IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE D. K. SINGH

FRIDAY, THE 28TH DAY OF MARCH 2025 / 7TH CHAITHRA, 1947

WP(C) NO. 18981 OF 2024

PETITIONER/S:

1 SUMITHA B.
AGED 54 YEARS
TECHNICAL OFFICER, JAWAHARLAL NEHRU TROPICAL BOTANIC GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, RESIDING AT ‘MADHAVAM' PERUKAVU P.O; THIRUVANANTHAPURAM, PIN - 695573

2 SINDHU V. S.
AGED 52 YEARS
LAB ATTENDANT, JAWAHARLAL NEHRU TROPICAL BOTANIC GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, RESIDING AT ‘THADATHARIKATH VEEDU' ANJANA KUZHIKKARA, MYLAMOODU P.O; THIRUVANANTHAPURAM, PIN - 695609

BY ADVS.
ANIL KUMAR M.SIVARAMAN
LAKSHMISREE P.S.

RESPONDENT/S:

1 STATE OF KERALA
REPRESENTED BY THE SECRETARY, SCIENCE AND TECHNOLOGY DEPARTMENT, GOVERNMENT SECRETERIATE, THIRUVANANTHAPURAM, PIN - 695001

2 KERALA STATE COUNCIL FOR SCIENCE TECHNOLOGY ENVIRONMENT (KSCSTE)
REPRESENTED BY ITS MEMBER SECRETARY, PATTOM PALACE P.O., THIRUVANANTHAPURAM, PIN - 695504

3 JAWAHARLAL NEHRU TROPICAL BOTANIC GARDEN AND RESEARCH INSTITUTE
KARIMANKODU P.O., PALODE, THIRUVANANTHAPURAM, REPRESENTED BY ITS DIRECTOR, PIN - 695562

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON 28.03.2025, ALONG WITH WP(C).8199/2019, 13093/2020 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 D. K. SINGH

FRIDAY, THE 28TH DAY OF MARCH 2025 / 7TH CHAITHRA, 1947

WP(C) NO. 8199 OF 2019

PETITIONER/S:

1 AJAYKUMAR G.,
AGED 49 YEARS
S/O.GOPINATHAN NAIR, PABX OPERTOR, JNTBGRI, PALODE,
RESIDING AT DEVAYANAM CHIPPANCHIRA, KARIMANCODE P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

2 M.R.GEETHA,
AGED 52 YEARS
D/O.R.RAVEENDRAN NAIR, OVERSEER, JNTBGRI, PALODE, RESIDING
AT JNTBGRI STAFF QUARTERS, CHIPPANCHIRA, KARIMANCODE P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

3 LEENAKUMARI V.,
AGED 49 YEARS
D/O.KOCHAPPAN NAIR N., OFFICE ATTENDANT, JNTBGRI, PALODE,
RESIDING AT DWARAKA, CHANDRAMANGALAM, ANAD P.O.,
NEDUMANGAD, THIRUVANANTHAPURAM, KERALA, PIN - 695 541.

4 SHAFEER KHAN,
AGED 31 YEARS
S/O.A.SALIM, PHOTOCOPY OPERATOR, JNTBGRI, PALODE, RESIDING
AT ANAKKUZHI HOUSE, MANACODE JUNCTION, PULIPARA PANGODE
P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 609.

5 VINUKRISHNAN C.R.,
AGED 46 YEARS
S/O.RADHAKRISHNAN R., OFFICE ATTENDANT, JNTBGRI, PALODE,
RESIDING AT THIRUVATHIRA, ELANKARIL LANE, MEDICAL COLLEGE
P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 011.

6 AJITH S.,
AGED 50 YEARS
S/O.SUKUMARA PILLAI C., ASST.ENG.SUPERVISOR, JNTBGRI,

PALODE, RESIDING AT HARISREE, EANIKKARA, KARAKULAM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 564.

