



KERALA PRIVATE COLLEGE TEACHERS' ASSOCIATION

KPCTA MANDIRAM, TC-25/2814, MBRRA 36, MATHRUBHUMI ROAD,
VANCHIYOOR, THIRUVANANTHAPURAM - 695 035

Govt. Regn. No. G.O.(MS) No. 2/06 H.Edn. Dt. 04/04/06

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29 July 2025

Thiruvananthapuram

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To

The Principal Secretary
Department of Finance
Government of Kerala

Sir

Sub: - Realization of DA and arrears at allowed rates (Category: UGC/AICTE/Medical Education)

Ref: i) Letter of Kerala Private College Teachers' Association dated 19 April 2022

ii) UGC Notification No. F.1-2/2017(EC/PS) dated 18th July, 2018

iii) GO (P) No. 25/2021/Fin dated 08/02/2021, Government of Kerala, Department of Finance

iv) Circular No. 35/2021/Fin dated 15/04/2021, Government of Kerala, Department of Finance

v) Letter No. 2329377/P.R.U-2/2023-Fin, Government of Kerala, Department of Finance dated 23/7/2025

vi) Interim Judgment of the Honorable High Court of Kerala in the WP(C) NO. 27618 of 2023 (B) dated 17/06/2025

The Kerala Private College Teachers' Association in its letter in Ref (i) had requested you to revise the Dearness Allowance (DA) of college teachers with effect from the dates when it was due. The living expenses in the state of Kerala have been steadily increasing as evidenced by the consumer price index which stands at 213 points (Base 2011-'12) as of May 2025.

College teachers in Kerala are eligible for DA at central rates as made explicit in Item 19.3 of Ref (ii). The State Government of Kerala has formally adopted the 7th Central Pay Commission (CPC) for College and university teachers coming under the purview of the UGC regulations. This adoption of the regulations legally binds the government to implement the CPC recommendations in full, including DA at central rates and from the effective dates notified by the Government of India.



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The employees of the state government were granted raise in DA in 2019 in accordance with Ref (iii). However, the Government of Kerala was very particular to freeze the DA of College and University teachers in the state (Ref (iii) and Ref (iv)) citing the reason that we were drawing DA at central rates.

The central DA rate now stands hiked to 55% with effect from 01/01/2025 and a hike to 59% is imminent. Further, the DA of IAS cadre officers serving in the state of Kerala, the other category of employees who draw DA at central rates has been increased to be at par with central rates, leaving out college and university teachers as the only category working in the state with such huge short in the rates of DA.

The Hon. Minister for Finance for the Government of Kerala himself has stated in the state budget for 2025 that the financial position of has improved. Hence, financial crunch cannot be stated as reason for withholding DA and arrears of the College teachers in Kerala.

Even more, the Honorable Supreme Court of India, in its ruling in State of West Bengal & Ors. vs. Confederation of State Government Employees, WB & Ors. [SLP (C) Nos. 22628–22630/2022, dated 16 May 2025], categorically held that "Paucity of funds is a ground which stands negated... employees need not be kept waiting endlessly to receive the money in question." This landmark judgment confirms that DA and its arrears are not discretionary but constitute a statutory and enforceable component of salary.

The Honorable High Court of Kerala has directed the Government of Kerala to discuss the demand made by the Kerala Private College Teachers' Association with the office bearers of the association. We point out that this discussion called by the Additional Secretary (Finance) as in Ref (v) is not in line with the direction of the Honorable High Court of Kerala as the Government has empanelled in this discussion parties outside of the ambit of the direction of the court.



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In spite of such blatant noncompliance from the part of the Government, we are participating in this discussion as justice must not be held captive to procedural manipulation. We are making explicit our demand that immediate steps be taken to correct the grave breach of equity pointed out above and release the DA and arrears (with government orders issued in pursuance clearly mentioning effective dates) due to College teachers so that the discrimination meted out to them shall end. Rates of Dearness Relief (DR) for pensioners from the same category must follow suit.

Thanking you
Yours sincerely

Dr. Premachandran Keezhoth
President (State)

Dr Abraham A.
Vice-President (State)

Sri. Rony George
Gen. Secretary

Dr Ajesh S. R.
Secretary (Kerala Region)