW WORKING AS DISTRICT CO-ORDINATOR,
LIFE MISSION, MALAPPURAM- PIN-676 505
ON DEPUTATION.
RESIDING AT RAJESH BHAVAN,
MELILA P.O., KUNNICODE (VIA)
KOLLAM DISTRICT, PIN - 691508



- 2 SYAM KUMAR K.U., S/O G. UNNIKRISHNAN,
AGED 38 YEARS, SENIOR SUPERINTENDENT,
O/O THE DIRECTOR OF PANCHAYATS,
PUBLIC OFFICE, VIKAS BHAVAN P O.,
THIRUVANANTHAPURAM- 695 033.
RESISING AT SYAM BHAVAN, MOOLAPPEZHU,
MOONNUMUKKU P.O., PANGODE (VIA),
THIRUVANANTHAPURAM, PIN - 695609
- 3 SHEEBA STEEPHEN, W/O DANI VARGHESE,
AGED 43 YEARS, SECRETARY, POOVAR GRAMAPANCHAYAT,
THIRUVANANTHAPURAM- 695 525,
RESIDING AT USHAS, PARANIYAM, POOVAR P.O.,
THIRUVANANTHAPURAM, PIN - 695515
- 4 STATE OF KERALA
REPRESENTED BY ITS SECRETARY,
GENERAL ADMINISTRATION DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001
- 5 THE SECRETARY
PERSONNEL & ADMINISTRATION REFORMS DEPARTMENT,
SECRETARIAT, THIRUVANANTHAPURAM,
KERALA, PIN - 695001

SRI.SUNILKUMAR KURIAKOSE, GP

THIS OP KERALA ADMINISTRATIVE TRIBUNAL HAVING BEEN
FINALLY HEARD ON 02.04.2025, ALONG WITH OP(KAT).14/2024 AND
CONNECTED CASES, THE COURT ON 11.04.2025 DELIVERED THE
FOLLOWING:



CR

JUDGMENT

P.Krishna Kumar, J.

The candidates included in the rank list for appointment in the Kerala Administrative Service (KAS) Junior Time Scale (Trainees) approached the Kerala Administrative Tribunal *inter alia* challenging Annexure A3 Government Order dated 06.02.2021 by which the cadre strength of KAS Officers (Junior Time Scale) was fixed at 105 by the Government. According to the candidates, the fixation of the cadre strength at 105 is in violation of the Kerala Administrative Service (KAS) Rules, 2018 (hereinafter referred to as 'the KAS Rules') and the actual figure is much higher.

2. By the impugned common order dated 13.10.2013, the Tribunal directed the Government to redetermine



the cadre strength as on 01.10.2022 in accordance with the provisions contained in Rule 4 read with Rule 18 of the KAS Rules. The Tribunal further directed that the Government shall take steps to make appointments for the remaining vacancies as against the vacancies already reported to the Public Service Commission (PSC) pursuant to the interim direction of the Tribunal. Later, the Tribunal disposed of certain other similar applications based on the said impugned order. The above original petitions are preferred by the Government and the PSC against the said orders. As the matters to be determined in all these cases are closely connected, they are disposed of by this common judgment. For the sake of convenience, O.P.(KAT)No.14/2024 is considered as the leading case, in the following discussion.

3. On 01.11.2019, PSC invited applications for filling up '*anticipated vacancies*' in the above post,



as per Annexure A20 notification. Later, the PSC published Annexure A21 rank list with effect from 08.10.2021. The rank list was valid for one year.

4. A total number of 1258 posts were included in Table I of Schedule II in the KAS Rules. However, as per the Kerala Administrative Service (KAS) Amendment Rules, 2019 ('Amendment Rules, 2019', for short), the Government reduced the number of posts in the said Schedule to 1206. As per the Explanatory Note to the Amendment Rules, 2019 the said amendment was made to exclude certain posts that were inadvertently included in the KAS Rules. Later, the Government fixed the cadre strength of the KAS entry level at 105, which is under challenge before us.

5. We have heard the learned Standing Counsel for the Public Service Commission, the learned Senior Government Pleader and the learned counsel appearing for the party respondents.



6. Since the prime question involved in these cases concerns the actual cadre strength of the entry-level KAS post, it is appropriate to first examine the relevant rules. Rule 4 of the KAS Rules outlines the method of calculation of cadre strength. It reads :

“4. Cadre Strength:

(a) Entry Level: The cadre strength at the entry level in KAS shall be limited to 10% of the sanctioned strength of 2nd gazetted post in the departments and equivalent post in the common categories of posts in all departments as specified in Schedule I.

The 10% Gazetted posts so set apart shall include higher grade posts and posts on account of ratio promotions also.

Common category posts shall include the post of Administrative Officer, Administrative Assistant, Accounts Officer, Financial Assistant and posts earmarked for by transfer appointment through KPSC in the cadre of Financial Assistant.

(b) Senior Levels: Ten percent of all promotion posts in the promotion posts for the 2nd Gazetted Posts onwards in the Departments in Schedule I and promotion posts for the equivalent common categories of posts onwards in all departments that are specified in Schedule I, shall be set



apart for promotions for officers in the KAS.

(c) Total Cadre Strength: The cadre strength of the KAS shall be computed as the sum of the posts of entry level and senior levels specified in Sub-Rule (a) and (b) above.

(d) Quinquennial Review of Cadre Strength: The review of cadre strength of the KAS shall be done once in five years or as and when decided by government.

Provided that, accordingly the increase or decrease of posts in any of the 2nd Gazetted posts in the Departments in Schedule I and equivalent posts in Common Category posts listed in Schedule I of these Rules, reckoned for fixing the strength of the entry level of the KAS, OR in any of the promotion posts in the above feeder categories, between two reviews shall not affect the cadre strength or distribution of promotion posts for officers of the KAS during this period.

(e) Government reserves the right to decide the total cadre strength of KAS from time to time by creating additional posts if necessary and also to include/delete any department in Schedule I from time to time."

7. It is clear from Rule 4(a) that the cadre strength at the entry-level in KAS is 10% of the sanctioned strength of the 2nd level Gazetted Posts



and equivalent posts in the departments specified in Schedule I. Referring to Rule 9(b) of the KAS Rules, the Government contended that it is not an inviolable rule that 10% of such posts should necessarily be fixed as the cadre strength, as the rule only prescribes a maximum limit and thus the Government retains the authority to fix the cadre strength at a lower level if it is found necessary. The relevant part of Rule 9 reads as follows:

“9. Appointments and Promotions:

(a) Promotions shall be subject to the cadre strength fixed by Government and on completion of the specified number of years of service prescribed under these rules.

(b) One-third of the vacancies arising every year in the 2nd Gazetted Post in each Department and Common Category, specified in Table I in Schedule II, shall be set apart for appointment from the KAS.

Provided that the maximum share of 10% of the total posts, specified in Column (4) in Table I of Schedule II shall not be exceeded.

Provided that, in doing so, the first, fourth, seventh and vacancies in that order shall be the vacancies that shall be set apart for



appointment from the KAS.

(c) For promotion of an officer at any level in the KAS against a vacancy in a post specified in Table II to IV in Schedule II, one- third of the vacancies arising every year in such post shall be set apart for promotion for officers from the KAS.

Provided that the maximum share of 10% of the total posts, specified in Column (4) in Table II to IV of Schedule II shall not be exceeded.

xxxxxxx

On a close reading of Rule 9(b), we are unable to subscribe to the said contention. In fact, Rule 9(b) is totally irrelevant for fixation of the cadre strength. The actual purpose of Rule 9(b) is to ensure that one-third of the vacancies arising every year in the 2nd Gazetted Posts have to be set apart for KAS appointment. However, the 1st proviso cautions that while appointing persons in the one-third vacancies so set apart, the maximum share of 10% of the total posts should not be exceeded, in any circumstance. The appointment to the vacancies



in the 2nd level Gazetted Posts is a continuing process and thus 10% of the total posts cannot be exceeded at any point of time. This is the mandate of Rule 9(b). A similar provision is made in Rule 9(c) as well. The said provision is in respect of promotion to be given to officers at any level in the KAS against a vacancy in a post specified in Tables II to IV in Schedule II. Rule 9(c) states that one-third of the vacancies arising every year in such a post shall be set apart for promotion for officers from the KAS. But, proviso to Rule 9(c) states that, in that process, the maximum share of 10% of the total posts shall not be exceeded. It is thus apparent that the above clauses are enacted with a different purpose.

8. In fact, the second paragraph of Rule 4(a) of the KAS Rules makes it further clear that the cadre strength of entry-level KAS officers is exactly 10% of the sanctioned strength of the 2nd Gazetted Posts



in the specified departments. It is stated therein that *"the 10% Gazetted posts so set apart shall include higher grade posts and posts on account of ratio promotions also"*. The posts to be set apart are thus a fixed figure. Therefore, it can be concluded that the cadre strength of entry-level KAS posts is 10% of the sanctioned strength of 2nd Gazetted Posts or the equivalent posts in the departments specified in Schedule I.

9. Another contention raised by the Government is that as per Rule 4(e) of the KAS Rules, the Government has reserved its right to reduce the cadre strength of KAS from time to time and thus there is nothing wrong in Annexure A3 order even if the figure 105 is on the lower side. It is also argued that Rule 2(18) of the Kerala State and Subordinate Services Rules (KS&SSR) permits the Government to determine the cadre of each service. However, it is evident from the bare reading of the



first part of Rule 4(e) that it permits the Government to refix the cadre strength only when additional posts are created. The second part, on the other hand, enables it to modify the schedule of KAS Rules for including or deleting any department from it, but this power can be exercised only by an amendment of the said Rules, as in the nature of Amendment Rules, 2019. When the Special Rules explicitly prescribe the method for determination of the cadre strength, the provisions in the general rule have only a limited scope and thus Rule 2(18) of KS&SSR will not also help the Government in this regard.

10. When the Government asserts that the total number of posts in the Schedule is only 1206, the contesting respondents argues that, even if the number of the sanctioned strength of such posts is fixed as 1206, the fixation of cadre strength at 105 is erroneous, as 10% of 1206 amounts to 120.6.



However, the Government points out that the KAS cadre strength cannot be fixed by using such a straightjacket formula, since the fixation can be done only as per the method provided in Rule 4 read with Rule 9 of the KAS Rules.

11. To resolve this dispute, it is necessary to look into the relevant rules once again. The reason why the Government says that there cannot be a straightjacket formula based on 10% of the sanctioned strength of the 2nd Gazetted or equivalent Posts is in view of the provision for rounding off the figure so worked out to the next lower integer. Rule 7(e) and 7(f) read thus:

“(e) Ten percent of posts in for each entry, rounded off to the next lower integer, shall be computed first and entered in Column (4) in Tables I to IV in Schedule III.

Provided that for this purpose, all the posts set apart for Direct Recruitment for appointment as Deputy Collectors shall be taken into account for fixing the cadre strength of KAS as specified in Rule 17 herein and shall be entered against the



corresponding entry for Deputy Collectors
in Column (4) in Table I in Schedule III.

(f) However, if the number of posts identified against any post in Schedule III, consequent to rounding off to the next lower integer is zero, then an additional post shall be created against each of such posts and shown in Column (5) in Schedule III."