7 AJITHKUMAR P.,
AGED 53 YEARS
S/O.PARAMESWARAN NAIR, TECHNICAL ASSISTANT (ELECTRICAL), JNTBGRI, PALODE, RESIDING AT CHAITHANYA, R.S.PURAM, PERAYAM P.O., PACHA, PALODE, THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

8 S.SURESH,
AGED 49 YEARS
S/O.N.SIVANKUNJU, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT SURESH BHAVAN, ALAMUKKU, POOVACHAL P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 575.

9 DR.M.NAVAS,
AGED 44 YEARS
S/O.A.MYTHEENKUNJU (LATE), TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT SRUTHI, T.H.S.JUNCTION, MANCHA P.O., NEDUMANGAD, THIRUVANANTHAPURAM, KERALA, PIN - 695 541.

10 G.MADHU,
AGED 53 YEARS
S/O.N.GANGATHARAN, JNTBGRI, PALODE, RESIDING AT SAFALLYAM, JAWAHAR COLONY, EX.COLONY P.O., PACHA, PALODE, THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

11 SIBI M.,
AGED 49 YEARS
S/O.MANIYAN, TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT GEETHANJALI, TC 41/1513, MPRA 80, MANACAUD P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 009.

12 R.SUBHA SANKAR,
AGED 51 YEARS
D/O.SANKARAN NAIR V.K. (LATE), COMPUTER OPERATOR JNTBGRI, PALODE, RESIDING AT ANUPAMA, KARIMANCODE P.O., PALODE, THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

13 DR.C.R.CHITHRA,
AGED 52 YEARS
D/O.D.CHANDRASENAN, TECHNICAL OFFICER-GR-4, JNTBGRI, PALODE, RESIDING AT AARYAS, T.C.49/649(1), MANACAUD P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 009.

14 RAJANI KURUP S.R.,

AGED 44 YEARS
D/O.D.NARAYANA KURUP, TECHNICAL OFFICER, GRADE 3, JNTBGRI, PALODE, RESIDING AT SREE BHAVAN, PULIPARA LANE, NEDUMANGAD P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 561.

15 SASIKALA
AGED 50 YEARS
S/O.CHELLAPPANASARI, LAB ATTENDANT JNTBGRI, PALODE, RESIDING AT VAISAKH BHAVAN, ELAVINKONNAM LANE, KARIMANCODE P.O., PALODE, THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

16 G.SANTHOSH KUMAR,
AGED 51 YEARS
S/O.P.GOPALAKRISHNAN NAIR, ANIMAL HOUSE TECHNICIAN GRADE 4, JNTBGRI, PALODE, RESIDING AT KRISHNAYANAM, VANDA, NEDUMANGAD, THIRUVANANTHAPURAM, KERALA, PIN - 695 541.

17 G.MANOHARAN,
AGED 52 YEARS
S/O.GANGATHARAN, GARDENER, JNTBGRI, PALODE, RESIDING AT BLOCK NO.17, JAWAHAR COLONY, EX.COLONY P.O., THIRUVNANTHAPURAM, KERALA, PIN - 695 562.

18 DR.RADHIKA B.J.,
AGED 51 YEARS
D/O.M.BALAKRISHNAN NAIR, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT MALAVIKA, CHIPPANCHIRA, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN -695 562.

19 SREEKUMARI R.,
AGED 48 YEARS
D/O.VASUDEVAN, GARDENER JNTBGRI, PALODE, RESIDING AT H.NO.107, THYCAUD ELENKOM NAGAR, THYCAUD P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 014.

20 MINI THOMAS T.,
AGED 47 YEARS
D/O.C.THOMAS, GARDENER, JNTBGRI, PALODE, RESIDING AT KONUTHARA VEEDU, BLOCK NO.28, EX.COLONY P.O., JAWAHAR COLONY, THIRUVANANTHAPURAM, KERALA, PIN - 695 502.

21 JAIN P.,
AGED 57 YEARS
S/O.PRABHAKARAN, SECURITY I/C JNTBGRI, PALODE, RESIDING AT KEERTHI, PULLICHIRA P.O., KOTTIYAM, KOLLAM, KERALA, PIN - 691 571.

