

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 8213 OF 2020

PETITIONERS:

- 1 PRAMOD P., AGED 36 YEARS, ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT POTTAMMAL HOUSE, EAST KODUR, MALAPPURAM-676 504.
- 2 ARCHANA ARAVINDAN, ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT LOTUS FA 1, ORCHID APARTMENT, MAIN ROAD, N.PARAVUR-683 513.
- 3 DR. SUNIL KUMAR P, ASSISTANT PROFESSOR, DEPARTMENT OF ZOOLOGY, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT LAKSHMI VIHAR, KUTTUR P.O., THRISSUR-680 013.
- 4 DR. PRASANTH C.B, ASSISTANT PROFESSOR, DEPARTMENT OF STATISTICS, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT SUPRABHATH SNRA, D7, KOPPAM, PALAKKAD-678 001.
- 5 DR. PRAMEELA N.K., ASSISTANT PROFESSOR, DEPARTMENT OF HINI, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT AMMUPPILLY HOUSE, IQ ROAD, GOLDEN NAGAR 48, CHALAKUDY-680 307.
- 6 DR. PRAJITHA P, ASSISTANT PROFESSOR, DEPARTMENT OF STATISTICS, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT VADAKKE EMBRAMADAM, URAKAM P.O., THRISSUR-680 562.
- 7 DR. SHIJI K, ASSISTANT PROFESSOR, DEPARTMENT OF STATISTICS, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT PUTHUKKUDI CHERUVATH HOUSE, CHERUKULATHOOR P.O., CALICUT-673 008.
- 8 DR. CHITHRA P.S, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT HOUSE NO.726, SIVASAKTHI, KUMARANELLUR P.O., WADAKKANCHERY, THRISSUR-680 590.
- 9 RADHIKA K.S, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT 1A, MGF CLASSIC REGENCY, SANTI NAGAR,

AYYANTHOLE, THRISSUR-680 003.

- 10 DR. VRINDA VARMA, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT "VRINDAVANAM", FLAT B16, KAIZEN SREE BHAGAVATHY, APARTMENTS, POONKUNNAM, THRISSUR-680 002.
- 11 DR.ARCHANA V, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011, RESIDING AT NO.16, LAKSHMI VILAS, PRASANTHI NAGAR, KANATTUKARA P.O., THRISSUR-680 011.

BY ADVS.SRI.DEEPULAL MOHAN

RESPONDENTS:

- 1 UNION OF INDIA, REPRESENTED BY THE SECRETARY TO GOVERNMENT, MINISTRY OF HUMAN RESOURCE DEVELOPMENT, DEPARTMENT OF HIGHER EDUCATION, SHASTRI BHAVAN, NEW DELHI-110 001.
- 2 STATE OF KERALA, REPRESENTED BY THE PRINCIPAL SECRETARY TO GOVERNMENT, HIGHER EDUCATION DEPARTMENT.GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM-695 001.
- 3 THE UNIVERSITY GRANTS COMMISSION, REPRESENTED BY ITS SECRETARY, UNIVERSITY GRANTS COMMISSION OFFICE, BAHADUR SHAH ZAFAR MARG, ITO METRO GATE NUMBER 3, NEW DELHI-110 002.
- 4 THE DIRECTOR OF COLLEGIATE EDUCATION, DIRECTORATE OF COLLEGIATE EDUCATION, VIKAS BHAVAN, THIRUVANANTHAPURAM-695 033.
- 5 THE DEPUTY DIRECTOR OF COLLEGIATE EDUCATION, PALACE ROAD, CHEMBUKKAV, THRISSUR-680 020.
- 6 THE PRINCIPAL, SREE KERALA VARMA COLLEGE, P.O.KANATTUKARA, THRISSUR-680 011.

BY ADVS.Mr.B.PRAMOD, CGC
ADV. RESMI THOMAS (GP)

WP(C) NO. 8213 OF 2020 and Con.Cases

-3-

SRI.S.KRISHNAMOORTHY, CGC, P.SREEKUMAR, AMICUS CURIAE
P.VIJAYAKUMAR, ASGI

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON
07.07.2022, ALONG WITH WP(C).14247/2020, 17983/2022 AND
CONNECTED CASES, THE COURT ON THE SAME DAY DELIVERED THE
FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 14247 OF 2020

PETITIONERS:

- 1 KERALA PRIVATE COLLEGE TEACHERS' ASSOCIATION,
GOVT.REGN.NO.GO(MS)NO.2/06 H.EDN. DATED 04.04.2006)
KPCTA MANDIR, TC-25/2814 MBRA36, MATHRUBHUMI ROAD,
VANCHIYOOR, THIRUVANANTHAPURAM-695 035, REPRESENTED
BY ITS PRESIDENT DR.JOBY THOMAS.K., S/O.K.O.THOMAS,
AGED 55 YEARS, ASSOCIATE PROFESSOR, DEPARTMENT OF
CHEMISTRY, ST.THOMAS COLLEGE (AUTONOMOUS), THRISSUR,
RESIDING AT KAKKASSERY HOUSE, VELUKKARAN LANE, EAST
FORT, THRISSUR-680 005.
- 2 DR.CYRIAC JOSE, AGED 37 YEARS, S/O.V.S.JOSE,
ASSISTANT PROFESSOR, DEPARTMENT OF ARCHAEOLOGY,
ST.THOMAS COLLEGE, PALA, RESIDING AT VECHOOOR HOUSE,
ELIKULAM P.O., POOVARANI, KOTTAYAM-686 577.
- 3 DR.SOJAN PULLATTU, AGED 41 YEARS,
S/O.P.D.VARKEY, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, ST.THOMAS COLLEGE, PALA, RESIDING AT
PULLATTU HOUSE, POONJAR, THEKKEKARA P.O., POONJAR-686
582.
- 4 DR.JOBEN K.ANTONY, S/O.ANTONY, AGED 40 YEARS,
ASSISTANT PROFESSOR, DEPARTMENT OF ECONOMICS,
ST.THOMAS COLLEGE, PALA, RESIDING AT KOLLAKOMPIL,
VAZHAVARA P.O., IDUKKI-685 515.
- 5 DR.MINI SEBASTIAN, AGED 49 YEARS,
W/O.BIJU JOSEPH, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, DEVA MATHA COLLEGE, KURAVILANGAD, RESIDING
AT VALIAPARAMBIL HOUSE, KODALLOOR P.O., KOTTAYAM-686
587.
- 6 DR.SYJU THOMAS, AGED 35 YEARS,
S/O.K.S.THOMAS, ASSISTANT PROFESSOR, DEPARTMENT OF
PHYSICS, DEVA MATHA COLLEGE, KURAVILANGAD, RESIDING

AT PONNAMBAL KAROTTU, POKALOMATTAM P.O.,
KURAVILANGAD-686 633.