The effect of Rule 7(e) is that even if the number of posts in a particular entry is 19, 10% of it would be only 1 and not 2, as the figure 1.9 is to be rounded off to the next lower integer, i.e., 1. The KAS Rules specifically provide a table for working out the above exercise. It is provided in Schedule III as Table III. Viewed in this backdrop, it appears that the Government is justified in reducing the number of posts from 120. However, the issue does not end there, as another roadblock remains for the Government.

12. The said provision has certain exceptions. That is provided in the proviso to sub-clause (e) as



well as in sub-clause (f). The proviso says that all the posts set apart for direct recruitment of Deputy Collectors shall be taken into account for fixing the cadre strength of KAS, as specified in Rule 17. Sub-rule(f) of Rule 7 provides that when the number of posts identified against any entry becomes zero owing to the rounding off to the next lower integer, then an additional post has to be created against each of such posts. Besides, after the amendments in 2019, Rule 18(b) provides as follows:

“(b) The posts set apart for Direct Recruitment of the category of Administrative Officer under item (iii) of paragraph 3 of G.O.(Ms) No.267/72/PD. dated 7th July, 1972 and the posts set apart for Direct Recruitment of the category of District Educational Officer specified under item 3 of rule 2 of the Kerala General Education Service and the posts set apart for Direct Recruitment of the category of Financial Assistants under clause (b) of rule 4 of the Special Rules for Financial Assistants and Finance Officers in the Various Departments of the State of



Kerala, 1991 as on the date of notification of the Kerala Administrative Service Rules 2018 shall be assigned to the cadre of KAS."

Thus, all the posts - not merely 10% of them - set apart for direct recruitment of (a) District Educational Officer, (b) Financial Assistants, and (c) Finance Officers, are statutorily assigned to the cadre of KAS, in addition to the post of Deputy Collectors.

13. The respondents furnished the details of vacancies and posts available in the above four categories. According to them, even if the Government reduces a few posts while working out the method provided above (rounding off to the next lower integer), they ought to have straightaway added several posts in the cadre of KAS entry level on account of the statutory inclusion of the above four categories of posts. The contention is, indeed, meritorious.

14. Based on the above argument, it is pointed



out by the respondents that, at least 26 additional posts could have been filled up from the above-said rank list (5 Deputy Collectors, 11 Administrative Officers and 10 District Educational Officers), but the Government unjustifiably limited the number to 105. According to the respondents, as the validity of Annexure A21 rank list would have ended on 07/10/2022, the Tribunal on 07/10/2021, directed the Government as per Ext.P2 interim order to provisionally report 54 vacancies to the PSC. When the Government disobeyed the order of the Tribunal, contempt proceedings were initiated against the Government and consequently it issued Annexure R1(c) requisition on 01.04.2023 to the PSC to the effect that 54 provisional vacancies are to be considered as reported with effect from 07.10.2022. Thus, the impugned order passed by the Tribunal is completely justifiable, it is contended.

15. It is already found that the KAS Rule itself



specifically provides the methods for determination of the cadre strength and the details of the posts to be included in it. In that case, what remains on the part of the Government is merely the formal act of consolidating the figures in accordance with the provisions of the KAS Rules and issuing a notification to that effect. Evidently, Ext.A3 was not issued in consonance with the above scheme of the KAS Rules. In Annexure A3 itself it is stated that, out of the 29 Departments listed in the Schedule, 105 posts were identified only from 24 Departments. It is also not in dispute that the Government excluded many other posts while fixing the cadre strength at 105. This situation brings us to the ultimate issue, namely, whether the Government's failure to act in accordance with the statutory rules while fixing the cadre strength alone constitutes a justifiable ground for passing the impugned order. To answer this question, let us



first consider the explanation offered by the State.

16. In the reply statement filed by the Government before the Kerala Administrative Tribunal, it is stated that out of the 1258 posts initially included in Schedule II of the KAS Rules, 52 posts were removed from the said Table by the Amendment Rules, 2019 as those posts were inadvertently included and thus the remaining number of posts is only 1206. It is further stated that a large number of posts in Table I of Schedule II of the KAS Rules belonged to 3rd and 4th level Gazetted Posts and the Government intends to rectify the said mistake by amending the Table, but it is a time-consuming process. When the Government called for reports from various departments mentioned in Schedule I of the KAS Rules, certain other anomalies of the above nature were also found and accordingly, the Government decided to maintain the cadre strength of KAS entry level at 105. The Government



further stated that a Secretary Level Committee headed by the Chief Secretary was constituted to re-examine Schedule II of the KAS Rules and to make recommendations on whether the KAS Rules require amendment. The Committee later recommended that the KAS Rules should be amended by removing the 3rd and 4th level Gazetted Posts from Schedule I and II that were erroneously included. The Government states that, because of this, no more posts are available for reporting to the PSC from the rank list which expired on 08.10.2022.

17. The above statement, on the one hand, shows that the determination of cadre strength in Annexure A3 is not strictly in accordance with the KAS Rules, but on the other hand, it clarifies that certain mistakes and anomalies had crept into the KAS Rules while describing the various posts in the Schedule and that the measures to correct the mistakes are underway. The cadre strength is fixed in Annexure A3



taking into account those anomalies and mistakes. The amendment of the KAS Rules might require some time and in the meanwhile, if the candidates included in the rank list are appointed against the vacancies mistakenly included in the Schedule, it would result in unintended consequences, the Government clarifies.

18. In the above circumstances, the question to be considered is whether the impugned order issued by the Tribunal is justified. Having found all the above facts, the Tribunal observed that the candidates included in the rank list have every right to be considered for appointment in accordance with the Rules as long as the Rules are in force; otherwise, it would be violative of Articles 14 and 16 of the Constitution of India. The Tribunal further noted that it had already directed the Government to report the vacancies to the Public Service Commission well before the expiry of the



rank list and thus, the Tribunal directed the Government to determine the cadre strength in accordance with the KAS Rules and to appoint candidates from the rank list.

19. We are afraid we cannot concur with the above opinion. It is well-settled law that an appointing authority may for good and sufficient reasons take a decision not to fill up the existing vacancies even if a valid rank list is in force. The appointing authority has every right to decide that a particular number of vacancies should not be filled, on reasonable and genuine grounds. The action of the appointing authority in that regard can be challenged before a court of law only if the exercise of the appointing authority is arbitrary, unreasonable or manifestly illegal. Further, a direction to fill up vacancies from an expired rank list cannot be issued merely on the ground that the appointing authority earlier failed to comply with



the direction of the court to report the vacancies.

20. This Court has considered similar aspects in **Kerala Public Service Commission and Another v. Sheejamol M.C. and Others** [2020(5)KHC 555]. A Full Bench of this Court settled the law in this regard after framing the following issues:

*“(i) Is the failure of an appointing authority to comply with an interim direction issued by this Court to report specific vacancies before the expiry of the ranked list, a ground to pass a final order directing the appointing authority to fill up vacancies from the ranked list which has, by passage of time, expired?
(ii) If the answer to the aforesaid is in the affirmative, what are the circumstances in which such an order would be passed as in State of Kerala v.Sreekandan (1993 KHC 23) directing the appointing authority to fill up specific vacancies from the ranked list which has expired?*

(iii) Can this Court be approached to compel an appointing authority to fill up vacancies from a ranked list prepared by the Public Service Commission even if the appointing authority / employer does not intend to fill up that particular vacancy / vacancies for genuine and



bona fide reasons?"

21. The Full Bench answered the reference in the following lines:

“(I) The judgment in *Public Service Commission v. Govindan (supra)* does not require reconsideration. The judgment conforms in every respect to the law laid down by the Full Bench of this Court in *State of Kerala v. Sreekandan (supra)*. If this Court were to conclude on final adjudication of the *lis* that a particular appointing authority has purposefully and with *mala fide* intentions refused to comply with interim directions issued to report certain vacancies before the expiry of the ranked list then, this Court on consideration of individual facts and in the rarest of rare situations may direct appointment of candidates included in the ranked list which has expired, as was done in *Sreekandan*;

(II) An appointing authority may, for good and sufficient reasons, take a decision not to fill up existing vacancies and merely on account of the fact that there is a ranked list in force, this Court will not, in exercise of its jurisdiction under Art.226 of the Constitution of India, compel the appointing authority to



fill up those vacancies. Circumstances such as financial difficulties, or as in the facts of these cases, orders of statutory authorities resulting in reduction of the number of vacancies or abolition of posts etc. would be good and sufficient reason for the appointing authority to take a decision not to fill up the vacancies."

In the case at hand, we are absolutely unable to hold that the Government acted in an arbitrary or unreasonable manner. Though we have found that the Government is not justified in contending that the fixation of the cadre strength of KAS posts is its prerogative, we have no hesitation to hold that the Government has shown genuine and sufficient reasons for not appointing more than 105 candidates from the rank list. True, to rectify the anomalies in the Schedule of KAS Rules, Rule amendment is required and the same is not so far in existence. At the same time, the Government being the appointing authority, can very well take a decision that appointment



should not be made to the posts which are inadvertently or mistakenly included in the Schedule. That apart, Rule 4, a substantive provision of the KAS Rules, declares that the entry level KAS post is a 2nd Gazetted Post. Then, if the Schedule, a subordinate part of the Rule, contains certain categories of posts which do not fit in the meaning attributed by the substantive provision, the appointing authority can proceed further with recruitment as guided by the main clause. For this reason, we also find no purpose in interfering with Annexure A3 order.

22. We also note another serious infirmity in the impugned order. The rank list had expired much before the date of the impugned order. Indeed, in certain cases, the Tribunal has the authority to issue a direction to the appointing authority to fill up the vacancies from an expired rank list, when the appointing authority did not report the



vacancy despite the interim order issued by the Tribunal while the list was in force. In this case, although the Government reported the vacancies pursuant to the directions of the Tribunal, it did so only after the expiry of the rank list, albeit with a rider that the reporting would have retrospective effect. However, the Tribunal has not considered the law laid down by the Full Bench in **Sheejamol's** case (supra) as to the circumstances in which such an extraordinary course can be resorted to while issuing such a direction. The Full Bench held that an order of the above nature could be issued only in exceptional and rare cases where the court finds during the final adjudication that the appointing authority has purposely and with mala fide intention disobeyed the directions of the court. The Tribunal did not advert to any such circumstance while passing the order. On the contrary, the Government has meticulously explained



why it was unable to comply with the directions of the Tribunal. Thus, we find no justification in issuing the impugned order. It is liable to be set aside.

Accordingly, all the original petitions are allowed and the impugned orders are set aside.