22 A.P.SUKUMARAN NAIR,
AGED 59 YEARS
S/O.PARAMWSWARAN PILLAI, SECURITY OFFICER JNTBGRI, PALODE, RESIDING AT DEEPA NIVAS, VANCHUVOM, CHULLIMANOOR P.O., NEDUMANGAD, THIRUVANANTHAPURAM, KERALA, PIN - 695 541.

23 P.S.HANI KUMAR,
AGED 48 YEARS
S/O.PRABHAKARAN, LABEL WRITER JNTBGRI, PALODE, RESIDING AT P.S.HOUSE, KALLIPARAM, NANNIYODU, PACHA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

24 M.VARGHESE,
AGED 59 YEARS
S/O.MANAS, GARDENER, JNTBGRI, PALODE, RESIDING AT JIJI BHAVAN, KARIMANCODE, KOCHUVILA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 563.

25 R.SURESH KUMAR,
AGED 49 YEARS
S/O.RAJAPPAN, GARDENER GRADE 2 JNTBGRI, PALODE, RESIDING AT NEETHU BHAVAN, BLOCK NO.11, JAWAHAR COLONY, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

26 A.SABEENA
AGED 47 YEARS
D/O.E.ALIYARIKUNJU, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT THEKKEKONATHU PUTHEN VEEDU, KALLARA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 608.

27 DR.E.S.SANTHOSH KUMAR,
AGED 48 YEARS
S/O.E.N.SUKUMARAN, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT SRUTHY - KEERTHANA, VATTAPPARA P.O., VATTAPPARA, THIRUVANANTHAPURAM, KERALA, PIN - 695 028.

28 SHYLAJA KUMARI,
AGED 49 YEARS
D/O.SREEDHARAN G., TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT KEERTHANA BHAVAN, VELLAKUDI, KALLARA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 608.

29 DR.T.SABU,
AGED 48 YEARS
S/O.THYAGARAJAN, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT SREESAILAM, MURUNTHAL (A), PERINAD P.O., KOLLAM, KERALA, PIN - 691 601.

30 K.VIJAYAKUMAR,
AGED 49 YEARS
S/O.KRISHNANKUTTY NAIR, GARDENER, JNTBGRI, PALODE, RESIDING AT NANDANAM, T.B.G.JUNCTION, BLOCK NO.7, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 608.

31 SHAJAHAN M.,
AGED 52 YEARS
S/O.MUHAMMAD MUSTHAFA, GARDENER, JNTBGRI, PALODE, RESIDING AT STAFF QUARTERS, JNTBGRI, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

32 G.ANILKUMAR,
AGED 48 YEARS
S/O.GOPINATHAN PILLAI, LAB ATTENDANT JNTBGRI, PALODE, RESIDING AT SREE NAGAR, SNRA 48A, POWDIKONAM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 587.

33 S.SUDHA,
AGED 39 YEARS
D/O.VIJAYAN, ASSISTANT, JNTBGRI, PALODE, RESIDING AT JNTBGRI STAFF QUARTERS, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

34 R.PRASANNAKUMARI,
AGED 54 YEARS
D/O.R.RAGHAVAN PILLAI, STENOGRAPHER GRADE 3, JNTBGRI, PALODE, RESIDING AT CHARUVILA PUTHEN VEEDU, NALKAVALA, POOYAPALLY P.O., KOTTARAKARA, KOLLAM DIST., KERALA, PIN - 691 537.

35 VISHNU P.S.,
AGED 26 YEARS
S/O.PRABHAKARAN P., ASSISTANT, JNTBGRI, PALODE, RESIDING AT VISHNU BHAVAN, BLOCK NO.90, KOLLAYIL P.O., THIRUVANANTHAPURAM, KERALA, PIN - 691 541.

36 SOFIA R.,
AGED 39 YEARS
D/O.A.BASHEER, ASSISTANT, JNTBGRI, PALODE, RESIDING AT ARAFATH, PERAYATHU PARA, VITHURA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 551.