- 7 DR.ANCY SEBASTIAN, AGED 47 YEARS,
W/O.K.M.JOSEKUTTY, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, DEVA MATHA COLLEGE, KURAVILANGAD, RESIDING
AT KURIANTHANATHU, AMPARANIRAPPEIL P.O.,
BHARANANGANAM, KOTTAYAM-686 578.
- 8 DR.CIGI CHACKO, AGED 42 YEARS,
W/O.TIPSON THOMAS MEKKADEN, ASSISTANT PROFESSOR,
DEPARTMENT OF MALAYALAM, DEVA MATHA COLLEGE,
KURAVILANGAD, RESIDING AT MEKKATTU HOUSE, ERATTUPETTA
P.O., KOTTAYAM-686 121.
- 9 DR.SARITHA K.JOSE, AGED 36 YEARS,
D/O.K.M.JOSEPH, ASSISTANT PROFESSOR, DEPARTMENT OF
PHYSICS, DEVA MATHA COLLEGE, KURAVILANGAD, RESIDING
AT KOLADY HOUSE, CHERPUNKAL P.O., KOTTAYAM-686 584.
- 10 DR.BINSAI SEBASTIAN, AGED 40 YEARS,
S/O.P.K.SEBASTIAN, ASSISTANT PROFESSOR, DEPARTMENT OF
MANAGEMENT STUDIES, ST.BERCHMANS COLLEGE,
CHANGANASERRY, RESIDING AT PANAMPARAMPIL,
THRIKKODITHANAM P.O., KADAMANCHIRA, CHANGANASERRY-686
105.
- 11 DR.FR.JOSE GEORGE, AGED 49 YEARS,
S/O.T.M.GEORGE, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, ST.BERCHMANS COLLEGE, CHANGANSERRY,
RESIDING AT THEKKEPURATHU HOUSE, ATHIRAMPUZHA P.O.,
KOTTAYAM-686 562.
- 12 DR.BINU MATHEW JOB, AGED 44 YEARS,
S/O.N.J.JOB, ASSISTANT PROFESSOR, DEPARTMENT OF
COMMERCE, ST.BERCHMANS COLLEGE, CHANGANSERRY,
RESIDING AT NERIAMPARAMPIL, MALAKUNNAM P.O.,
CHANGANASERRY-686 535.
- 13 DR.FR.TOM ANTONY, AGED 44 YEARS, S/O.P.D.ANTONY,
ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE,
ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT
PUTHUPARAMBIL HOSUE, NEAR ST.THOMAS CHURCH,
PUZHAVATHU P.O., CHANGANASERRY-686 101.
- 14 DR.SHINU VARKEY, AGED 37 YEARS,

- S/O.VARKEY, ASSISTANT PROFESSOR, DEPARTMENT OF ECONOMICS, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT VETTUKUZHY HOUSE, KUZHIMATTOM P.O., CHINGAVANAM, KOTTAYAM-686 533.
- 15 DR.BENNY THOMAS, AGED 46 YEARS, S/O.THOMAS THOMAS, ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT KOTTUPALLIL HOUSE, MANJOOR P.O., KURUPAANTHARA-686 603.
- 16 DR.SALVY THOMAS, AGED 45 YEARS, S/O.THOMAS JOSEPH, ASSISTANT PROFESSOR, DEPARTMENT OF BOTANY, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT KUZHIVELIL HOUSE, MADAPALLY P.O., MOSCOW, THENGANA, CHANGANASERRY-686 546.
- 17 DR.BABU MICHAEL, AGED 48 YEARS, S/O.K.M.MICHAEL, ASSOCIATE PROFESSOR, DEPARTMENT OF BUSINESS ADMINISTRATION, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT KAVUKATTU, ANTHINADU P.O., PALA-686 651.
- 18 DR.RENJITH THOMAS, AGED 40 YEARS, S/O.K.J.THOMAS, ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT KATTUPARAMBIL, AMARA P.O., CHANGANASERRY-686 546.
- 19 DR.RENJITH JOSE, AGED 37 YEARS, S/O.P.S.JOSEPH, ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT PULICKAL HOUSE, MADAPALLY POST, CHANGANASERRY-686 546.
- 20 DR.TEDDY C.ANTHAPPAI, AGED 49 YEARS, S/O.CHACKO ANTHAPPAI, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT STAFF HOSTEL, ST.BERCHMANS COLLEGE, CHANGANASERRY-686 101.
- 21 DR.RUBIN PHILIP, AGED 39 YEARS, S/O.PHILIPPOSE.D., ASSISTANT PROFESSOR, DEPARTMENT OF ZOOLOGY, ST.BERCHMANS COLLEGE, CHANGANSERRY, RESIDING AT PAYYAMPALLIL HOUSE, EARA P.O., NEELAMPEROOR-686 534.

WP(C) NO. 8213 OF 2020 and Con.Cases

-7-

BY ADVS.ARUN.B.VARGHESE
SMT. AISWARYA V.S.

RESPONDENTS:

- 1 STATE OF KERALA, REPRESENTED BY PRINCIPAL SECRETARY,
DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT OF KERALA,
GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM-695 001.
- 2 UNIVERSITY GRANTS COMMISSION, REPRESENTED BY ITS
SECRETARY, BAHADUR SHAH ZAFAR MARG, NEW DELHI-110
002.

BY ADVS.SMT.RESMI THOMAS, GP
SRI.S.KRISHNAMOORTHY, CGC

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON
07.07.2022, ALONG WITH WP(C).8213/2020 AND CONNECTED CASES, THE
COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 17983 OF 2022

PETITIONERS:

- 1 DR.SREEJAMOL P.R. , AGED 41 YEARS , W/O. SOORAJ V.N. ,
AGED 41 YEARS , ASSISTANT PROFESSOR , DEPARTMENT OF
MATHEMATICS , S.N.M. COLLEGE , MALIANKARA , ERNAKULAM -
683 516.
- 2 DR. REENA T.S. , ASSISTANT PROFESSOR , DEPARTMENT OF
COMMERCE , S.N.M. COLLEGE , MALIANKARA , MOOTHAKUNNAM
P.O. , ERNAKULAM DISTRICT - 683516.
- 3 DR. KRISHNAKUMAR U.R. , ASSISTANT PROFESSOR ,
DEPARTMENT OF COMMERCE , S.N.M. COLLEGE , MALIANKARA ,
MOOTHAKUNNAM P.O. , ERNAKULAM DISTRICT - 683516.
- 4 DR. SAJANI S. , ASSISTANT PROFESSOR , DEPARTMENT OF
ECONOMICS , ST. THOMAS COLLEGE , RANNI , PATHANAMTHITTA-
689641.
- 5 DR. SNEHA ELCY JACOB , ASSISTANT PROFESSOR , ST.THOMAS
COLLEGE , RANNI , PATHANAMTHITTA-689641.
- 6 DR. DEVI PRIYA M. , ASSISTANT PROFESSOR , ST.THOMAS
COLLEGE , RANNI , PATHANAMTHITTA-689641.
- 7 DR. RIGY IDICULLA , ASSISTANT PROFESSOR , ST. THOMAS
COLLEGE , RANNI , PATHANAMTHITTA-689641.
- 8 DR. RENU SUSAN SAMUEL ,
ASSISTANT PROFESSOR , DEPARTMENT OF ECONOMICS , ST.
PETERS COLLEGE , KOLENCHERY , ERNAKULAM DISTRICT -
682311.
- 9 DR. UMADEVI A.G. , ASSISTANT PROFESSOR , N.S.S.
COLLEGE , CHERTHALA , ALAPPUZHA DISTRICT - 688524.

- 10 DR. BIJOY P. MATHEW, ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, VIMALA COLLEGE (AUTONOMOUS), THRISSUR - 680009.
- 11 DR. LAKSHMI C.M., ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, VIMALA COLLEGE (AUTONOMOUS), THRISSUR - 680009.
- 12 DR. JOVIA JOSE, ASSISTANT PROFESSOR, VIMALA COLLEGE (AUTONOMOUS), THRISSUR - 680009.
- 13 DR. PRATHIBHA P., ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, VIMALA COLLEGE (AUTONOMOUS), THRISSUR - 680009.
- 14 DR. MUHAMMAD ANAZ K., ASSISTANT PROFESSOR, DEPARTMENT OF BOTANY, P.S.M.O. COLLEGE, TIRURANGADI, MALAPPURAM DISTRICT - 676306.

BY ADVS.GEORGE POONTHOTTAM (SR.)
NISHA GEORGE
A.L.NAVANEETH KRISHNAN

RESPONDENTS:

- 1 STATE OF KERALA, REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM - 695001.
- 2 STATE OF KERALA, REPRESENTED BY THE SECRETARY TO GOVERNMENT, DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 3 THE DIRECTOR OF COLLEGIATE EDUCATION, VIKAS BHAVAN, PALAYAM, THIRUVANANTHAPURAM-695 033.
- 4 UNIVERSITY GRANTS COMMISSION, BAHADUR SHAH ZAFAR MARG, NEW DELHI - 110002, REPRESENTED BY THE CHAIRMAN. WEBMASTER.UGC.HELP@GMAIL.COM.