Sd/-

A.MUHAMED MUSTAQUE

JUDGE

Sd/-

P.KRISHNA KUMAR

JUDGE

SV



APPENDIX OF OP(KAT) 47/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LIST NO. 361/2021/SSVI FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) RAINEE, STREAM - 2 (CATEGORY NO. 187/2019) PUBLISHED BY THE 2ND RESPONDENT DATED 08.10.2021.
- ANNEXURE A2 TRUE COPY OF THE KERALA ADMINISTRATIVE SERVICE (KAS) RULES 2018 WITH SCHEDULES I AND II.
- ANNEXURE A3 TRUE COPY OF THE AMENDMENT, AS NOTIFIED IN KERALA GAZETTE EXTRA ORDINARY DATED 11.07.2019 AS PER G.O.(P) NO. 4/2019/P&ARD.
- ANNEXURE A4 TRUE COPY OF THE GOVERNMENT ORDER G.O. (MS.) NO. 168/2021/GAD DATED 16.09.2021.
- ANNEXURE A5 TRUE COPY OF THE RELEVANT EXTRACT OF THE NOTIFICATION DATED 29.05.2019 FOR DIRECT RECRUITMENT TO THE POST OF ADMINISTRATIVE OFFICER GR.II IN CATEGORY 053/2019.
- ANNEXURE A6 TRUE COPY OF THE NOTIFICATION NO. GRII B2/50007/2018-KPSC DATED 09.01.2020, CONTAINING BOTH MALAYALAM AND ENGLISH VERSIONS.
- ANNEXURE A7 TRUE COPY OF THE GOVERNMENT ORDER, G.O. (RT.) NO. 3952/2021/GAD DATED 18.10.2021.
- ANNEXURE A8 TRUE COPY OF THE REPRESENTATION DATED 11.11.2021 SUBMITTED BY THE APPLICANT TO THE 1ST RESPONDENT.
- ANNEXURE R1(A) TRUE COPY OF THE G.O.(P) NO. 9/2021/GAD DATED 06.02.2021 ISSUED BY THE 1ST RESPONDENT.
- ANNEXURE A9 TRUE COPY OF THE G.O. (MS.) NO. 267/72/PD DATED



7TH JULY 1972.

- ANNEXURE A10 TRUE COPY OF THE RTI APPLICATION DATED 13.10.2021 FILED BEFORE THE EDUCATION DEPARTMENT BY ONE SIMILARLY AGGRIEVED CANDIDATE AS THE APPLICANT.
- ANNEXURE A11 TRUE COPY OF THE RTI REPLY NO. D3/11653/2021/DGE BY THE EDUCATION DEPARTMENT DATED 25.10.2021 EVIDENCING THE NUMBER OF POSTS OF DEO AND THE PERCENTAGE OF POSTS SET APART FOR DIRECT RECRUITMENT.
- EXHIBIT P1 TRUE COPY OF THE ORIGINAL APPLICATION (EKM) NO. 1960/2021
- EXHIBIT P2 A TRUE COPY OF THE REPLY STATEMENT FILED ON BEHALF OF THE 1 ST RESPONDENT.
- EXHIBIT P3 TRUE COPY OF THE REJOINDER STATEMENT FILED BY THE APPLICANT IN THE O.A. BEHALF OF THE 1ST RESPONDENT.
- EXHIBIT P4 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN O.A. (EKM) NO. 1960/2021.
- EXHIBIT P5 A TRUE COPY OF THE ABOVE G.O.(MS.) NO. 185/2023/GAD DATED 01.12.2023.
- EXHIBIT P6 A TRUE COPY OF THE G.O.(RT.) NO. 2969/2023/GAD DATED 03.07.2023.



APPENDIX OF OP(KAT) 51/2024

PETITIONERS ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE GAZETTE NOTIFICATION VIDE CATEGORY NO. 186/2019-188/2019 DATED 01.11.2019 PUBLISHED BY THE SECRETARY, KERALA PUBLIC SERVICE COMMISSION.
- ANNEXURE A2 TRUE COPY OF THE RANKED LIST FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM - 1 VIDE RANKED LIST NO. 360/2021/SSVI (CATEGORY NO. 186/2019) PUBLISHED BY THE KERALA PUBLIC SERVICE COMMISSION.
- ANNEXURE A3 TRUE COPY OF THE RANKED LIST FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM-2 VIDE RANKED LIST NO. 361/2021/SS VI (CATEGORY NO. 187/2019) PUBLISHED BY THE KERALA PUBLIC SERVICE COMMISSION.
- ANNEXURE A4 TRUE COPY OF THE G.O. (P) NO. 12/2017/P&ARD DATED 29.12.2017.
- ANNEXURE A5 TRUE COPY OF THE G.O. (P) NO. 4/2019/P&ARD DATED 11.07.2019.
- ANNEXURE A6 TRUE COPY OF THE ORDER NO. 4622/A3/2021/IDK/KSCSC&ST DATED 26.10.2021 OF THE KERALA STATE COMMISSION FOR SCHEDULED CASTES AND SCHEDULED TRIBES.
- ANNEXURE A7 TRUE COPY OF THE JUDGMENT IN O.P. (KAT) NO. 409/2020 DATED 28.01.2021.
- ANNEXURE A8 TRUE COPY OF THE G.O. (P) NO. 9/2021/GAD DATED 02.02.2021.
- ANNEXURE A9 TRUE COPY OF THE G.O. (MS.) NO. 168/2021/GAD DATED 16.09.2021.
- ANNEXURE A10 TRUE COPY OF THE SENIORITY LIST OF DEPUTY



COLLECTOR FOR THE PERIOD FROM 01.01.1997 TO 31.10.2009.

ANNEXURE A10 (A) TRUE COPY OF THE G.O. (RT.) NO. 3672/2021/RD DATED 02.11.2021.

ANNEXURE A11 TRUE COPY OF THE APPLICATION UNDER RIGHT TO INFORMATION ACT DATED 13.10.2021 MADE BY THE SRI. BIBIN BABY.

ANNEXURE A11 (A) TRUE COPY OF THE INFORMATION RECEIVED UNDER THE RIGHT TO INFORMATION ACT VIDE NO. D3/11652/2021/DGE DATED 25.10.2021.

ANNEXURE A12 TRUE COPY OF THE EXTRAORDINARY GAZETTE NOTIFICATION VIDE CATEGORY NO. 053/2019 DATED 29.05.2019 PUBLISHED BY THE SECRETARY, PUBLIC SERVICE COMMISSION.

ANNEXURE A12 (A) TRUE COPY OF THE NOTIFICATION NO. GRII B2/50007/2018-KPSC DATED 09.01.2020 PUBLISHED BY THE SECRETARY, PUBLIC SERVICE COMMISSION.

ANNEXURE A13 TRUE COPY OF THE REPRESENTATION SUBMITTED BY THE 1ST APPLICANT BEFORE THE GOVERNMENT DATED 10.11.2021.

ANNEXURE A13 (A) TRUE COPY OF THE REPRESENTATION SUBMITTED BY THE 2ND APPLICANT BEFORE THE GOVERNMENT DATED 10.11.2021.

ANNEXURE A13 (B) TRUE COPY OF THE REPRESENTATION SUBMITTED BY THE 3RD APPLICANT BEFORE THE GOVERNMENT DATED 08.11.2021.

ANNEXURE A13 (C) TRUE COPY OF THE COVERING LETTER NO. EC2-2792/2021 DATED 09.11.2021 ADDRESSING THE GOVERNMENT BY THE EXECUTIVE ENGINEER.

ANNEXURE A13 (D) TRUE COPY OF THE SENDING RECEIPT OF THE 2ND APPLICANT.



ANNEXURE A14 TRUE COPY OF THE G.O.(RT.) NO. 3952/2021/GAD
DATED 18.10.2021.

ANNEXURE R1(A) TRUE COPY OF THE G.O.(RT.) NO. 2951/2022/GAD
DATED 13.07.2022.

EXHIBIT P1 A TRUE COPY OF THE ORIGINAL APPLICATION NO.
2359/2021

JOINT JOINT APPLICATION
APPLICATION

EXHIBIT P2 A TRUE COPY OF THE REPLY STATEMENT FILED ON
BEHALF OF THE 1ST RESPONDENT.

EXHIBIT P3 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN
O.A. NO. 2359/2021.

EXHIBIT P4 A TRUE COPY OF THE G.O.(MS.) NO. 185/2023/GAD
DATED 01.12.2023.

EXHIBIT P5 A TRUE COPY OF THE ABOVE G.O.(RT.) NO.
2969/2023/GAD DATED 03.07.2023.



APPENDIX OF OP(KAT) 70/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1** TRUE COPY OF THE RANKED LIST NO. 361/2021/SS VI FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM-2 (CATEGORY NO. 187/2019) PUBLISHED BY THE 2ND RESPONDENT
- ANNEXURE A2** TRUE COPY OF THE KERALA ADMINISTRATIVE SERVICE (KAS) RULES 2018 WITH SCHEDULES-I AND II
- ANNEXURE A3** TRUE COPY OF THE AMENDMENT ,AS NOTIFIED IN KERALA GAZETTE EXTRA ORDINARY DATED 11.07.2019 AS PER G.O (P) NO. 4/2019/P&ARD
- ANNEXURE A4** TRUE COPY OF THAT GOVERNMENT ORDER G.O. (MS) NO.168/2021/GAD DATED 16.09.2021
- ANNEXURE A5** TRUE COPY OF THE RELEVANT EXTRACT OF THAT NOTIFICATION DATED 29.05.2019 FOR DIRECT RECRUITMENT TO THE POST OF ADMINISTRATIVE OFFICER GRADE-II IN CATEGORY 053/2019
- ANNEXURE A6** TRUE COPY OF THAT NOTIFICATION NO.GR II B2/50007/2018-KPSC DATED 09/01/2020,CONTAINING BOTH MALAYALAM AND ENGLISH VERSIONS
- ANNEXURE A7** TRUE COPY OF THAT GOVERNMENT ORDER G.O. (RT) NO. 3952/2021/GAD DATED 18.10.2021
- ANNEXURE A8** TRUE COPY OF THE REPRESENTATION DATED 11/11/2021 SUBMITTED BY THE APPLICANT TO THE 1ST RESPONDENT
- ANNEXURE R1 (A)** TRUE COPY OF THE G.O. (P) NO. 9/2021/GAD DATED 06.02.2021 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A9** TRUE COPY OF THE G.O (MS) NO. 267/72/PD DATED 7TH JULY 1972
- ANNEXURE A10** TRUE COPY OF THE RTI APPLICATION DATED



13/10/2021 FILED BEFORE THE EDUCATION
DEPARTMENT BY ONE SIMILARLY AGGRIEVED
CANDIDATE AS THE APPLICANT

- ANNEXURE A11 TRUE COPY OF THE RTI REPLY NO.
D3/11653/2021/D.E.O BY THE EDUCATION
DEPARTMENT DATED 25/10/2021 EVIDENCING THE
NUMBER OF POSTS OF DEO AND THE PERCENTAGE OF
POSTS SET APART FOR DIRECT RECRUITMENT
- EXHIBIT P1 THE TRUE COPY OF THE ORIGINAL APPLICATION, O.A
(EKM) NO.1960/2021
- EXHIBIT P2 THE TRUE COPY OF THE REPLY STATEMENT FILED BY
THE RESPONDENT NO. 2 DATED 15/07/2022
- EXHIBIT P3 THE TRUE COPY OF THE REJOINDER FILED BY THE
RESPONDENT NO. 1 DATED 17/09/2022
- EXHIBIT P4 THE TRUE COPY OF THE ORDER DATED 13/10/2023 IN
O.A (EKM) NO. 1960/2021