37 SHYLADEVI P.S.,
AGED 56 YEARS

D/O.PADMANAPHA PILLAI, TYPIST, JNTBGRI, PALODE, RESIDING AT ROHINI, PALUVALLY, MEENMUTTY, THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

38 MEENA KUMARY S.,
AGED 58 YEARS
D/O.K.NANAPPAN NAIR, SECTION OFFICER, GR.2, JNTBGRI, PALODE, RESIDING AT SREEKANDAVILASAM, TBG JUNCTION, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

39 ANITHA KUMARI J.,
AGED 50 YEARS
D/O.KRISHNANKUTTY NAIR, OFFICE ATTENDANT, JNTBGRI, PALODE, RESIDING AT PADINJATTETHIL VEEDU, NR PANCHAYATHU OFFICE, POTHENCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 584.

40 ANURADHA R.,
AGED 34 YEARS
D/O.CHANDRASEKHARAN PILLAI, ASSISTANT JNTBGRI, PALODE, RESIDING AT KARTHIKALAYAM, KURAKKADA P.O., ATTINGAL, THIRUVANANTHAPURAM, KERALA, PIN - 695 104.

41 SEEMA VISWANATH,
AGED 44 YEARS
D/O.VISWANATHAN P., ASSISTANT, JNTBGRI, PALODE, RESIDING AT TC 30/1523-1, PALLIMUKKU, PETTA, THIRUVANANTHAPURAM, KERALA, PIN - 695 024.

42 PRATHIBHA RANI P.S.,
AGED 32 YEARS
D/O.PRABHAKARAN NAIR, ASSISTANT, JNTBGRI, PALODE, RESIDING AT PRATHIBHA MANDIRAM, MANNOORKONAM P.O., NEDUMANGAD, THIRUVANANTHAPURAM, KERALA, PIN - 695 541.

43 BINDHU K.S.,
AGED 40 YEARS
D/O.SASIDHARAN, OFFICE ATTENDANT, JNTBGRI, PALODE, RESIDING AT DRISYA BHAVAN, KUTTATHIKARIKAKOM, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

44 P.DEVARAJ,
AGED 56 YEARS
S/O.N.PONNAYYAN NADAR, SECURITY GUARD JNTBGRI, PALODE, RESIDING AT DB BHAVAN, VATTAVILA P.O., EZHAKONAM, THIRUVANANTHAPURAM, KERALA, PIN- 695 132.

45 B.JAYALALKUMAR,
AGED 53 YEARS
D/O.K.BALAKRISHNA PILLAI, GARDENER, JNTBGRI, PALODE, RESIDING AT ANJANAM, CHIPPANCHIRA, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

46 ANILKUMAR K.,
AGED 47 YEARS
S/O.V.KRISHNA PILLAI, GARDENER, JNTBGRI, PALODE, RESIDING AT SREEVALSAM, CHALLIMUKKU, KOLLAYIL P.O., THIRUVANANTHAPURAM, KERALA, PIN - 691 541.

47 DR.S.AJIKUMARAN NAIR,
AGED 46 YEARS
S/O.P.SADHASIVAN NAIR, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT VALIYA VEEDU, DEVIPURAM, POWDIKONAM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 588.

48 DR.ANIL JOHN,
AGED 44 YEARS
S/O.J.JOHNSON, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT ANIL BHAVAN, VIRALY, UCHAKKADA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 506.

49 T.MOHANAKUMAR,
AGED 58 YEARS
S/O.THANKAPPAN PILLI, DRIVER JNTBGRI, PALODE, RESIDING AT ASWATHI BHAVAN, KSHETRAM LANE, NNRAC-D4, NETAJI ROAD, VATTIYOORKAVU P.O., THIRUVANANTHAPURAM, KERALA, PIN- 695 013.

50 DR.JOEMON JACOB,
AGED 48 YEARS
S/O.P.V.JACOB, TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT KALLARACKAL HOUSE, KUTTUR P.O., THIRUVALLA, PATHANAMTHITTA, KERALA, PIN - 689 106.