BY ADV SRI.S.KRISHNAMOORTHY, CGC,
SMT.RESMI THOMAS, GP

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON 07.07.2022, ALONG WITH WP(C).8213/2020 AND CONNECTED CASES, THE COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 18009 OF 2022

PETITIONERS:

- 1 DR. SUNIL SEKHAR A.C, AGED 38 YEARS,
ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, UNION
CHRISTIAN COLLEGE, ALUVA, ERNAKULAM DISTRICT -
683102.
- 2 DR. DIVYA SUSAN PHILIPS, ASSISTANT PROFESSOR,
DEPARTMENT OF CHEMISTRY, UNION CHRISTIAN COLLEGE,
ALUVA - 683102, ERNAKULAM DISTRICT.
- 3 DR. RESMI V.C., ASSISTANT PROFESSOR, DEPARTMENT OF
CHEMISTRY, S.N.M. COLLEGE, MALIANKARA,
MOOTHAKUNNAM P.O., ERNAKULAM DISTRICT.
- 4 DR. GAYATHRI T.H., ASSISTANT PROFESSOR, DEPARTMENT OF
CHEMISTRY, S.N.M. COLEGE, MALIANKARA, MOOTHAKUNNAM
P.O., ERNAKULAM DISTRICT,
- 5 DR. LAKSHMI S. BOSE, ASSISTANT PROFESSOR, DEPARTMENT
OF PHYSICS, S.N.M. COLLEGE, MALIANKARA, ERNAKULAM
DISTRICT.
- 6 DR. LINU M.N., ASSISTANT PROFESSOR, DEPARTMENT OF
MATHEMATICS & STATISTICS, S.N.M. COLLEGE, MALIANKARA,
MOOTHAKUNNAM P.O., ERNAKULAM DISTRICT.
- 7 DR. URMILA K.S., ASSISTANT PROFESSOR, DEPARTMENT OF
PHYSICS, S.N.M. COLLEGE, MALIANKARA, MOOTHAKUNNAM
P.O.,
ERNAKULAM DISTRICT.
- 8 DR. BINCY DOMINIC, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, ST. PETERS COLLEGE, KOLENCHERY, ERNAKULAM
DISTRICT - 682311.
- 9 DR. CEBY GEORGE, ASSISTANT PROFESSOR, DEPARTMENT OF

PHYSICAL EDUCATION, ST. PETERS COLLEGE, KOLENCHERY,
ERNAKULAM DISTRICT 682311.

- 10 DR. SOLVIN MATHEW, ASSISTANT PROFESSOR, DEPARTMENT OF
POLITICAL SCIENCE, ST. PETERS COLLEGE, KOLENCHERY,
ERNAKULAM DISTRICT - 682311.
- 11 BASIL B. MATHEW, ASSISTANT PROFESSOR, DEPARTMENT OF
POLITICAL SCIENCE, ST. PETERS COLLEGE, KOLENCHERY,
ERNAKULAM DISTRICT - 682311.
- 12 DR. MIDHUN DOMINIC C.D., ASSISTANT PROFESSOR,
DEPARTMENT OF CHEMISTRY, SACRED HEART COLLEGE,
THEVARA, ERNAKULAM DISTRICT - 682
013.
- 13 DR. MATHEW KURUVILLA, ASSISTANT PROFESSOR, DEPARTMENT
OF CHEMISTRY, ST. THOMAS COLLEGE, RANNI,
PATHANAMTHITTA-689673.
- 14 DR. MARTIZ KURLAN, ASSISTANT PROFESSOR, DEPARTMENT OF
HISTORY, ST. THOMAS COLLEGE, KOZHENCHERY,
PATHANAMTHITTA-689641.
- 15 DR. NIDHI P. RAMESH, ASSISTANT PROFESSOR, DEPARTMENT
OF STATISTICS, MAR ATHANASIUS COLLEGE, KOTHAMANGALAM,
ERNAKULAM DISTRICT: -686666.
- 16 DR. GILS M. GEORGE, ASSISTANT PROFESSOR, DEPARTMENT
OF ENGLISH, MAR ATHANASIUS COLLEGE (AUTONOMOUS),
KOTHAMANGALAM, ERNAKULAM DISTRICT - 686666.
- 17 DR. ELDOSE A.Y., ASSISTANT PROFESSOR, DEPARTMENT OF
ENGLISH, MAR ATHANASIUS COLLEGE (AUTONOMOUS),
KOTHAMANGALAM, ERNAKULAM DISTRICT - 686666.
- 18 DR. JIBHI BHASKARAN, ASSISTANT PROFESSOR, DEPARTMENT
OF ENGLISH, VIMALA COLLEGE (AUTONOMOUS), THRISSUR -
680009.
- 19 DR. ANAMIYA BABY, ASSISTANT PROFESSOR, DEPARTMENT OF
STATISTICS, VIMALA COLLEGE (AUTONOMOUS), THRISSUR -
680009.
- 20 DR. PREETHI JOHN, ASSISTANT PROFESSOR, DEPARTMENT OF

STATISTICS, VIMALA COLLEGE (AUTONOMOUS), THRISSUR
680009.

- 21 DR. BINU ANN KURIACHAN, ASSISTANT PROFESSOR,
DEPARTMENT OF ECONOMICS, VIMALA COLLEGE (AUTONOMOUS),
THRISSUR 680009.
- 22 DR. REENU GEORGE, ASSISTANT PROFESSOR, DEPARTMENT OF
ENGLISH, VIMALA COLLEGE (AUTONOMOUS), THRISSUR -
680009.
- 23 DR. SILVY MATHEW, ASSISTANT PROFESSOR, DEPARTMENT OF
BOTANY VIMALA COLLEGE (AUTONOMOUS), THRISSUR 680009.
- 24 DR. JAISY DAVID, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, M.E.S. ASMABI COLLEGE, P.VEMBALLUR,
KODUNGALLUR, THRISSUR DISTRICT - 680671.
- 25 DR. DHANYA P.R., ASSISTANT PROFESSOR, DEPARTMENT OF
AQUACULTURE, M.E.S. ASMABI COLLEGE, P.VEMBALLUR,
KODUNGALLUR, THRISSUR DISTRICT - 680671.
- 26 DR. ANSAR E.B., ASSISTANT PROFESSOR, DEPARTMENT OF
CHEMISTRY, M.E.S. ASMABI COLLEGE, P.VEMBALLUR,
KODUNGALLUR, THRISSUR DISTRICT - 680671.
- 27 DR. VANAJA V.S., ASSISTANT PROFESSOR, DEPARTMENT OF
SANSKRIT, VIMALA COLLEGE (AUTONOMOUS),
THRISSUR - 680009.
- 28 DR. SRILAKSHMI P. BHASKAR, ASSISTANT PROFESSOR,
DEPARTMENT OF CHEMISTRY, VIMALA COLLEGE (AUTONOMOUS),
THRISSUR - 680009.
- 29 DR. JIJI ABRAHAM, ASSISTANT PROFESSOR, DEPARTMENT OF
CHEMISTRY, VIMALA COLLEGE (AUTONOMOUS),
THRISSUR 680009.
- 30 DR. ANEESH GEORGE, ASSISTANT PROFESSOR, DEPARTMENT OF
PHYSICS, VIMALA COLLEGE (AUTONOMOUS),
THRISSUR - 680009.
- 31 DR. JERIN PAUL, ASSISTANT PROFESSOR, DEPARTMENT OF
STATISTICS, VIMALA COLLEGE (AUTONOMOUS),

THRISSUR - 680009.

- 32 SREEKUMAR V., ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, VIMALA COLLEGE (AUTONOMOUS), THRISSUR - 680009.

BY ADVS.GEORGE POONTHOTTAM (SR.)
NISHA GEORGE
A.L.NAVANEETH KRISHNAN

RESPONDENTS:

- 1 STATE OF KERALA, REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM - 695001.
- 2 STATE OF KERALA, REPRESENTED BY THE SECRETARY TO GOVERNMENT, DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM - 695001.
- 3 THE DIRECTOR OF COLLEGIATE EDUCATION, VIKAS BHAVAN, PALAYAM, THIRUVANANTHAPURAM-695 033.
- 4 UNIVERSITY GRANTS COMMISSION, BAHADUR SHAH ZAFAR MARG, NEW DELHI-110002, REPRESENTED BY THE CHAIRMAN, WEBMASTER.UGC.HELP@GMAIL.COM.