APPENDIX OF OP(KAT) 87/2024

PETITIONERS ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF G.O(MS) NO.01/2017/P&ARD DATED 04.01.2017. (WITH TYPED COPY)
- ANNEXURE A2 TRUE COPY OF THE G.O(P) NO.12/2017/P&ARD DATED 29.12.2017
- ANNEXURE A3 TRUE COPY OF THE G.O(P) NO.4/2019/P&ARD DATED 11.07.2019
- ANNEXURE A4 TRUE COPY OF THE RANKED LIST FOR KAS (JUNIOR TIME SCALE) OFFICER TRAINEE STREAM 2 DATED 08.10.2021 PUBLISHED BY THE 5TH RESPONDENT
- ANNEXURE A5 TRUE COPY OF THE G.O(P) NO.9/2021/GAD DATED 06.02.2021 ISSUED BY THE FIRST PETITIONER ALONG WITH THE DETAILS OF THE POST IDENTIFIED FOR KAS
- ANNEXURE A6 TRUE COPY OF THE TABULATION STATEMENT OF VACANCIES PREPARED BY THE RESPONDENTS 1 TO 4 ON THE BASIS OF THE INFORMATION RECEIVED UNDER RIGHT TO INFORMATION ACT.
- ANNEXURE A7 TRUE COPY OF G.O(RT) NO.2951/2022/GAD DATED 13.07.2022
- ANNEXURE A8 TRUE COPY OF THE APPOINTMENT CHART PUBLISHED BY THE 4TH RESPONDENT
- ANNEXURE A9 TRUE COPY OF G.O(MS) NO.24/2017/SOCIAL WELFARE DEPARTMENT DATED 30.06.2017
- ANNEXURE A10 TRUE COPY OF THE APPLICATION DATED 07.02.2022 UNDER RTI ACT.
- ANNEXURE A11 TRUE COPY OF THE REPLY DATED 08.03.2022 FROM THE DIRECTORATE OF WOMEN AND CHILD WELFARE DEPARTMENT UNDER RTI ACT.



- ANNEXURE A12** TRUE COPY OF THE DETAILS OF POSTS FOR KAS
PUBLISHED BY THE PERSONNEL & ADMINISTRATIVE
REFORMS DEPARTMENT
- ANNEXURE A13** TRUE COPY OF THE LETTER NO.HSE/2437/2021-ADA1
DATED 17.12.2021 THE DIRECTOR OF GENERAL
EDUCATION TO THE FIRST PETITIONER
- ANNEXURE A14** TRUE COPY OF THE INFORMATION PUBLISHED IN THE
WEBSITE OF GENERAL EDUCATION DEPARTMENT
- ANNEXURE A15** TRUE COPY OF THE G.O(MS) NO.134/2022/LSGD DATED
25.06.2022
- ANNEXURE A16** TRUE COPY OF THE RELEVANT PAGES OF THE REPORT
OF THE XI PAY REVISION COMMISSION KERALA PART I
- EXHIBIT P1** A TRUE COPY OF THE O.A NO.1717/2022
- EXHIBIT P2** A TRUE COPY OF THE PROFORMA FOR REPORTING
VACANCIES DATED 10.03.2023
- EXHIBIT P3** A TRUE COPY OF THE ORDER DATED 13.10.2023 IN
O.A. (EKM) NO. 1459/2022
- EXHIBIT P4** A TRUE COPY OF THE ABOVE G.O.(MS.) NO.
185/2023/GAD DATED 01.12.2023
- EXHIBIT P5** A TRUE COPY OF THE ABOVE G.O.(RT.) NO.
2969/2023/GAD DATED 03.07.2023
- EXHIBIT P6** TRUE COPY OF THE ORDER PASSED BY THE KERALA
ADMINISTRATIVE TRIBUNAL ON 14.12.2023



APPENDIX OF OP(KAT) 93/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1** TRUE COPY OF THE RANKED LIST NO. 362/2021/SS VI DATED 08/10.2021 FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM-3 (CATEGORY NO.188/2019) PUBLISHED BY THE 3RD RESPONDENT
- ANNEXURE A1 (A)** TRUE COPY OF THE RANKED LIST NO. 361/2021/SS VI DATED 08/10.2021 FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM-3 (CATEGORY NO.187/2019) PUBLISHED BY THE 3RD RESPONDENT
- ANNEXURE A2** TRUE COPY OF THE SPECIAL RULES FOR KERALA ADMINISTRATIVE SERVICE (KAS) ALONG WITH SCHEDULES-I,II AND III
- ANNEXURE A3** TRUE COPY OF THE G.O. (MS) NO.168/2021/GAD DATED 16.09.2021
- ANNEXURE A4** TRUE COPY OF THE RELEVANT EXTRACT OF GAZETTE NOTIFICATION DATED 29.05.2019 TO THE POST OF ADMINISTRATIVE OFFICER GRADE-II IN VARIOUS DEPARTMENTS (CATEGORY NO. 053/2019)
- ANNEXURE A5** TRUE COPY OF THE NOTIFICATION NO.GR II B2/50007/2018-KPSC DATED 09.01.2020 OF THE 2ND RESPONDENT
- ANNEXURE A6** TRUE COPY OF THE ORDER NO. G.O. (RT) NO.3952/2021/GAD DATED 18.10.2021
- ANNEXURE A7** TRUE COPY OF THE APPLICATION DATED 13.10.2021 SUBMITTED BY SHRI .BIPIN BABY BEFORE THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION
- ANNEXURE A8** TRUE COPY OF THE REPLY DATED 25.10.2021 RECEIVED BY SHRI.BIPIN BABY FROM THE STATE



**PUBLIC INFORMATION OFFICER IN THE OFFICE OF
THE DIRECTOR OF GENERAL EDUCATION**

- ANNEXURE A9** **TRUE COPY OF THE GOVERNMENT LETTER NO.
GED.C3/48/2019/GED DATED 30.12.2019**
- ANNEXURE A10** **TRUE COPY OF THE LETTER NO. 61162/SPECIAL-
B1/2015/P&ARD DATED 18-9-2015 OF 2ND
RESPONDENT ADDRESSING SRI SURJITH S.R**
- EXHIBIT P1** **THE TRUE COPY OF THE ORIGINAL APPLICATION,
O.A NO.1605/2022**
- EXHIBIT P2** **THE TRUE COPY OF THE REPLY STATEMENT FILED BY
THE RESPONDENT NO. 1 DATED 16/01/2023**
- EXHIBIT P3** **THE TRUE COPY OF THE ORDER DATED 13/10/2023
IN O.A NO.1605/2022**



APPENDIX OF OP(KAT) 95/2024

PETITIONERS ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LIST NO. 362/2021/SS VI DATED 08.10.2021 FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM - 3 (CATEGORY NO. 188/2019) PUBLISHED BY THE 3RD RESPONDENT.
- ANNEXURE A1 (A) TRUE COPY OF THE RANKED LIST NO. 361/2021/SS VI DATED 08.10.2021 FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM-2 (CATEGORY NO. 187/2019) PUBLISHED BY THE 3RD RESPONDENT.
- ANNEXURE A2 TRUE COPY OF THE SPECIAL RULES FOR KERALA ADMINISTRATIVE SERVICE (KAS) ALONG WITH SCHEDULES I, II AND III
- ANNEXURE A3 TRUE COPY OF THE GOVERNMENT ORDER, G.O. (MS.) NO. 168/2021/GAD DATED 16.09.2021.
- ANNEXURE A4 TRUE COPY OF THE RELEVANT EXTRACT OF GAZETTE NOTIFICATION DATED 29.05.2019 TO THE POST OF ADMINISTRATIVE OFFICER GR.II IN VARIOUS DEPARTMENTS (CATEGORY NO. 053/2019)
- ANNEXURE A5 TRUE COPY OF THE NOTIFICATION NO. GR.II B2/50007/2018-KPSC DATED 09.01.2020 OF THE 3RD RESPONDENT.
- ANNEXURE A6 TRUE COPY OF THE ORDER NO. G.O. (RT.) NO. 3952/2021/GAD DATED 18.10.2021.
- ANNEXURE A7 TRUE COPY OF THE APPLICATION DATED 13.10.2021 SUBMITTED BY SRI. BIPIN BABY BEFORE THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION.
- ANNEXURE A8 TRUE COPY OF THE REPLY NO. D3/11652/2021/DGE DATED 25.10.2021 RECEIVED BY SHRI. BIPIN BABY



FROM THE STATE PUBLIC INFORMATION OFFICER IN
THE OFFICE OF THE DIRECTOR OF GENERAL
EDUCATION.

- ANNEXURE A9 TRUE COPY OF THE GOVERNMENT LETTER NO.
GED.C3/48/2019/GED DATED 30.12.2019.
- ANNEXURE 10 TRUE COPY OF THE LETTER NO. 61162/SPECIAL-
B1/2015/GAD DATED 18.09.2015 OF 2ND
RESPONDENT ADDRESSING SRI. SUJITH S.R.
- EXHIBIT P1 A TRUE COPY OF THE ORIGINAL APPLICATION NO.
1605/2022 DATED 04.09.2022
- EXHIBIT P2 A TRUE COPY OF THE REPLY STATEMENT FILED ON
BEHALF OF THE 1ST RESPONDENT DATED 16.01.2023
- EXHIBIT P3 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN
O.A. NO. 1605/2022
- EXHIBIT P4 A TRUE COPY OF THE G.O.(MS.) NO. 185/2023/GAD
DATED 01.12.2023.
- EXHIBIT P5 A TRUE COPY OF THE G.O.(RT.) NO.
2969/2023/GAD DATED 03.07.2023.



APPENDIX OF OP(KAT) 115/2024

PETITIONERS ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LIST NO. 362/2021/SS VI DATED 08.10.2021 FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE, STREAM - 3 (CATEGORY NO. 188/2019) PUBLISHED BY THE 3RD RESPONDENT.
- ANNEXURE A2 TRUE COPY OF THE SPECIAL RULES FOR KERALA ADMINISTRATIVE SERVICE (KAS) ALONG WITH SCHEDULES I, II AND III
- ANNEXURE A3 TRUE COPY OF THE GOVERNMENT ORDER, G.O. (MS.) NO. 168/2021/GAD DATED 16.09.2021.
- ANNEXURE A4 TRUE COPY OF THE RELEVANT EXTRACT OF GAZETTE 38 NOTIFICATION DATED 29.05.2019 TO THE POST OF ADMINISTRATIVE OFFICER GR.II IN VARIOUS DEPARTMENTS.
- ANNEXURE A5 TRUE COPY OF THE NOTIFICATION NO. GR.II B2/50007/2018-KPSC DATED 09.01.2020 OF THE 2ND RESPONDENT.
- ANNEXURE A6 TRUE COPY OF THE ORDER NO. G.O. (RT.) NO. 3952/2021/GAD DATED 18.10.2021.
- ANNEXURE A7 TRUE COPY OF THE APPLICATION DATED 13.10.2021 SUBMITTED BY SRI. BIPIN BABY BEFORE THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION.
- ANNEXURE A8 TRUE COPY OF THE REPLY NO. D3/11652/2021/DGE DATED 25.10.2021 RECEIVED BY SHRI. BIPIN BABY FROM THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION.
- ANNEXURE A9 TRUE COPY OF THE GOVERNMENT LETTER NO. GED.C3/48/2019/GED DATED 30.12.2019.