51 DR.M.ABDUL JABBAR,
AGED 49 YEARS
S/O.MUHAMMED KASIM, TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT ASHIQUE MANZIL, ELAVU PALAM, EX.COLONY P.O., KOLLAM, KERALA, PIN - 695 562.

52 DR.M.SALEEM,
AGED 53 YEARS
S/O.A.A.BASHEER, TECHNICAL OFFICER, JNTBGRI, PALODE,

RESIDING AT SALIM MANZIL, PALLICKAL P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695 604.

53 S.THULASEEHDARAN,
AGED 48 YEARS
S/O.SIVADASAN, GARDENER, JNTBGRI, PALODE, RESIDING AT STAFF QUARTERS JNTBGRI, CHIPPANCHIRA, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

54 VENUGOPALAN NAIR V.,
AGED 57 YEARS
S/O.VELAPPAN NAIR, GARDEN MESTHIRI JNTBGRI, PALODE, RESIDING AT SIVAVILASAM, TC 23/152, VALIYASALA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 036.

55 DEEPTHI KUMARY K.P.,
AGED 55 YEARS
D/O.M.KUNJUKRISHNA PILLAI, TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT SREESYLOM, JANVILLA LANE, SASTHAMANGALAM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 010.

56 DR.BINDHU S.,
AGED 44 YEARS
D/O.PANKAJAKSHAN ASSARI, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT SREERAGAM, PACHA, PALUVALLY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

57 GEETHAKUMARY M.P.,
AGED 48 YEARS
D/O.MANIYAN NAIR (LATE), TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT TC 17/331, KRISHNA VIHAR, CHADIYARA, POOJAPURA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 012.

58 DR.V.S.USHA,
AGED 53 YEARS
D/O.VIKRAMAN NAIR M. (LATE), HERBARIUM ASSISTANT JNTBGRI, PALODE, RESIDING AT BCRA B8, SOPANAM, BRAHMINS COLONY, TOLL JUNCTION, KOWDIAR, THIRUVANANTHAPURAM, KERALA, PIN - 695 010.

59 G.SUDHARSANA KURUP G.,
AGED 55 YEARS
S/O.GOPINATHAKURUP, GARDENER, JNTBGRI, PALODE, RESIDING AT SUJI HOUSE, BLOCK NO.17, JAWAHAR COLONY, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

60 S.AJAYKUMAR,
AGED 52 YEARS
S/O.SUDHAKARAN L., GARDENER JNTBGRI, PALODE, RESIDING AT ANJANEYAM, ERUMBUPALAM, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

61 KANAKA SUNDARAM S.,
AGED 52 YEARS
D/O.SUNDARAM, LAB ATTENDANT, JNTBGRI, PALODE, RESIDING AT SATHRATHIL VEEDU, TB JUNCTION, MADATHARA P.O., KOLLAM, KERALA, PIN - 691 541.

62 SYAMALAKUMARI S.,
AGED 52 YEARS
D/O.THANKAPPAN PILLAI, LAB ATTENDANT, JNTBGRI, PALODE, RESIDING AT V.S.BHAVAN, MADANKOONAM, PARAMUKAL, PAYATTADI, PACHA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

63 DR.HEMANTH KUMAR A.S.,
AGED 50 YEARS
S/O.N.SUDHARSANAN, TECHNICAL OFFICER, JNTBGRI, PALODE, RESIDING AT K 10/896, PEROORKADA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 005.

64 SUDHARSANAN C.,
AGED 55 YEARS
S/O.CHANDRASEKHARAN, GARDENER, JNTBGRI, PALODE, RESIDING AT ABHI NIVAS, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

65 ASOKACHANDRAN NAIR,
AGED 53 YEARS
S/O.P.KRISHNA NAIR, GARDENER JNTBGRI, PALODE, RESIDING AT CHANDRAVILASAM, BLOCK NO.8, CHIPPANCHIRA, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

66 S.RADHAKRISHNA PILLAI,
AGED 55 YEARS
S/O.S.SURENDRAN PILLAI, ANIMAL HOUSE TECHNICIAN, JNTBGRI, PALODE, RESIDING AT VAISHNAVAM, NALKKAVALA, POOYAPPALLY P.O., KOLLAM, KERALA, PIN - 691 537.