BY ADV SRI.S.KRISHNAMOORTHY, CGC
SMT.RESMI THOMAS, GP

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON 07.07.2022, ALONG WITH WP(C).8213/2020 AND CONNECTED CASES, THE COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 18802 OF 2020

PETITIONERS:

- 1 DR.AJESH S.R. , AGED 36 YEARS, S/O K.K.RAMACHANDRAN PILLAI, ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, KSMDB COLLEGE, SASTHAMCOTTA COLLEGE, KOLLAM, RESIDING AT NEERAJANAM, MANAKKARA, SASTHAMCOTTA, KOLLAM-690521.
- 2 DR.BIJU JOHN.M, AGED 50 YEARS, S/O.JOHN.M.J, ASSOCIATE PROFESSOR AND HEAD OF DEPARTMENT OF COMMERCE, ST.THOMAS COLLEGE, THRISSUR, RESIDING AT MAILITPALTHINGAL HOUSE, HARMONY STREET, LORDUPURAM, EAST FORT, THRISSUR-680005.
- 3 DR.LEKSHMI.S, AGED 39 YEARS, D/O.DR.K.N.SANKARA PILLAI, ASSISTANT PROFESSOR, DEPARTMENT OF PHYSICS, SD COLLEG, ALAPPUZHA, RESIDING AT KIZHAKKELETHU, NEERVILAKOM.P.O, CHENGANNUR-689122.
- 4 DR.JIM CHACKO, AGED 40 YEARS, S/O.CHACKO.V.G, ASSISTANT PROFESSOR, DEPARTMENT OF PHYSICS, CHRISTIAN COLLEGE, CHENGANNUR, RESIDING AT VALLIYATH, VALIYAKAVU.P.O, RANNI-689675.
- 5 DR.ALKA E.VARGHESE, AGED 42 YEARS, W/O.BIJU ABRAHAM, ASSISTANT PROFESSOR, DEPARTMENT OF BOTANY, CHRISTIAN COLLEGE, CHENGANNUR, RESIDING AT KADAVIL THEKKETHIL, KUTTAMPEROOR.P.O, MANNAR-689623.
- 6 DR.VINOD.P, AGED 48 YEARS, S/O.K.PRABHAKARAN PILLAI, ASSISTANT PROFESSOR, DEPARTMENT OF ZOOLOGY, NSS COLLEGE, PANDALAM, RESIDING AT VINOD VILLA, SOUTH MONKUZHI, PULLIKANAKKU.P.O, KAYAMKULAM, ALAPPUZHA-690537.

- 7 DR.SIJI RACHEL COLLEGE, AGED 44 YEARS,
W/O.REV.FR.GEORGE MATHEW, ASSISTANT PROFESSOR AND
HEAD OF DEPARTMENT OF POLITICAL SCIENCE,ST.CYRIL'S
COLLEGE,ADOOR,RESIDING AT POOKKOTTU HOUSE,KULAKKADA
EAST.P.O, KOTTARAKKARA-691521.
- 8 DR.SUSAN ALEXANDER, AGED 45 YEARS,
W/O.JOHN.C.DANIEL,ASSISTANT PROFESSOR AND HEAD OF
P.G.DEPARTMENT ENGLISH ST.CYRIL'S
COLLEGE,ADOOR,RESIDING AT CHARUVILA PUTHEN
VEEDU,KULAKKADA EAST.P.O, KOTTARAKKARA-691521.
- 9 DR.NISHA MATHEW, AGED 34 YEARS,
W/O.JIBU JACOB,ASSISTANT PROFESSOR,
DEPARTMENT ENGLISH ST.CYRIL'S COLLEGE,ADOOR,RESIDING
AT KALIYILIL,KANJAVELI.P.O, KOLLAM-691602.
- 10 DR.RESHMI.R, AGED 35 YEARS, W/O.JYOTHISANKAR.S,
ASSISTANT PROFESSOR,DEPARTMENT OF ZOOLOGY,
M.M.N.S.S.COLLEGE, KOTTIYAM, RESIDING AT GEETHA
NIVAS, NEENDAKARA.P.O, KOLLAM-691582.
- 11 DR.JITHIN JOSE.P, AGED 38 YEARS,
S/O LATE JOSE PANAKKAL, ASSISTANT PROFESSOR,
DEPARTMENT OF PHYSICAL EDUCATION, ST.JOHN'S COLLEGE,
ANCHAL, RESIDING AT PANAKKAL HOUSE,
MEDICAL COLLEGE P.O, CALICUT-673008.
- 12 DR.VINEETH CHANDRA.K.S, AGED 35 YEARS,
S/O.R.KRISHNA PILLAI, ASSISTANT PROFESSOR,
DEPARTMENT OF COMMERCE, SANADANA DHARMA COLLEGE,
ALAPPUZHA, RESIDING AT VIPIN NIVAS,
KADAMBATTUKONAM, KILIMANOOR.P.O,
THIRUVANANTHAPURAM-695601.
- 13 DR.BENOY KURIEN MYLAMPARAMBIL, AGED 40 YEARS,
S/O.KURIEN, ASSISTANT PROFESSOR, DEPARTMENT OF
ENGLISH, ST.GEORGE COLLEGE, ARUTHURA, RESIDING AT
MYLAMPARAMBIL, THEKOY.P.O, KOTTAYAM-686580.
- 14 DR.P.LEKSHMI DEVI MENON, AGED 38 YEARS,
W/O.ANISH .C.I, ASSISTANT PROFESSOR, DEPARTMENT OF
ZOOLOGY N.S.S.COLLEGE, OTTAPALAM, RESIDING AT 10A,
SECOND FLOOR,YOGAKSHEMAM APARTMENTS,
KALLINGAL LANE, THRISSUR-620680.

- 15 DR.JAYASHREE.K.M, AGED 38 YEARS,
W/O.ANANTHAKRISHNAN.K.M, ASSISTANT PROFESSOR,
DEPARTMENT OF MALAYALAM, M.E.S.COLLEGE, PONNANI,
RESIDING AT KANAKKOTU MATAM, ERAMANGALAM.P.O,
MALAPPURAM-679587.
- 16 DR.JAYAKRISNAN.K, AGED 47 YEARS,
S/O.RADHAKRISHNAN.K, ASSISTANT PROFESSOR,
DEPARTMENT OF PHYSICS,M.E.S.COLLEGE, PONNANI,RESIDING
AT SOUPARNIKA,PONNANI SOUTH,MALAPPURAM-679586.
- 17 DR.SMITHA.R, AGED 43 YEARS,
W/O.DR.ANILKUMAR.R, ASSISTANT PROFESSOR,
N.S.S.TRAINING COLLEGE, OTTAPALAM, RESIDING AT
ATHIRA, HOUSE NO.45, NANJAPPA NAGAR,
OLAVAKKODE, PALAKKAD-678002.
- 18 DR.IBRAHIM CHOLAKKAL, AGED 45 YEARS, S/O.HAMSA,
ASSISTANT PROFESSOR,P.G.AND RESEARCH DEPARTMENT OF
ECONOMICS,E.M.E.A.COLLEGE OF ARTS AND SCIENCE,
KONDOTTI,MALAPPURAM, RESIDING AT CHOLAKKAL HOUSE,
THURAKKAL.P.O, MALAPPURAM-679321.
- 19 DR.JUBAILIYA.P, AGED 50 YEARS, W/O.ABOOBACKER C.K,
ASSOCIATE PROFESSOR, DEPARTMENT OF ARABIC,
A.I.W.A.COLLEGE, MONGAM, RESIDING AT ADEEBA MANZIL,
MONGAM.P.O., MALAPPURAM-676523.
- 20 DR.JAFAR.M, AGED 42 YEARS, S/O.MUHAMMEDALI,ASSISTANT
PROFESSOR, DEPARTMENT OF ARABIC, A.I.W.A.COLLEGE,
MONGAM, RESIDING AT MANDAYI HOUSE, KUTTATHI.P.O,
MALAPPURAM -676523.
- 21 DR.SAJU.M.I, AGED 50 YEARS, S/O.M.V.ITTIYRA,ASSISTANT
PROFESSOR, DEPARTMENT OF MATHEMATICS,ST.THOMAS
COLLEGE,THRISSUR,RESIDING AT MAMBILLY HOUSE,
IRINJALAKUDA.P.O,THRISSUR-680121.
- 22 DR.ADABIYA.H, AGED 36 YEARS, W/O.MUHAMMED IQBAL,
ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, IQBAL
COLLEGE, PERINGAMMALA, RESIDING AT KONATH VEEDU,
VARKALA.P.O, THIRUVANANTHAPURAM-695141.
- 23 DR.BINDU.P.NAIR, AGED 39 YEARS, W/O SUBODH.G,
ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY,MAHATHMA
GANDHI COLLEGE, THIRUVNANANTHAPURAM, RESIDING AT