- ANNEXURE A10 TRUE COPY OF THE LETTER NO. 61162/SPECIAL-31/2015/P&ARD DATED 18.09.2015 OF 2 ND RESPONDENT ADDRESSING SRI. SUJITH S.R.
- ANNEXURE R1 (A) TRUE COPY OF THE G.O. (RT.) NO. 2951/2022/GAD DATED 13.07.2022.
- ANNEXURE R1 (B) TRUE COPY OF THE FINAL ORDER DATED 27.10.2022 IN O.A. NO. 634/2022.
- EXHIBIT P1 TRUE COPY OF THE ORIGINAL APPLICATION NO. 1689/2022
- EXHIBIT P2 TRUE COPY OF THE REPLY STATEMENT FILED ON BEHALF OF THE 1ST RESPONDENT.
- EXHIBIT P3 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN O.A. NO. 1689/2022.
- EXHIBIT P4 TRUE COPY OF THE G.O. (MS.) NO. 185/2023/GAD DATED 01.12.2023.
- EXHIBIT P5 TRUE COPY OF THE G.O. (RT.) NO. 2969/2023/GAD DATED 03.07.2023.



APPENDIX OF OP(KAT) 123/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LIST DATED 08-.10.2021 FOR THE POST OF KERALA ADMINISTRATIVE SERVICE OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM-I (CATEGORY NO. 186/2019) PUBLISHED BY THE 2ND RESPONDENT (RELEVANT PORTION) .
- ANNEXURE A2 TRUE COPY OF G.O.(P)NO.12/2017/PBARD DATED 29.12.2017 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A3 TRUE COPY OF G.O.(P)NO. 4/2019/P&ARD DATED 11.07.2019 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A4 TRUE COPY OF G.O.(MS)NO. 168/2021/GAD DATED 16.09.2021 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A5 TRUE COPY OF NOTIFICATION DATED 29.05.2019 (CATEGORY NC). 53/2019) ISSUED BY THE 2ND RESPONDENT
- ANNEXURE A6 TRUE COPY OF THE REPRESENTATION DATED 20.09.2022 SUBMITTED BY THE APPLICANT BEFORE THE 1ST RESPONDENT
- ANNEXURE A7 TRUE COPY OF NOTIFICATION NO.GR II B2/50007/2018 KPSC DATED 9.1.2020 ISSUED BY THE 2ND RESPONDENT.
- ANNEXURE A8 TRUE COPY OF COMMUNICATION NO. SPECIAL E3/44/2021/P&ARD DATED 25.01.2022 ISSUED BY THE UNDER SECRETARY FOR PRINCIPAL SECRETARY, PERSONNEL & ADMINISTRATIVE REFORMS DEPARTMENT, KERALA
- ANNEXURE A9 TRUE COPY OF SCHEDULE-I AND SCHEDULE-II TO ANNEXURE A2 & A3 BY WHICH KERALA ADMINISTRATIVE SERVICE WAS CONSTITUTED

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024,
95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024,
304/2024, 343/2024, 354/2024



EXHIBIT P1 **TRUE COPY OF THE ORIGINAL APPLICATION, O.A**
NO.1670/2022

EXHIBIT P2 **THE TRUE COPY OF THE ORDER DATED 13/10/2023**
IN O.A NO.1670/2022



APPENDIX OF OP(KAT) 124/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LLST NO.362/ 2021/SS VI DATED 08.10.2021 FOR THE POST OF KAS OFFICER(JUNIOR TIME SCALE) TRAINEE, STREAM-3 (CATEGORY NO.188/2019) PUBLISHED BY THE 2ND RESPONDENT.
- ANNEXURE A2 TRUE COPY OF THE SPECIAL RULES FOR KERALA ADMINISTRATIVE SERVICE (KAS) ALONG WITH SCHEDULE - I, II & III
- ANNEXURE A3 TRUE COPY OF G.O (MS) NO 168/2021/GAD DATED 16.09.2021
- ANNEXURE A4 TRUE COPY OF THE RELEVANT EXTRACT OF GAZETTE NOTIFICATION DATED 29.05.2019 TO THE POST OF ADMINISTRATIVE OFFICER GRADE-II LN VARIOUS DEPARTMENTS.
- ANNEXURE A5 TRUE COPY OF THE NOTIFICATION NO.GR II B2/50007/2018-KPSC DATED 09.01.2020 OF THE 2ND RESPONDENT.
- ANNEXURE A6 TRUE COPY OF THE-G.O.(RT)NO.3952/ 2021/GAD DATED 18.10.2021
- ANNEXURE A7 TRUE COPY OF THE APPLICATION DATED 13.10.2021 SUBMITTED BY SHRI. BIBIN BABY BEFORE THE STATE PUBLIC INFORMATION OFFICER LN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION
- ANNEXURE A8 TRUE COPY OF THE REPLY DATED 25.10.2021 RECEIVED BY SHRI BIBIN BABY FROM THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION.
- ANNEXURE A9 TRUE COPY OF THE GOVT. LETTER NO GED. L3/48/2019/GED DATED 30.12.2019



ANNEXURE A10 TRUE COPY OF THE LETTER NO,61162/SPECIAL-B1/2015/P&ARD DATED 18.09.2015 OF THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE 2ND RESPONDENT ADDRESSING SRI. SURJITH S.R
|

ANNEXURE R1(A) TRUE COPY OF THE GO(RT) NO. 295I/2022/GAD DATED 13.07.2022

ANNEXURE R1(B) TRUE COPY OF THE FINAL ORDER DATED 27.10.2022 IN OA NO. 634/2021

EXHIBIT P1 THE TRUE COPY OF THE ORIGINAL APPLICATION, O.A NO.1689/2022

EXHIBIT P2 THE TRUE COPY OF THE REPLY STATEMENT FILED BY THE RESPONDENT NO. 1 DATED 29/04/2023

EXHIBIT P3 THE TRUE COPY OF THE ORDER DATED 13/10/2023 IN O.A NO.1689/2022



APPENDIX OF OP(KAT) 132/2024

PETITIONERS ANNEXURES & EXHIBITS

- ANNEXURE A1** TRUE COPY OF THE G.O. (MS. NO. 1/2017/P&ARD DATED 04.01.2017, ISSUED BY THE 2ND RESPONDENT.
- ANNEXURE A2** TRUE COPY OF KERALA ADMINISTRATIVE SERVICE (KAS) RULES, 2018 NOTIFIED VIDE G.O. (P) NO. 12/2017/P&ARD DATED 29.12.2017.
- ANNEXURE A3** TRUE COPY OF G.O. (P) NO. 4/2019/P&ARD, ISSUED BY THE 2ND RESPONDENT DATED 11.07.2019.
- ANNEXURE A4** TRUE COPY OF THE RANKED LIST NO. 361/2021/SSVI (CATEGORY NO. 187/2019) FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM - 2
- ANNEXURE A5** TRUE COPY OF THE G.O. (P) NO. 9/2021/GAD DATED 06.02.2021 ISSUED BY THE 1ST RESPONDENT.
- ANNEXURE A6** TRUE COPY OF THE DETAILS OF POSTS IDENTIFIED FOR KAS BY THE 2ND RESPONDENT.
- ANNEXURE A7** TRUE COPY OF THE G.O. (MS.) NO. 168/2021/GAD DATED 16.09.2021 ISSUED BY THE 1ST RESPONDENT.
- ANNEXURE A8** TRUE COPY OF THE TABULATION STATEMENT OF VACANCIES PREPARED BY THE APPLICANTS ON THE BASIS OF THE INFORMATION RECEIVED UNDER RIGHT TO INFORMATION ACT.
- ANNEXURE A9** TRUE COPY OF THE ORDER NO. SPECIAL E 3/1/2021/GAD DATED 01.07.2021 ISSUED BY THE 1ST RESPONDENT.
- ANNEXURE A10** TRUE COPY OF G.O. (RT.) NO. 2951/2022/GAD DATED 13.07.2022.
- ANNEXURE A11** TRUE COPY OF THE APPOINTMENT CHART PUBLISHED



BY THE 3RD RESPONDENT (NO. R1(A(1)
6739/2021/GW)

- ANNEXURE A12 TRUE COPY OF THE APPLICATION SUBMITTED BY THE
1ST APPLICANT TO THE RESPONDENTS 1,2 AND 3
- ANNEXURE A13 TRUE COPY OF THE APPLICATION SUBMITTED BY THE
2ND APPLICANT TO THE RESPONDENTS 1 AND 3 WITH
TYPED COPY
- ANNEXURE A14 TRUE COPY OF THE LETTER NO.
SPECIAL/E3/44/2021/GAD DATED 25.01.2022
ISSUED FROM THE OFFICE OF THE 1ST RESPONDENT
TO ONE ANUPAMA G.K. (A CANDIDATE QUALIFIED
UNDER STREAM 1) .
- ANNEXURE R1(A) TRUE COPY OF THE ORDER DATED 27.10.2022 IN
O.A. NO. 634/2022.
- EXHIBIT P1 A TRUE COPY OF THE ORIGINAL APPLICATION NO.
1465/2022
- EXHIBIT P2 A TRUE COPY OF THE INTERIM ORDER DATED
30.09.2022 IN OA (EKM) NO.1465/2022.
- EXHIBIT P3 A TRUE COPY OF THE REPLY STATEMENT FILED ON
BEHALF OF THE 1ST RESPONDENT.
- EXHIBIT P4 A TRUE COPY OF THE REPLY STATEMENT FILED BY
THE 3RD RESPONDENT IN THE O.A.
- EXHIBIT P5 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN
O.A. (EKM) NO. 1960/2021 AND CONNECTED CASES.
- EXHIBIT P6 A TRUE COPY OF THE ORDER DATED 02.11.2023 IN
O.A. (EKM) NO. 1465/2022.
- EXHIBIT P7 A TRUE COPY OF THE G.O. (MS.) NO. 185/2023/GAD
DATED 01.12.2023.
- EXHIBIT P8 A TRUE COPY OF THE ABOVE G.O. (RT.) NO.
2969/2023/GAD DATED 03.07.2023.