67 HARILAL KUMAR B.,
AGED 49 YEARS
S/O.K.BALAKRISHNA PILLAI, GARDENER JNTBGRI, PALODE, RESIDING AT NANDANAM, CHIPPANCHIRA, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

68 M.SHAJAHAN,
AGED 48 YEARS
S/O.K.MAIDEENKUNJU, GARDENER JNTBGRI, PALODE, RESIDING AT ARSHA MANZIL, TBG JUNCTION, KARIMANCODE P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

69 HARIPRASAD N.,
AGED 48 YEARS
S/O.N.B.NAIR, DRIVER JNTBGRI, PALODE, RESIDING AT THIRUVONAM, KRISHNAPURAM, OORUTTAMBALAM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 507.

70 K.P.ELIYAS,
AGED 45 YEARS
S/O.PAULOSE K.V., STORE ASSISTANT, JNTBGRI, PALODE, RESIDING AT KAKKASSERI HOUSE, MATTOOR P.O., ERANAKULAM, KERALA, PIN - 683 574.

71 DR.A.HUSSAIN,
AGED 48 YEARS
S/O.ABDUL AZEEZ A., TECHNICAL OFFICER JNTBGRI, PALODE, RESIDING AT DHARUL HUDA, JAWAHAR COLONY, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

72 SHEEJA S.,
AGED 48 YEARS
D/O.SADASIVAN, OFFICE ATTENDANT JNTBGRI, PALODE, RESIDING AT NAVEENAM, CHITHARA P.O., KOLLAM, KERALA, PIN - 691 559.

73 N.PRADEEP,
AGED 53 YEARS
S/O.NANU, GARDENER, JNTBGRI, PALODE, RESIDING AT BLOCK NO.37, EX.COLONY P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 562.

74 ATHIRA NAIR R.S.,
AGED 26 YEARS
D/O.RAMACHANDRAN NAIR A., ASSISTANT, JNTBGRI, PALODE, RESIDING AT ARUN BHAVAN, KAITHAKUZHY, VATTAPPARA P.O., THIRUVANANTHAPURAM, KERALA, PIN - 695 028.

75 L.THULASEETHARAN,
AGED 57 YEARS
S/O.LESKHMANAN VAIDHYAR, GARDENER, JNTBGRI, PALODE, RESIDING AT ANIL BHAVAN, BLOCK NO.34, VATTAKKARIKAKOM P.O., THIRUVANANTHAPURAM, KERALA, PIN - 691 157.

BY ADVS.
V.JAYADHAR
SRI.V.SURESH KUMAR (HARIPAD)
SRI.G.PRADEEP KUMAR

RESPONDENT/S:

1 THE STATE OF KERALA,
REPRESENTED BY THE SECRETARY TO THE GOVERNMENT OF KERALA,
DEPARTMENT OF SCIENCE, TECHNOLOGY AND ENVIRONMENT,
SECRETARIAT, THIRUVANANTHAPURAM, KERALA, PIN - 695 001.

2 THE KERALA STATE COUNCIL FOR SCIENCE,
TECHNOLOGY AND ENVIRONMENT, REPRESENTED BY ITS EXECUTIVE
VICE PRESIDENT, SASTHRA BHAVAN, PATTOM PALACE P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695 504.

3 THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND
RESEARCH INSTITUTE,
PALODE, THIRUVANANTHAPURAM, REPRESENTED BY ITS DIRECTOR,
KARIMANCODE P.O., PACHA, THIRUVANANTHAPURAM, KERALA, PIN -
695 562.