ARADHANA, 392/A, PERUKAVU.P.O, THIRUVANANTHAPURAM-695573.

- 24 DR.BINU KUMAR.B.J, AGED 39 YEARS,
S/O.BHUVNACHANDRAN NAIR.K, ASSISTANT PROFESSOR,
DEPARTMENT OF ECONOMICS, MAHATHMA GANDHI COLLEGE,
THIRUVANANTHAPURAM, RESIDING AT DEVANAMDANAM (BINU
BHAVAN), VENJARAMOODU, THIRUVANANTHAPURAM-695607.
- 25 DR.N.PRADEEP KUMAR, AGED 42 YEARS,
ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, MAHATHMA
GANDHI COLLEGE, THIRUVANANTHAPURAM, RESIDING AT
PADMASREE, TC 52/1530, PLANKALA JUNCTION,
THIRUVANANTHAPURAM-695019.
- 26 DR.SREEJA SANKAR.R, AGED 43 YEARS,
W/O.P.VIJAYAKUMAR, ASSISTANT PROFESSOR, DEPARTMENT OF
MALAYALAM, V.T.M.N.S.S.COLLEGE, DHANUVACHAPURAM,
RESIDING AT DEVIKA, ARAYOOR.P.O,
THIRUVANANTHAPURAM-695122.
- 27 DR.RESMI.V.G, AGED 37 YEARS, W/O.RAJESH.V.S, ASSISTANT
PROFESSOR, DEPARTMENT OF CHEMISTRY MAHATHMA GANDHI
COLLEGE, THIRUVANANTHAPURAM, RESIDING GIRIJA BHAVAN,
MADAVOOR.P.O, KILIMANOOR, THIRUVANANTHAPURAM-695602.
- 28 DR.SANITHA BEEVI.A, AGED 40 YEARS, W/O.SHAMNAD.S.A,
ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, IQBAL
COLLEGE, PERINGAMMALA, RESIDING AT IRAL, PULIPARA.P.O,
KADAKKAL, KOLLAM-691536.
- 29 DR.THOMAS P.JOHN, AGED 52 YEARS,
S/O.N.T.JOHN, ASSISTANT PROFESSOR, DEPARTMENT OF
HISTORY, ST.XAVIER'S COLLEGE, THUMBA, RESIDING AT
PAZHAMANNIL, BNRA 77C, BENEDICT NAGAR,
THIRUVANANTHAPURAM-695015.
- 30 DR.DIVYA THOMAS, AGED 38 YEARS, W/O.JERALD.P.JOSE,
ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY
ST.XAVIER'S COLLEGE, THUMBA, RESIDING AT POOTHAKUZHI,
THUMBA, THIRUVANANTHAPURAM-695586.
- 31 DR.HARI.K, AGED 34 YEARS, S/O.DR.S.KRISHNAN NAIR,
ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, MAHATHMA
GANDHI COLLEGE, THIRUVANANTHAPURAM, RESIDING AT TC

24/1750, THAYCAUD.P.O, THIRUVANANTHAPURAM-695573.

- 32 DR.K.M.RAJASREE, AGED 46 YEARS, W/O.R.RAJAN,
ASSISTANT PROFESSOR, DEPARTMENT OF ZOOLOGY,
N.S.S.COLLEGE PANDALAM, RESIDING AT KALIEECKAL HOUSE,
PALLICKAL EAST, MAVELIKKAR-690107.
- 33 EDNA RICHARD, AGED 39 YEARS,
W/O.SHIBU GEORGE, ASSISTANT PROFESSOR,
DEPARTMENT OF CHEMISTRY ST.XAVIER'S COLLEGE, THUMBA,
RESIDING AT TC 13/558, KV 22 A, KUNNUKUZHI,
THIRUVANANTHAPURAM-695001.
- 34 JILU ANI JOHN, AGED 48 YEARS, W/O.SHINE P.JAMES,
ASSOCIATE PROFESSOR, DEPARTMENT OF ENGLISH, ST.GEORGE
COLLEGE, ARUTHURA, RESIDING AT PARATHAZHATHU,
PALA.P.O, KOTTAYAM-686575.
- 35 SINI JACOB, AGED 41 YEARS, W/O.ALBYT ANTO, ASSISTANT
PROFESSOR, DEPARTMENT OF ENGLISH, ST.GEORGE COLLEGE,
ARUTHURA, RESIDING AT VEMBIL, CHEMMALAMATTAM,
KOTTAYAM-686508.

BY ADVS.ARUN.B.VARGHESE
SMT. AISWARYA V.S.

RESPONDENTS :

- 1 STATE OF KERALA, REPRESENTED BY PRINCIPAL SECRETARY,
DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT OF KERALA,
GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 2 UNIVERSITY GRANTS COMMISSION, REPRESENTED BY ITS
SECRETARY, BAHADUR SHAH ZAFAR MARG, NEW DELHI-110002.

BY ADVS.SRI.S.KRISHNAMOORTHY, CGC,
SRI.P.SREEKUMAR, AMICUS CURIAE
SMT.RESMI THOMAS, GP

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON
07.07.2022, ALONG WITH WP(C).8213/2020 AND CONNECTED CASES, THE
COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE DEVAN RAMACHANDRAN

THURSDAY, THE 7TH DAY OF JULY 2022 / 16TH ASHADHA, 1944

WP(C) NO. 24840 OF 2020

PETITIONERS:

- 1 DR.ANIL P.V., AGED 37 YEARS,
S/O. P.V.VELAYUDHAN, ASSISTANT PROFESSOR, PAZHASSI
RAJA NSS COLLEGE, MATTANNUR, KANNUR, RESIDING AT
CHERUVADY HOUSE, MADAKKIMALA P.O., KALPETTA, WAYANAD
DISTRICT-687122.
- 2 DR.NEBU JOHN, AGED 37 YEARS, S/O. E.YOHANNAN,
ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, MAR
THOMA COLLEGE, THIRUVALLA, RESIDING AT IRUPPAYIL,
MUKKODU P.O., KARIPPURAM, MULAVANA, KOLLAM-691 503.
- 3 DR.PREETHA S.PILLAI, AGED 47 YEARS, W/O.MADHU
MADHAVAN, ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE,
D.B.PAMPA COLLEGE, PATHANAMTHITTA, RESIDING AT
KIZHAKKETHIL HOUSE, OMALLOOR P.O., PARAYANALI,
PATHANAMTHITTA-689 647.
- 4 DR.SUBALEKSHMI.G.S., AGED 38 YEARS,
D/O. SUKUMARAN NAIR.S., ASSISTANT PROFESSOR,
DEPARTMENT OF SOCIOLOGY, M.G COLLEGE,
THIRUVANANTHAPURAM, RESIDING AT GAZHAL TC 47/3041(2),
CRAG 25, VANIYATHU LANE, DECENT JUNCTION, POOJAPPURA
P.O., THIRUVANANTHAPURAM-695 012.
- 5 DR.MERIN SARA THOMAS, AGED 33 YEARS, D/O.P.M.THOMAS,
ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, MAR
THOMA COLLEGE, THIRUVALLA, RESIDING AT PAIKATTU PUTHEN
VEEDU, OMALLOOR P.O., MANJINIKKARA, PATHANAMTHITTA-689
647.
- 6 DR.C.K.FRANCIS, AGED 58 YEARS,
S/. K.R CHERIA, ASSISTANT PROFESSOR AND HEAD OF THE
DEPARTMENT OF ECONOMIC (RETIRED) ST.THOMAS COLLEGE,
THRISSUR, RESIDING AT KALLERY HOUSE, B-1 MEGHNA
RESIDENCY, KUNNAMKULANGARA, KOORKENCHERY, THRISSUR-680

007.