APPENDIX OF OP(KAT) 276/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF G.O.(MS) NO. 1/2017/P&ARD DATED 04.01.2017, ISSUED BY THE 2 RESPONDENT
- ANNEXURE A2 TRUE COPY OF KERALA ADMINISTRATIVE SERVICE (KAS) RULES, 2018 NOTIFIED VIDE G.O.(P) NO. 12/2017/P&ARD DATED 29/12/2017
- ANNEXURE A3 TRUE COPY OF G.O.(P) NO.4/2019/P&ARD, ISSUED BY THE 2ND RESPONDENT DATED: 11-7-2019
- ANNEXURE A4 TRUE COPY OF THE RANKED LIST NO. 361/2021/ SS VI (CATEGORY NO. 187/2019) FOR THE POST OF KAS OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM-2
- ANNEXURE A5 TRUE COPY OF THE G.O.(P) NO. 9/2021/GAD DATED 06.02.2021 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A6 TRUE COPY OF THE DETAILS OF POSTS IDENTIFIED FOR KAS BY THE 2ND RESPONDENT
- ANNEXURE A7 TRUE COPY OF THE G.O.(MS) NO. 168/2021/GAD DATED 16.09.2021 ISSUED BY THE 1 RESPONDENT
- ANNEXURE A8 TRUE COPY OF THE TABULATION STATEMENT OF VACANCIES PREPARED BY THE APPLICANTS ON THE BASIS OF THE INFORMATION RECEIVED UNDER RIGHT TO INFORMATION ACT
- ANNEXURE A9 TRUE COPY OF THE ORDER NO. SPECIAL E 3/1/2021/GAD DATED 1.07.2021 ISSUED BY THE 1ST RESPONDENT
- ANNEXURE A10 TRUE COPY OF G.O.(RT) NO. 2951/2022/GAD DATED 13.07.2022
- ANNEXURE A11 TRUE COPY OF THE APPOINTMENT CHART PUBLISHED BY THE 3RD RESPONDENT (ND-R1A (1))



6739/2021/GW)

- ANNEXURE A12 TRUE COPY OF THE APPLICATION SUBMITTED BY THE 1ST APPLICANT TO THE RESPONDENTS 1, 2 AND 3
- ANNEXURE A13 TRUE COPY OF THE APPLICATION SUBMITTED BY THE 2ND APPLICANT TO THE RESPONDENTS 1,2 AND 3
- ANNEXURE A14 TRUE COPY OF THE LETTER
NO.SPECIAL/E3/44/2021/GAD DATED 25.01.2022
ISSUED FROM THE OFFICE OF THE 1ST RESPONDENT
TO ONE ANUPAMA G.K. (A CANDIDATE QUALIFIED
UNDER STREAM I)
- ANNEXURE R1 (A) TRUE COPY OF THE ORDER DATED 27.10.2022 IN OA
NO. 634/2022
- EXHIBIT P1 TRUE COPY OF THE ORIGINAL APPLICATION, O.A
(EKM) NO.1465/2022
- EXHIBIT P2 TRUE COPY OF THE REPLY STATEMENT FILED BY THE
1ST RESPONDENT DATED 29/04/2023
- EXHIBIT P3 TRUE COPY OF THE REPLY STATEMENT FILED BY THE
COMMISSION DATED 23/05/2023
- EXHIBIT P4 TRUE COPY OF THE ORDER DATED 02/11/2023 IN
O.A (EKM) NO. 1465/2022



APPENDIX OF OP(KAT) 304/2024

PETITIONER'S ANNEXURES

- ANNEXURE A1 THE TRUE COPY OF GO (MS) NO. 1/2017/P&ARD DATED 04-01-2017.
- ANNEXURE A2 THE TRUE COPY OF THE GO (P) NO. 12/2017/P&ARD DATED 29.12.2017. MOHADUR
- ANNEXURE A3 THE TRUE COPY OF THE GO (P) NO. 4/2019/P & ARD DATED 11-07-2019.
- ANNEXURE A4 THE TRUE COPY OF THE RANKED LIST FOR KAS (JUNIOR TIME SCALE) OFFICER TRAINEE STREAM 2 DATED 08- 10-2021 PUBLISHED BY THE 3RD RESPONDENT.
- ANNEXURE A5 THE TRUE COPY OF THE GO (P) NO. 9/2021/GAD DATED 06-02-2021 ISSUED BY THE 1ST RESPONDENT ALONG WITH THE DETAILS OF THE POST IDENTIFIED FOR KAS
- ANNEXURE A6 THE TRUE COPY OF THE TABULATION STATEMENT OF VACANCIES PREPARED BY THE APPLICANTS ON THE BASIS OF THE INFORMATION RECEIVED UNDER RIGHT TO INFORMATION ACT.
- ANNEXURE A7 THE TRUE COPY OF GO (RT) NO. 2951/2022/GAD DATED 13-07-2022.
- ANNEXURE A8 THE TRUE COPY OF THE APPOINTMENT CHART PUBLISHED BY THE 3RD RESPONDENT.
- ANNEXURE A9 THE TRUE COPY OF GO (MS) NO. 24/2017/SOCIAL WELFARE DEPT DATED 30-06-2017
- ANNEXURE A10 THE TRUE COPY OF THE APPLICATION DATED 07-02-2022 UNDER RTI ACT.
- ANNEXURE A11 THE TRUE COPY OF THE REPLY DATED 08- 03-2022 FROM THE DIRECTORATE OF WOMEN AND CHILD



WELFARE DEPARTMENT UNDER RTI ACT.

- ANNEXURE A12** **THE TRUE COPY OF THE DETAILS OF POSTS FOR KAS PUBLISHED BY THE PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT.**
- ANNEXURE A13** **THE TRUE COPY OF THE LETTER NO. HSE/2437/2021-ADA1 DATED 17-12-2021 THE DIRECTOR OF GENERAL EDUCATION TO THE 1ST RESPONDENT.**
- ANNEXURE A14** **THE TRUE COPY OF THE INFORMATION PUBLISHED IN THE WEBSITE OF GENERAL EDUCATION DEPARTMENT.**
- ANNEXURE A15** **THE TRUE COPY OF THE GO (MS) NO. 134/2022/LSGD DATED 25-06-2022.**
- ANNEXURE A16** **THE TRUE COPY OF THE RELEVANT PAGES OF THE REPORT OF THE XI PAY REVISION COMMISSION KERALA PART 1**
- EXHIBIT P1** **3. THE TRUE COPY OF THE ORIGINAL APPLICATION, O.A.NO.1717/2022**
- EXHIBIT P2** **THE TRUE COPY OF THE ORDER DATED 14/12/2023 IN O.A.NO.1717/2022**



APPENDIX OF OP(KAT) 343/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1 TRUE COPY OF THE RANKED LIST DATED 08-10-2021 FOR THE POST OF KERALA ADMINISTRATIVE SERVICE OFFICER (JUNIOR TIME SCALE) TRAINEE STREAM- 1 (CATEGORY NO 186/2019) PUBLISHED BY THE 2ND RESPONDENT IN OA
- ANNEXURE A2 TRUE COPY OF GO(P) NO 12/2017/P&ARD DATED 29-12-2017
- ANNEXURE A3 TRUE COPY OF GO(P) NO 4/2019/P&ARD DATED 11-07-2019
- ANNEXURE A4 TRUE COPY OF GO(MS) NO 168/2021/GAD DATED 16-09-2021
- ANNEXURE A5 TRUE COPY OF THE NOTIFICATION DATED 09-01-2020 OF THE 2ND RESPONDENT
- ANNEXURE A6 TRUE COPY OF THE REPRESENTATION DATED 01-11-2021 SUBMITTED BY THE APPLICANT BEFORE THE 1ST RESPONDENT IN OA ALONG WITH SPEED POST RECEIPT
- ANNEXURE A7 TRUE COPY OF THE GOVERNMENT CIRCULAR NO C3/174/2021/P&ARD DATED 05-10-2021
- ANNEXURE R1 (A) TRUE COPY OF THE GO(P) NO.9/2021/GAD DATED 06,02.2021
- ANNEXURE R1 (B) TRUE COPY OF THE REPRESENTATION DATED 05-11-2021 FROM THE APPLICANT
- ANNEXURE R1 (C) TRUE COPY OF THE REPLY LETTER DATED 25-01-2022
- ANNEXURE R1 (D) TRUE COPY OF THE GO(RT) NO.2951/2022/GAD DATED 13.07.2022.
- EXHIBIT P1 THE TRUE COPY OF THE ORIGINAL APPLICATION, O.A

OP(KAT) Nos.14/2024, 47/2024, 51/2024, 70/2024, 87/2024, 93/2024, 95/2024, 115/2024, 123/2024, 124/2024, 132/2024, 276/2024, 304/2024, 343/2024, 354/2024



2348/2021

EXHIBIT P2 THE TRUE COPY OF THE REPLY STATEMENT FILED BY
THE RESPONDENT NO. 1 IN OA DATED 17/12/2022

EXHIBIT P3 THE TRUE COPY OF THE ORDER DATED 13/10/2023 IN
O.A 2348/2021



APPENDIX OF OP(KAT) 354/2024

PETITIONER'S ANNEXURES & EXHIBITS

- ANNEXURE A1** TRUE COPY OF THE RANK LIST NO. 362/2021/SS VI DATED 08.10.2021 FOR THE POST OF KAS OFFICER (JúnIOR SCALE) TRAINEE, STRAM-3 (CATEGORY NO.188/2019) PUBLISHED BY THE 2ND RESPONDENT.
- ANNEXURE A2** TRUE COPY OF THE SPECIAL RULES FOR KERALA ADMINISTRATIVE SERVICES (KAS) ALONG WITH SCHEDULES-I,II AND III
- ANNEXURE A3** TRUE COPY OF THE GO(MS)NO.168/2021/GAD DATED 16.09.2021
- ANNEXURE A4** TRUE COPY OF THE RELEVANT EXTRACT OF GAZETTE NOTIFICATION DATED 29.05.2019 TO THE POST OF ADMINISTRATIVE OFFICER GRADE-II IN VARIOUS DEPARTMENTS
- ANNEXURE A5** TRUE COPY OF THE NOTIFICATION NO.GR II B2/50007/2018-KPSC DATED 09.01.2020 OF THE 2ND RESPONDENT
- ANNEXURE A6** TRUE COPY OF THE GO (RT) NO 3952/2021/GAD DATED 18.10.2021
- ANNEXURE A7** TRUE COPY OF THE APPLICATION DATED 13.10.2021 SUBMITTED BY SHRI. BIPIN BABY BEFORE THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION
- ANNEXURE A8** TRUE COPY OF THE REPLY DATED 25.10.2021 RECEIVED BY SHRI. BIPIN BABY FROM THE STATE PUBLIC INFORMATION OFFICER IN THE OFFICE OF THE DIRECTOR OF GENERAL EDUCATION
- ANNEXURE A9** TRUE COPY OF THE GOVERNMENT LETTER NO. GED.L3/48/2019/GED DATED 30.12.2019
- ANNEXURE A10** TRUE COPY OF THE REPRESENTATION DATED