- 7 DR.GEORGE ALEX, AGED 57 YEARS,
S/O. M.V CHANDY, ASSOCIATE PROFESSOR AND HEAD OF THE
DEPARTMENT OF HISTORY (RETIRED), ST.THOMAS COLLEGE,
THRISSUR, RESIDING AT MANJAKALAYIL HOUSE., B-3 MEGHNA
RESIDENCY, KUNNAMKULANGARA, KOORKENCHERY, THRISSUR-680
007.
- 8 DR.PAUL JOSE.P., AGED 56 YEARS, S/O. P.L.JOSE,
ASSISTANT PROFESSOR AND RESEARCH GUIDE (RETIRED),
RESEARCH DEPARTMENT OF COMMERCE, ST.THOMAS COLLEGE
(AUTONOMOUS), THRISSUR, RESIDING AT ALAPPATT
PALATHINGAL HOUSE, SWEET BAZAR ROAD, IRINJALAKUDA
THRISSUR -680 121.
- 9 DR.SEBASTIAN JOSEPH, AGED 57 YEARS, S/O. K.J.JOSEPH,
ASSOCIATE PROFESSOR AND HEAD OF THE DEPARTMENT OF
MALAYALAM (RETIRED) CHRIST COLLEGE (AUTONOMOUS),
IRINJALAKUDA, RESIDING AT SYMPHONY, CHERUR P.O.,
THRISSUR-680 125.

BY ADVS.ARUN.B.VARGHESE
SMT. AISWARYA V.S.

RESPONDENTS:

- 1 STATE OF KERALA, REPRESENTED BY PRINCIPAL SECRETARY,
DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT OF KERALA,
GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM-695 001
- 2 UNIVERSITY GRANTS COMMISSION,
REPRESENTED BY ITS SECRETARY,
BAHADUR SHAH ZAFAR MARG, NEW DELHI-110 002.

BY ADVS SRI.S.KRISHNAMOORTHY, CGC
SMT.RESMI THOMAS, GP

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON
07.07.2022, ALONG WITH WP(C).8213/2020 AND CONNECTED CASES, THE
COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

C.R.

JUDGMENT

[WP(C) Nos.8213/2020, 14247/2020, 17983/2022, 18009/2022,
18802/2020, 24840/2020]

Since the issues canvassed, projected and impelled in these matters are common, I have heard them together and propose to dispose them of through this judgment.

2. The constitutive issue involved is whether there is any conflict between the Government of India Order (hereinafter referred to as "GOI Pay Scale Order"), accepting the recommendations of the Pay Review Committee (PRC) of the University Grants Commission (UGC) with respect to the pay scales of teachers and equivalent cadres in Universities and Colleges, on the one hand; and between the "UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges

and measures for the Maintenance of Standards in Higher Education, 2018 (hereinafter referred to as the "UGC Regulations, 2018"), on the other.

3. This question has arisen because it is admitted that the Government of Kerala adopted both these orders and Regulations respectively, through valid proceedings; but then, while adopting the 'UGC Regulations 2018', through order dated 29.09.2019, it introduced a caveat that, in the event of any conflict between the provisions of the said Regulations and the order of the Government of Kerala adopting the 'GOI Pay Scale Order', the latter would prevail.

4. This particular condition incorporated by the Government in the aforementioned order, gave rise to a question whether the advance increments mentioned in 'UGC Regulations 2018' would become ungrantable to the petitioners, because the Government of Kerala Order adopting the 'GOI Pay

Scale Order' contained a stipulation - couched in Clause 6.1.7 thereof - that no incentives in the form of advance increments may be available to any person for obtaining the degree of M.Phil/Ph.D.

5. The petitioners contend that Government of Kerala was wrong in making the afore inhibition because there can be no conflict between the 'GOI Pay Scale Order' and the 'UGC Regulations 2018'; especially since the latter was issued at a subsequent point of time and which was in continuation of the earlier UGC Regulations of the year 2010 ('UGC Regulations 2010').

6. I have heard Sri.George Poonthottam, learned Senior Counsel - instructed by Sri.A.L.Navaneeth Krishnan, Sri.Deepu Lal Mohan, Sri.Arun B.Varghese - learned counsel appearing for the petitioners; Sri.S.Krishnamoorthy - learned Standing Counsel for the UGC; Smt.Parvathy K. - learned Government Pleader and

Sri.P.Sreekumar who assisted this Court commendably as Amicus Curiae.

7. Noticing the rather complex issues projected and the ramifications it may hold in future, I thought it necessary to requisition the assistance of an Amicus Curiae and requested Sri.P.Sreekumar to do so. His inputs and assistance in this matter certainly helped this Court in arriving at the judgment that I am presently delivering.

8. For the purpose of this judgment, I propose to treat WP(C)No.8213/2020 as the lead case and all reference to the documents and parties will be as reflected therein, unless otherwise specified.

9. Sri.George Poonthottam, learned Senior Counsel and Sri.Deepu Lal Mohan, learned counsel, made vehement submissions to the effect that Government of Kerala has mixed up two different

Regulations and has virtually said that the provisions of one will override the other. They argued that since the 'GOI Pay Revision Order' and the 'UGC Regulations' - be that the 2010 or the 2018 - operate on different spheres, there can be no conflict between them; and consequently, one cannot override the other. They predicated that the 'GOI Pay Revision Order' was intended to regulate the Pay and Allowances of teachers under the UGC Scheme; while 'UGC Regulations 2010/2018' are intended to promote excellence in teaching and to incentivise it appositely. They argued that, therefore, the incentives stipulated in the 'UGC Regulations 2010/2018' would become applicable to the teachers on the specific criteria therein being satisfied; notwithstanding what is stated in the 'GOI Pay Revision Order'. They thus prayed that these Writ Petitions be allowed.

10. Sri.P.Sreekumar - learned Amicus Curiae,

submitted that, on the edifice of the research done by him, the afore submissions of the petitioners certainly are worthy. He explained, referring to the specific documents in WP(C)No.8213/2020, that there are two different and distinct Order and Regulations involved in these cases, namely the 'GOI Pay Revision Order' and the 'UGC Regulations 2010/UGC Regulations 2018'. He pointed out that the 'GOI Pay Revision Order' is Ext.P4 dated 02.11.2017, which was issued accepting the recommendations of the Pay Review Committee under the University Grants Commission. He then showed me that 'UGC Regulations 2010' and the 'UGC Regulations 2018' have been placed on record as Exts.P2 and P5 respectively, and that they have been brought into force by the UGC under Section 14 of the University Grants Commission Act, 1956, for the purpose of incentivising and promoting excellence

in teaching and other academic activities.

11. Sri.P.Sreekumar then submitted that Ext.P4 was adopted by the Government of Kerala through Ext.P6; but that since there was a small mistake therein, Ext.P7 was issued to correct it and hence that Ext.P4 holds adoption by the Government under Exts.P6 and P7. He then added that, as far as Ext.P5 'UGC Regulations 2018' is concerned, it has been adopted by the Government through Ext.P8 and argued that, therefore, paragraph 5 of the said order - which seems to stipulate that if there is any inconsistency between the said Regulations and the 'GOI Pay Revision Order', the latter would prevail - is absolutely impermissible and totally superfluous because, as said above, the 'GOI Pay Revision Order' and the 'UGC Regulations' operate on different fields and distinctly, under separate criteria. He closed his submissions saying that, therefore, paragraph 5 of Ext.P8 order is not

merely impermissible but was unnecessary; and that in any event, incapable of being implemented.