28.10.2021 SUBMITTED BY THE 1ST APPLICANT
ALONG WITH ANOTHER CANDIDATE BEFORE THE 1ST
RESPONDENT

ANNEXURE R1 (A) TRUE COPY OF GO (P) NO. 4/2019/P&ARD DATED
11.07.2019

ANNEXURE R1 (B) TRUE COPY OF GO (RT) NO. 2951/2022/GAD DATED
13.07.2022

EXHIBIT P1 THE TRUE COPY OF THE ORIGINAL APPLICATION, O.A
2357/2021

EXHIBIT P2 THE TRUE COPY OF THE REPLY STATEMENT FILED BY
THE RESPONDENT NO. 1

EXHIBIT P3 THE TRUE COPY OF THE REPLY STATEMENT

EXHIBIT P4 THE TRUE COPY OF THE ORDER DATED 13/10/2023 IN
O.A 2357/2021



APPENDIX OF OP(KAT) 14/2024

PETITIONERS ANNEXURES

- ANNEXURE A1 TRUE COPY OF THE ORDER, G.O.(P) NO. 12/2017/P&ARD DATED 29.12.2017 ISSUED BY THE FIRST RESPONDENT.
- ANNEXURE A2 TRUE COPY OF THE DETAILS OF POSTS FOR KERALA ADMINISTRATIVE SERVICE ALONG WITH TYPED COPY.
- ANNEXURE A3 TRUE COPY OF THE GOVERNMENT ORDER, G.O.(P) NO. 9/2021/GAD DATED 06.02.2021.
- ANNEXURE A4 TRUE COPY OF THE GOVERNMENT ORDER G.O.(P) NO. 4/2019/P&ARD DATED 11.07.2019 ISSUED BY THE FIRST RESPONDENT AND PUBLISHED IN THE GAZETTE DATED 11.07.2019.
- ANNEXURE A5 TRUE COPY OF THE APPLICATION DATED 07.02.2022 SUBMITTED BY SMT. ASWIN KUMAR M.J BEFORE THE STATE PUBLIC INFORMATION OFFICER, DIRECTORATE OF WOMEN & CHILD DEVELOPMENT DEPARTMENT, TVM.
- ANNEXURE A6 TRUE COPY OF THE APPLICATION DATED 07.02.2022 SUBMITTED BY SRI. ASWIN KUMAR M.J BEFORE THE STATE PUBLIC INFORMATION OFFICER, LABOUR COMMISSIONERATE, THIRUVANANTHAPURAM.
- ANNEXURE A 7 TRUE COPY OF THE APPLICATION DATED 07.02.2022 SUBMITTED BY SRI. ASWIN KUMAR M.J BEFORE THE STATE PUBLIC INFORMATION OFFICER, DIRECTORATE OF INDUSTRIES AND COMMERCE DEPARTMENT, THIRUVANANTHAPURAM.
- ANNEXURE A8 TRUE COPY OF THE APPLICATION DATED 07.02.2022 SUBMITTED BY SRI. ASWIN KUMAR M.J BEFORE THE STATE PUBLIC INFORMATION OFFICER, DIRECTOR OF STATE LOTTERIES, TVM.
- ANNEXURE A9 TRUE COPY OF THE APPLICATION DATED 07/02/2022 SUBMITTED BY SRI. ASWIN KUMAR M.J BEFORE THE



STATE PUBLIC INFORMATION OFFICER, DIRECTORATE
OF GENERAL EDUCATION, THIRUVANANTHAPURAM.

- ANNEXURE A10 TRUE COPY OF THE APPLICATION DATED 07.02.2022
SUBMITTED BY SRI. ASWIN KUMAR M.J BEFORE THE
STATE PUBLIC INFORMATION OFFICER, DIRECTORATE
OF SC DEVELOPMENT DEPARTMENT,
THIRUVANANTHAPURAM
- ANNEXURE A11 TRUE COPY OF THE REPLY NO. WCD/E8-2662/2022
DATED 08.03.2022 ISSUED BY THE PUBLIC
INFORMATION OFFICER, DIRECTORATE OF WOMEN &
CHILD DEVELOPMENT DEPARTMENT,
THIRUVANANTHAPURAM TO SRI. ASWIN KUMAR M.J.
- ANNEXURE A12 TRUE COPY OF THE REPLY NO. E(4) 2263/2022
DATED 02.03.2022 ISSUED BY THE PUBLIC
INFORMATION OFFICER, LABOUR COMMISSIONERATE,
TVM. TO SRI. ASWIN KUMA
- ANNEXURE A13 TRUE COPY OF THE REPLY NO. DIC/728/2022 -RTI
DATED 08.03.2022 ISSUED BY THE PUBLIC
INFORMATION OFFICER, DIRECTORATE OF INDUSTRIES
& COMMERCE, TVM
- ANNEXURE A14 TRUE COPY OF THE REPLY DATED 11.03.2022 GIVEN
BY THE PUBLIC INFORMATION OFFICER, STATE
LOTTERIES DIRECTORATE TO SRI. ASWIN KUMAR.
- ANNEXURE A15 TRUE COPY OF THE REPLY NO. D/401276/2022/DGE
DATED 05.03.2022 GIVEN BY THE PUBLIC
INFORMATION OFFICER, DIRECTORATE OF GENERAL
EDUCATION.
- ANNEXURE A16 TRUE COPY OF THE REPLY NO. SCDD/984/2022/A1
(ESTTA) GIVEN BY THE PUBLIC INFORMATION
OFFICER, SC DEVELOPMENT DEPARTMENT.
- ANNEXURE A17 TRUE COPY OF THE STATEMENT MADE BY THE
APPLICANT SHOWING THE LIST OF SECOND GAZETTED
POSTS IN DIFFERENT DEPARTMENTS.
- ANNEXURE A18 TRUE COPY OF THE GOVERNMENT ORDER G.O. (MS.)



NO. 429/2010/RD DATED 28.10.2010.

ANNEXURE A19 TRUE COPY OF THE GOVERNMENT ORDER G.O.(RT.)
NO. 1173/2020/RD DATED 19.03.2020.

ANNEXURE A20 TRUE COPY OF THE NOTIFICATION (CATEGORY NO.
186/2019-188/2019 ISSUED BY THE 3RD RESPONDENT
INVITING APPLICATION FOR THE POST OF KAS
OFFICER (JUNIOR TIME SCALE) TRAINEE.

ANNEXURE A21 TRUE COPY OF THE RANKED LIST PUBLISHED BY THE
3RD RESPONDENT FOR CATEGORY NO. 188/2019.

ANNEXURE A 22 TRUE COPY OF THE NOTIFICATION ISSUED BY THE
3RD RESPONDENT IN THE GAZETTE DATED 29.05.2019
(CATEGORY NO. 53/2019).

ANNEXURE A23 TRUE COPY OF THE NOTIFICATION NO. GRII
B2/50007/2018-KPSC DATED 09.01.2020 ISSUED BY
THE 3RD RESPONDENT.

ANNEXURE R1(A) TRUE COPY OF G.O.(RT.) NO. 2951/2022/ GAD
DATED 13.07.2022.

ANNEXURE R1(B) TRUE COPY OF FINAL ORDER IN O.A. NO. 634/2022
DATED 27.10.2022 BY HON'BLE KERALA
ADMINISTRATIVE TRIBUNAL, THIRUVANANTHAPURAM
BENCH

ANNEXURE A 24 TRUE COPY OF THE APPLICATION DATED 20.11.2021
FILED BY THE APPLICANT UNDER RTI ACT.

ANNEXURE A25 TRUE COPY OF THE REPLY NO. D3/13464/2021/D.G.E
DATED 29.11.2021 ISSUED BY THE STATE
INFORMATION OFFICER UNDER RTI ACT.

ANNEXURE A26 TRUE COPY OF THE APPEAL DATED 01.01.2022 FILED
BY THE APPLICANT UNDER RTI ACT, BEFORE THE
APPELLATE AUTHORITY.

ANNEXURE A27 TRUE COPY OF THE REPLY NO.
D3/13464/2021/D.G.E. DATED 19.01.2022 ISSUED



BY THE APPELLATE AUTHORITY.

- ANNEXURE A28 TRUE COPY OF THE RTI APPLICATION DATED 20.10.2022 SUBMITTED BY THE APPLICANT BEFORE THE STATE PUBLIC INFORMATION OFFICER, GENERAL ADMINISTRATION DEPARTMENT (SPECIAL B).
- ANNEXURE A29 TRUE COPY OF THE REPLY NO. SPL-B1/157/2022-GAD DATED 16.11.2022 ISSUED BY THE STATE PUBLIC INFORMATION OFFICER AND UNDER SECRETARY.
- ANNEXURE A 30 TRUE COPY LEGIBLE COPY OF THE REPLY NO. 61162/SPECIAL B1/2015/GAD DATED 18.09.2015 ISSUED UNDER RTI ACT TO SURJITH S.R.
- ANNEXURE A31 TRUE COPY OF THE LIST OF DEPUTY COLLECTORS WITH CURRENT STATUS ON AND FROM 01.10.2017.
- ANNEXURE A32 TRUE COPY OF THE APPOINTMENT CHART NO. R1A(2) 1359/14/GW CATEGORY NO. 441/2010 AND SR3-1/50006/2018-KPSC PUBLISHED BY THE KPSC.
- ANNEXURE A33 TRUE COPY OF THE STATEMENT SHOWING THE EXISTING VACANCIES TO BE SET APART FOR APPOINTMENT FROM KAS AS PER RULE 9(B), AND VACANCIES TO BE ASSIGNED UNDER RULE 18 WITH EFFECT FROM 01.01.2018 TO 18.02.2021.
- ANNEXURE A34 TRUE COPY OF THE COMMUNICATION NO. CCS/3409/2019-B3 DATED 16.06.2020 ISSUED BY THE DIRECTOR OF CIVIL SUPPLIES TO THE SECRETARY TO GOVERNMENT.
- ANNEXURE A 35 TRUE COPY OF THE COMMUNICATION DATED 23.06.2020 ISSUED BY THE COMMISSIONER OF STATE TAX TO THE SECRETARY.
- ANNEXURE A36 TRUE COPY OF THE COMMUNICATION NO. B2/344/2017/CEE DATED 03.06.2020 ISSUED BY THE COMMISSIONER FOR ENTRANCE EXAMINATION.
- ANNEXURE A37 TRUE COPY OF THE DETAILS FROM LAND REVENUE



DEPARTMENT LETTER NO. L.R.E6-16729/2020 ISSUED
BY LAND REVENUE COMMISSIONER DATED 04.08.2020
ALONG WITH DETAILS FOR POST OF KAS.

- ANNEXURE A38 TRUE COPY OF THE COMMUNICATION NO.
RCS/3113/2020-EB(1) DATED 09.06.2020 FROM THE
REGISTRAR OF CO-OPERATIVE SOCIETIES
- ANNEXURE A39 TRUE COPY OF THE COMMUNICATION NO. E1-
2955/2020/DC DATED 15.06.2020 ISSUED BY THE
DIRECTORATE OF CULTURE.
- ANNEXURE A 40 TRUE COPY OF THE DETAILS OF POSTS FOR KERALA
ADMINISTRATIVE SERVICE ISSUED BY THE DIRECTOR
OF GENERAL EDUCATION (GENERAL) .
- ANNEXURE A41 TRUE COPY OF THE COMMUNICATION NO.
DIC/1632/2020-ED2 DATED 19.08.2020 ISSUED BY
THE DIRECTOR OF INDUSTRIES AND COMMERCE TO THE
GOVERNMENT ALONG WITH DETAILS FOR POSTS KAS.
- ANNEXURE A42 TRUE COPY OF THE STATEMENT ISSUED BY THE
DIRECTOR OF STATE AUDIT DEPARTMENT DETAILING
36 POSTS OF DEPUTY DIRECTOR FROM 01.01.2018 TO
30.04.2020.
- ANNEXURE A43 TRUE COPY OF THE COMMUNICATION LETTER NO.
INS/ESTT./ E3/T001702726 DATED 08.06.2020
ISSUED BY THE DIRECTOR OF INSURANCE ALONG WITH
DETAILS OF POSTS FOR KERALA ADMINISTRATIVE
SERVICES.
- ANNEXURE A44 TRUE COPY OF THE COMMUNICATION NO.
LUB/1120/2019-E DATED 09.06.2020 ISSUED BY THE
LAND USE COMMISSIONER TO THE GOVERNMENT
STATING DETAILS OF POSTS OF KERALA
ADMINISTRATIVE SERVICE.
- ANNEXURE A45 TRUE COPY OF THE COMMUNICATION D.O. LETTER NO.
SLTY/1445/2017-E7 DATED 05.06.2020 ISSUED BY
THE DIRECTOR OF STATE LOTTERIES ALONG WITH
DETAILS OF POSTS FOR KAS