12. In response, however, the learned Government Pleader - Smt.Parvathy K., submitted that law has been well settled that the Government of Kerala can adopt any UGC Regulation or instruction, either in full or in part. She submitted that this is exactly what has been done through Ext.P8 order, through which, even though the 'UGC Regulations 2018' has been adopted, it has been made clear that if there is any provision in Ext.P6/P7 inconsistent with it, then the latter will prevail. She vehemently asserted that this was within the freedom of the Government to do and therefore, that the impugned paragraph in Ext.P8 cannot be interdicted; thus praying that it be not done.

13. The stand of the rival parties being so placed on record, I am certainly obliged to

consider whether there is any conflict between the 'GOI Pay Revision Order' and the 'UGC Regulations 2018'.

14. I, therefore, asked Sri.S.Krishnamoorthy - learned Standing Counsel for the UGC, about this and he submitted that there can be no conflict between the afore two and that they are intended to operate differently, but complementary to each other. He added that every benefit entitled to teachers under the 'GOI Pay Revision Order' and 'UGC Regulations 2018', or for that matter 'UGC Regulations 2010', would be entitled to them, without any conflict and in an adjunct manner. He, however, added that the 'UGC Regulations 2018' is only prospective, though conceding that 'UGC Regulations 2010' is verbatim of the same and would operate to teachers who were appointed prior to 18.07.2018.

15. The afore submissions of

Sri.S.Krishnamoorthy and the inputs given by Sri.P.Sreekumar render the field rather limpid now.

16. The Government of Kerala, no doubt, adopted Ext.P4 'GOI Pay Revision Order' through Exts.P6 and P7 and then proceeded to adopt Ext.P5 - 'UGC Regulations 2018' through Ext.P8 order. Contrary to the afore submissions of Smt.Parvathy K. - learned Government Pleader, the Government did not use their freedom to adopt the order and the Regulations in part, but in its entirety, without any exception being carved out. Obviously, therefore, they could not have restrained or constrained the operation of one among them by the conditions/criteria available in the other; and to that extent, certainly, what has been stated in the impugned paragraph of Ext.P8 appears to be either made thoughtlessly or erroneously.

17. To paraphrase, when the Government of

Kerala adopted the 'GOI Pay Revision Order' through Exts.P6 and P7, stipulations therein became applicable to all teachers and academic staff; and when they went on to adopt 'UGC Regulations 2018' thereafter, the incentives and other benefits under it also became additionally available to them; and I fail to gather how they could say that the provisions of the former would govern that of the latter in the case of conflict among them, when there can be no such. This is more so because, the UGC takes the affirmative stand before this Court that the benefits in the Order and the Regulations are independent of each other, but complementary and additional.

18. In that perspective, obviously, the impugned paragraph in Ext.P8 order of the Government can only be seen to be in error - if they still maintain that it was done deliberately - and without properly understanding the ambit of

Exts.P4 and P5.

19. The sum total is that teachers who entered service subsequent to the 'UGC Regulations 2010' or the 'UGC Regulations 2018' with Ph.D/M.Phil Degree would certainly be entitled to the advanced increments mentioned therein, *de hors* any stipulation in Ext.P4 'GOI Pay Revision Order', and in addition to the benefits therein. As far as teachers who have entered service on the strength of M.Phil and then obtained a Ph.D, they stand governed by Clause 19.1 IV(a) of the 'UGC Regulations 2018' and Clause 9.4(1) of the 'UGC Regulations 2010', as the case may be, depending upon the year in which they were recruited, since the UGC says that operation of both of them is only prospective in nature.

In summation, I order these Writ Petitions declaring that the benefits eligible to the teachers and other academic staff covered by 'UGC

Regulations 2010/UGC Regulations 2018' will be in addition to the benefits entitled to them under Ext.P4 'GOI Pay Revision Order' accepting the Pay Revision recommendations of the UGC; and therefore, that they will be entitled to obtain all such without any impediment.

As a corollary to the above declarations, I further clarify that paragraphs 5 and 6 of the Government Order, bearing No.GO(P)No.28/2019/H.Edn dated 29.09.2019, would stand invalid and would not affect any accrued right of the teachers and academic staff based on the "UGC Regulations, 2018"/"UGC Regulations, 2010".

Needless to say, all consequences of this declaration shall follow forthwith.

Before I close, I must gratefully record the incisive and exhaustive assistance offered to this Court by Sri.P.Sreekumar, learned Amicus Curiae.

WP(C) NO. 8213 OF 2020 and Con.Cases

-34-

He has also made available research documents and his notes for such purpose, without which, certainly, the ease at which the issues were decided by this Court would not have been possible.

**Sd/-
DEVAN RAMACHANDRAN
JUDGE**

SAS/RR/akv

APPENDIX OF WP(C) 14247/2020

PETITIONER EXHIBITS

- EXHIBIT P1 TRUE COPY OF UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2018.
- EXHIBIT P2 TRUE COPY OF GO(P)NO.18/2019/HEDN DATED 29.06.2019 ISSUED BY THE 1ST RESPONDENT.
- EXHIBIT P3 TRUE COPY OF GO(P)NO.28/2019/HEDN DATED 29.09.2019 ISSUED BY THE 1ST RESPONDENT.
- EXHIBIT P4 TRUE COPY OF THE LETTER BEARING NO.1-7/2015-U.11(1) DATED 2.11.2017 ISSUED BY THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT, GOVERNMENT OF INDIA.
- EXHIBIT P5 TRUE COPY OF THE REPRESENTATION DATED 18.03.2020 SUBMITTED BY THE 2ND WRIT PETITIONER BEFORE THE 1ST RESPONDENT.
- EXHIBIT P6 TRUE COPY OF THE REPRESENTATION DATED 02.03.2020 SUBMITTED BY THE 4TH WRIT PETITIONER BEFORE THE 1ST RESPONDENT.
- EXHIBIT P7 TRUE COPY OF THE REPRESENTATION DATED 27.02.2020 SUBMITTED BY THE 1ST WRIT PETITIONER BEFORE THE 1ST RESPONDENT.
- EXHIBIT P8 TRUE COPY OF THE PRESS RELEASE DATED 13.06.2018 ISSUED BY THE PRESS INFORMATION BUREAU GOVERNMENT OF INDIA.
- EXHIBIT P9 TRUE COPY OF LETTER NO 120 (22) EDN(U)/EH/IU-77 DATED 3.2.2020 ISSUED BY THE GOVERNMENT OF WEST BENGAL
- EXHIBIT P10 TRUE COPY OF THE RELEVANT PORTION OF THE LETTER ISSUED BY THE FINANCIAL COMMISSIONER AND PRINCIPAL SECRETARY TO GOVERNMENT OF HARYANA, HIGHER EDUCATION DEPARTMENT.

APPENDIX OF WP(C) 17983/2022

PETITIONER EXHIBITS

- EXHIBIT P1 TRUE COPY OF THE RELEVANT PORTION OF THE UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS OF HIGHER EDUCATION 2018 DATED 18.07.2018.
- EXHIBIT P2 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O. (P)NO. 18/2019/HEDN DATED 29.06.2019.
- EXHIBIT P3 TRUE COPY OF THE COMMUNICATION NO. 1-7/2015-U.II(1) DATED 02.11.2017 ISSUED BY THE GOVERNMENT OF INDIA.
- EXHIBIT P4 TRUE COPY OF THE GOVERNMENT ORDER G.O.(P) NO. 28/2019/H.EDN. DATED 29.09.2019.
- EXHIBIT P5 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O. (P)NO. 38/2020/H.EDN. DATED 06.11.2020.
- EXHIBIT P6 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O. (P)NO.3/2021/HEDN. DATED 06.11.2020.
- EXHIBIT P7 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O. (MS)NO.120/2021/FIN DATED 13.10.2021.
- EXHIBIT P8 TRUE COPY OF THE RELEVANT PORTION OF THE GOVERNMENT ORDER BEARING G.O.MS.NO.15 DATED 29.06.2019 ISSUED BY THE GOVERNMENT OF TELENGANA.
- EXHIBIT P9 TRUE COPY OF THE RELEVANT PORTION OF THE GOVERNMENT ORDER BEARING G.O.(MS) NO. 19 DATED 14.01.2020 ISSUED BY THE GOVERNMENT OF TAMIL NADU.
- EXHIBIT P10 TRUE COPY OF THE RELEVANT PORTION OF THE COMMUNICATION ISSUED BY THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF HARYANA DATED NIL.

APPENDIX OF WP(C) 18009/2022

PETITIONER EXHIBITS

- EXHIBIT P1 TRUE COPY OF THE RELEVANT PORTION OF THE UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS OF HIGHER EDUCATION 2018 DATED 18.07.2018.
- EXHIBIT P2 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O.(P)NO. 18/2019/HEDN DATED 29.06.2019.
- EXHIBIT P3 TRUE COPY OF THE COMMUNICATION NO. 1-7/2015-U.II(1) DATED 02.11.2017 ISSUED BY THE GOVERNMENT OF INDIA.
- EXHIBIT P4 TRUE COPY OF THE GOVERNMENT ORDER G.O.(P) NO. 28/2019/H.EDN. DATED 29.09.2019.
- EXHIBIT P5 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O.(P)NO. 38/2020/H.EDN. DATED 06.11.2020.
- EXHIBIT P6 TRUE COPY OF THE GOVERNMENT ORDER BEARING G.O.(P)NO. 3/2021/HEDN DATED 23.01.2021.
- EXHIBIT P7 TRUE COPY OF THE GOVERNMENT ORDER G.O.(MS)NO. 120/2021/FIN DATED 13.10.2021.
- EXHIBIT P8 TRUE COPY OF THE RELEVANT PORTION OF THE GOVERNMENT ORDER BEARING G.O.MS.NO.15 DATED 29.06.2019 ISSUED BY THE GOVERNMENT OF TELENGANA.
- EXHIBIT P9 TRUE COPY OF THE RELEVANT PORTION OF THE GOVERNMENT ORDER BEARING G.O.(MS) NO. 19 DATED 14.01.2020 ISSUED BY THE GOVERNMENT OF TAMIL NADU.
- EXHIBIT P10 TRUE COPY OF THE RELEVANT PORTION OF THE COMMUNICATION ISSUED BY THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF HARYANA

WP(C) NO. 8213 OF 2020 and Con.Cases

-39-

DATED NIL.

EXHIBIT P11 TRUE COPY OF THE RELEVANT PORTION OF THE NOTIFICATION NO.F.CONF/13-5/ORD/99/VOL.VII/-131 ISSUED BY THE NORTH EASTERN HILL UNIVERSITY DATED 25.07.2019.

EXHIBIT P12 TRUE COPY OF THE RELEVANT PORTION OF THE NOTIFICATION ISSUED BY THE CENTRAL UNIVERSITY TAMIL NADU DATED 16.02.2022.

EXHIBIT P13 TRUE COPY OF THE OFFICE ORDER DATED 19.3.2019 ISSUED BY THE VISVA BHARATI SANTINIKETHAN.

RESPONDENT'S/S EXHIBITS : NIL.

**//TRUE COPY//
P.A. TO JUDGE**

APPENDIX OF WP(C) 18802/2020

PETITIONER EXHIBITS

- EXHIBIT P1 TRUE COPY OF UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS, IN HIGHER EDUCATION 2018
- EXHIBIT P2 TRUE COPY OF G.O(P)NO.18/2019/HEDN DATED 29.06.2019 ISSUED BY THE 1ST RESPONDENT
- EXHIBIT P3 TRUE COPY OF G.O.(P)NO.28/2019/HEDN DATED 29.09.2019 ISSUED BY THE 1ST RESPONDENT
- EXHIBIT P4 TRUE COPY OF THE LETTER BEARING NO.1-7/2015-U.11(1)DATED 2.11.2017 ISSUED BY THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT, GOVERNMENT OF INDIA
- EXHIBIT P5 TRUE COPY OF THE PRESS RELEASE DATED 13.06.2018 ISSUED BY THE PRESS INFORMATION BUREAU GOVERNMENT OF INDIA.

RESPONDENT'S/S EXHIBITS : NIL.

//TRUE COPY//
P.A. TO JUDGE

APPENDIX OF WP(C) 24840/2020

PETITIONER EXHIBITS

- EXHIBIT P1 TRUE COPY OF UGC REGULATIONS OF MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2018
- EXHIBIT P2 TRUE COPY OF G.O(P) NO.18/2019/HEDN DATED 29.06.2019 ISSUED BY THE 1ST RESPONDENT
- EXHIBIT P3 TRUE COPY OF G.O(P) NO.28/2019/HEDN DATED 29.09.2019 ISSUED BY THE 1ST RESPONDENT
- EXHIBIT P4 TRUE COPY OF THE LETTER BEARING NO.1-7/2015-U.11(1) DATED 2.11.2017 ISSUED BY THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT, GOVERNMENT OF INDIA
- EXHIBIT P5 TRUE COPY OF THE PRESS RELEASE DATED 13.06.2018 ISSUED BY THE PRESS INFORMATION BUREAU GOVERNMENT OF INDIA

RESPONDENT'S/S EXHIBITS : NIL.

//TRUE COPY//
P.A. TO JUDGE

APPENDIX OF WP(C) 8213/2020

PETITIONER EXHIBITS

- EXHIBIT P1 THE PHOTOCOPY OF GO (P) NO 58/2010/H.EDN DATED 27.3.2010 (WITHOUT APPENDIX) ISSUED BY THE 2ND RESPONDENT
- EXHIBIT P2 THE PHOTOCOPY OF CLAUSE 9 OF THE SCHEDULE FRAMED IN TERMS OF CLAUSE 6.8.0 OF THE UGC REGULATIONS 2010 INCENTIVES FOR PH.D/M.PHIL AND OTHER HIGHER QUALIFICATIONS.
- EXHIBIT P3 THE PHOTOCOPY OF GO(P) NO 392/2010/H.EDN DATED 10.12.2010 ISSUED BY THE 2ND RESPONDENT
- EXHIBIT P4 THE PHOTOCOPY OF THE LETTER NO 1-7/2015-U1191) DATED 2.11.2017 ISSUED BY THE 1ST RESPONDENT TO THE 3RD RESPONDENT (WITHOUT ANNEXRES)
- EXHIBIT P5 THE PHOTOCOPY OF THE RELEVANT PAGES OF NOTIFICATION NO F 1-2/2017 (EC/PS) DATED 18.7.2018 UGC REGULATIONS ON MINIMUM QUALIFICATION FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2017, ISSUED BY THE 3RD RESPONDENT
- EXHIBIT P6 THE PHOTOCOPY OF GO(P) NO 18.2.2019/H.EDN DATED 29.6.2019 ISSUED BY THE 2ND RESPONDENT
- EXHIBIT P7 THE PHOTOCOPY OF GO (P) NO 29/2019/H,EDN DATED 30.9.2019 ISSUED BY THE 2ND RESPONDENT
- EXHIBIT P8 THE PHOTOCOPY OF GO (P) NO 28/20/19/H.EDN DATED 20.9.2019 ISSUED BY THE 2ND RESPONDENT
- EXHIBIT P9 THE PHOTOCOPY OF THE CIRCULAR UGC CELL 2/5027/19/COLL EDU DATED 18.3.2019 ISSUED BY THE 4TH RESPONDENT WITH ENGLISH TRANSLATION

WP(C) NO. 8213 OF 2020 and Con.Cases

-43-

RESPONDENT'S/S EXHIBITS :

EXHIBIT R2 (a)

TRUE COPY OF THE CLARIFICATION SENT BY THE
2ND RESPONDENT TO UGC.