- ANNEXURE A46** TRUE COPY OF THE COMMUNICATION NO. TRY/1591/2020-B1 DATED 08.06.2020 ISSUED BY THE DIRECTOR OF TREASURIES.
- ANNEXURE A47** TRUE COPY OF THE COMMUNICATION D.O. NO. E1-5694/2020 DATED 09.06.2020 ISSUED BY THE LABOUR COMMISSIONER WITH DETAILS OF POSTS FOR KERALA ADMINISTRATIVE SERVICE.
- ANNEXURE A48** TRUE COPY OF THE COMMUNICATION D.O. LETTER NO. DE/472/2017-J1 DATED 08.06.2020 ISSUED BY THE DIRECTOR OF EMPLOYMENT.
- ANNEXURE A49** TRUE COPY OF THE COMMUNICATION NO. ADM C1/34/2020-FIND (1513369) DATED 29.06.2020 ISSUED BY THE DEPUTY SECRETARY TO FINANCE TO THE GOVERNMENT WITH DETAILS OF POSTS FOR KERALA ADMINISTRATIVE SERVICE.
- ANNEXURE A50** TRUE COPY OF THE COMMUNICATION D.O. LETTER NO. PAN/7448/2020-E11 (DP) DATED 23.06.2020 ISSUED BY THE DIRECTOR OF PANCHAYAT TO THE GOVERNMENT WITH DETAILS OF POSTS OF KAS.
- ANNEXURE A51** TRUE COPY OF THE COMMUNICATION D.O. LETTER NO. E1.1816/2017 REGISTRATION DATED 09.06.2020 ISSUED BY THE DIRECTOR OF REGISTRATION WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A52** TRUE COPY OF THE COMMUNICATION D.O. LETTER NO. 5375/ESTT.A3/2020/CRD DATED 12.06.2020 ISSUED BY THE COMMISSIONER OF RURAL DEPARTMENT WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A53** TRUE COPY OF THE COMMUNICATION A-1/14485/2020/DSDW DATED 10.06.2020 ISSUED BY THE DIRECTOR OF SAINIK WELFARE.
- ANNEXURE A54** TRUE COPY OF THE COMMUNICATION NO. ESTT. A1-2995/2017 DATED 09.06.2020 ISSUED BY THE DIRECTOR OF SC DEVELOPMENT DEPARTMENT WITH DETAILS OF POSTS FOR KAS.



- ANNEXURE A55** TRUE COPY OF THE COMMUNICATION D.O. LR. E1.19000/2019 DATED 23.06.2020 ISSUED BY THE DIRECTOR OF ST DEVELOPMENT DEPARTMENT WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A56** TRUE COPY OF THE U O NOTE NO. SPL-B2/107/2020-GAD DATED 19.08.2020 ISSUED BY THE UNDER SECRETARY OF GENERAL ADMINISTRATION DEPARTMENT TO THE GOVERNMENT WITH DETAILS POSTS FOR KAS.
- ANNEXURE A57** TRUE COPY OF THE D.O. LETTER NO. ADMN. A1/22/2017-FIN DATED 30.06.2020 ISSUED BY THE ADDITIONAL CHIEF SECRETARY TO GOVERNMENT ALONG WITH LETTER C1/34/2020 FINANCE (513369)
- ANNEXURE A58** TRUE COPY OF THE COMMUNICATION DATED 29.05.2020 ISSUED BY THE DIRECTOR OF SOCIAL JUSTICE DEPARTMENT WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A59** TRUE COPY OF THE COMMUNICATION NO. 561/E.2/2020/STA. DATED 05.06.2020 ISSUED BY THE CONTROLLER OF STATIONERY WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A60** TRUE COPY OF THE COMMUNICATION NO. D.S.L.R/1210/2020/GG2 DATED 03.05.2020 ISSUED BY THE DIRECTOR OF SURVEY AND LAND RECORDS WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A61** TRUE COPY OF THE COMMUNICATION D.O. NO. E1-4815/2020 DATED 03.06.2020 ISSUED BY THE TOURISM DEPARTMENT WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A62** TRUE COPY OF THE COMMUNICATION NO. E1-6247/17 DATED 02.06.2020 ISSUED BY THE DIRECTOR OF URBAN AFFAIRS WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A63** TRUE COPY OF THE RELEVANT PAGE OF COMMUNICATION NO. WCD-E1/31393/2019 DATED 03.08.2020 ISSUED BY THE DIRECTOR OF WOMEN AND CHILD DEVELOPMENT WITH DETAILS OF POSTS FOR



KAS.

- ANNEXURE A64 TRUE COPY OF THE G.O.(MS.) NO. 168/2021/GAD DATED 16.09.2021 ISSUED BY THE GOVERNMENT WITH DETAILS OF POSTS FOR KAS.
- ANNEXURE A65 TRUE COPY OF THE RELEVANT PAGES OF GOVERNMENT ORDER, G.O.(P) NO. 27/2021/FIN. DATED 10.02.2021 IMPLEMENTING THE 11TH PAY REVISION COMMISSION.
- ANNEXURE A66 TRUE COPY OF THE G.O.(MS.) NO. 216/2021/GAD DATED 06.12.2021 ISSUED BY THE GOVERNMENT.
- EXHIBIT P1 A TRUE COPY OF THE ORIGINAL APPLICATION NO. 1459/2022
- EXHIBIT P2 A TRUE COPY OF THE INTERIM ORDER DATED 30.09.2022 IN OA (EKM) NO.1459/2022.
- EXHIBIT P3 A TRUE COPY OF THE JUDGMENT DATED 20.02.2023 IN O.P.(KAT) NO. 69/2023.
- EXHIBIT P4 A TRUE COPY OF THE ORDER DATED 23.02.2023 IN M.A.(EKM) NO. 382/2023 IN C.P.(EKM) NO. 158/2022.
- EXHIBIT P 5 A TRUE COPY OF THE PROFORMA FOR REPORTING VACANCIES DATED 10.03.2023.
- EXHIBIT P6 A TRUE COPY OF THE REPLY STATEMENT FILED ON BEHALF OF THE 1ST RESPONDENT.
- EXHIBIT P7 A TRUE COPY OF THE REJOINDER STATEMENT FILED BY THE APPLICANT IN THE O.A.
- EXHIBIT P8 A TRUE COPY OF THE M.A.(EKM) NO. 1035/2023 IN O.A. (EKM) NO. 1459/2022.
- EXHIBIT P9 A TRUE COPY OF THE ORDER DATED 13.10.2023 IN O.A.(EKM) NO. 1459/2022.



EXHIBIT P10 A TRUE COPY OF THE G.O. (MS.) NO. 185/2023/GAD
DATED 01.12.2023.

EXHIBIT P11 A TRUE COPY OF THE G.O. (RT.) NO. 2969/2023/GAD
DATED 03.07.2023

RESPONDENTS EXHIBITS

EXHIBIT R3(I) TRUE COPY OF THE TABLE SHOWING STATUS OF 27
ADMINISTRATIVE OFFICERS, ADVISED BY PSC FROM
THE RANK LIST NO 385/2014/SSVI, CAT NO.
038/2011 FROM LAST NOTIFICATION OF PSC FOR THE
POSTS

EXHIBIT R3(J) TRUE COPY OF COMMUNICATION DATED 23.03.2024,
VIDE LETTER NO. I/6129735/2024 MADE BY SRI. R
PRADEEP UNDER SECRETARY ON BEHALF OF
ADDITIONAL CHIEF SECRETARY, TO INVITE
REPRESENTATIVES OF VARIOUS SERVICE
ORGANIZATIONS FOR A COLLECTIVE DISCUSSION, ON
DRAFT OF PROPOSED AMENDMENTS

EXHIBIT R3(L) TRUE COPY OF THE NOTICE OF DECLARATION OF
INTENT BY KERALA SECRETARIAT ASSOCIATION FOR
DEMONSTRATION PRIMARILY AGAINST KAS DATED ON
06.10.2022

EXHIBIT R3(M) THE NOTICE OF DECLARATION OF INTENT BY KERALA
SECRETARIATE ASSOCIATION FOR DEMONSTRATION
PRIMARILY AGAINST KAS DATED ON 22.11.2022

EXHIBIT R3(K) TRUE COPY OF THE DRAFT OF PROPOSED AMENDMENTS
TO ANNEXURE A1 SPECIAL RULES

EXHIBIT R3(A) TRUE COPY OF ORDER OF HON'BLE ADMINISTRATIVE
TRIBUNAL (EKM) DATED 14.03.2023.

EXHIBIT R3(B) TRUE COPY OF AFFIDAVIT DATED 01.04.2023 FILED
BY SRI. K.R JYOTHILAL, ADDITIONAL CHIEF
SECRETARY TO GOVERNMENT, GENERAL
ADMINISTRATION DEPARTMENT.



EXHIBIT R3(C) TRUE COPY OF LETTER NO SPL-E3/74/2022/GAD, SENT BY SMT. SUDHA. B, JOINT SECRETARY TO GOVERNMENT , GENERAL ADMINISTRATION DEPARTMENT ON BEHALF OF ADDITIONAL CHIEF SECRETARY TO GOVERNMENT GEENERAL ADMINISTRATION DEPARTMENT, BEFORE HON'BLE ADMINISTRATIVE TRIBUNAL (EKM)

EXHIBIT R3(D) TRUE COPY OF THE TABLE SHOWING ARBITRARY EXCLUSIONS AND/OR INCLUSIONS OF SECOND GAZETTED POSTS BY COMPARING ANNEXURE A2 DETAILS OF POSTS AND POSTS SPECIFIED IN TABLE DEPICTED IN PARA 19 OF OP(KAT)

EXHIBIT R3(E) TRUE COPY OF THE TABLE OF DIRECTLY RECRUITED DISTRICT EDUCATION OFFICER RECRUITED VIA RANKED LIST NO 350/2010/SSIV OF KPSC DATED 24.07.2010 FROM OPEN QUOTA LIST A AND THEIR PRESENT STATUS

EXHIBIT R3(F) TRUE COPY OF THE TABLE OF DIRECTLY RECRUITED DISTRICT EDUCATION OFFICER RECRUITED VIA RANKED LIST NO 350/2010/SSIV OF KPSC DATED 24.07.2010 FROM DEPARTMENT QUOTA LIST B

EXHIBIT R3(G) TRUE COPY OF THE TABLE SHOWING STATUS OF 14 ADMINISTRATIVE OFFICERS GRADE II (GENERAL SERVICE) WITH NECESSARY DETAILS AS IN THE MONTHS OF MAY 2016

EXHIBIT R3(H) TRUE COPY OF THE TABLE SHOWING STATUS OF 14 ADMINISTRATIVE OFFICERS GRADE II (GENERAL SERVICE) WITH NECESSARY DETAILS AS IN THE MONTHS OF DECEMBER 2016