4 THE STATE COUNCIL, KERALA STATE COUNCIL FOR SCIENCE,
TECHNOLOGY AND ENVIRONMENT, REPRESENTED BY ITS CHIEF
EXECUTIVE OFFICER, SASTHRA BHAVAN, PATTOM PALACE P.O.,
THIRUVANANTHAPURAM, KERALA, PIN - 695 504.

BY ADVS.
SRI.P.C.SASIDHARAN, SC, KSCSTE
SRI.C.K.KARUNAKARAN SC FOR (TBGARI)

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON 28.03.2025, ALONG WITH WP(C).18981/2024 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 D. K. SINGH

FRIDAY, THE 28TH DAY OF MARCH 2025 / 7TH CHAITHRA, 1947

WP(C) NO. 13093 OF 2020

PETITIONER/S:

1 K.S.KALESH
AGED 1 YEARS
TECHNICAL OFFICER, THE JAWAHARLAL NEHRU TROPICAL, BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

2 DR.K.J.LATHAN KUMAR,
TECHNICAL OFFICER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

3 DR.RAJU ANTONY,
TECHNICAL OFFICER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

4 B.JAYAKUMAR,
GARDEN MAISTRY, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

5 D.UDHAYAKUMAR,
GARDENER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

6 M.K.SREEKUMAR,
TECHNICAL OFFICER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

7 K.VIJAYAN,
SECTION OFFICER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL

GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

8 AJITHA KUMARI.T.,
OFFICE ASSISTANT, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

9 MANJULA DEVI A.,
LAB ASSISTANT, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

10 J.JOSE,
LAB ASSISTANT, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

11 LALIKUTTY K.,
SWEEPER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

12 BABU P.,
GARDENER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

13 LEELA A.,
OFFICE ATTENDANT, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

14 PRASANNA KUMAR R.,
SECURITY GUARD, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

15 G.ANIL KUMAR,
SECURITY GUARD, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

16 NAGAPPAN R.,
SECURITY GUARD, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

17 SURESH KUMAR V.S.,
TECHNICAL ASSISTANT, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

18 AZEEM A.K.,
GARDENER, THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE, PALODE, THIRUVANANTHAPURAM, PIN-695562.

BY ADVS.
HARISH R. MENON
SRI.K.T.SHYAMKUMAR
SRI.A.G.PRASANTH
SMT.NIMMY SHAJI
SMT.K.N.ABHA

RESPONDENT/S:

1 THE STATE OF KERALA
REPRESENTED BY THE SECRETARY TO THE GOVERNMENT OF KERALA, DEPARTMENT OF SCIENCE, TECHNOLOGY AND ENVIRONMENT, SECRETARIAT, THIRUVANANTHAPURAM, KERALA, PIN-695001.

2 THE KERALA STATE COUNCIL FOR SCIENCE,
TECHNOLOGY AND ENVIRONMENT, REPRESENTED BY ITS EXECUTIVE VICE PRESIDENT, SASTHRA BHAVAN, PATTOM PALACE P.O., THIRUVANANTHAPURAM, KERALA, PIN-695504.

3 THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE,
PALODE, THIRUVANANTHAPURAM, REPRESENTED BY ITS DIRECTOR, KARIMANCODE P.O., PACHA, THIRUVANANTHAPURAM, KERALA, PIN-695562.

4 THE STATE COUNCIL,
KERALA STATE COUNCIL FOR SCIENCE, TECHNOLOGY AND ENVIRONMENT REPRESENTED BY ITS CHIEF EXECUTIVE OFFICER, SASTHRA BHAVAN, PATTOM PALACE P.O., THIRUVANANTHAPURAM, KERALA, PIN-695504.

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON

28.03.2025, ALONG WITH WP(C).18981/2024 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 D. K. SINGH

FRIDAY, THE 28TH DAY OF MARCH 2025 / 7TH CHAITHRA, 1947

WP(C) NO. 31707 OF 2019

PETITIONER/S:

1 DR.SUNIL CHANDRAN,
AGED 57 YEARS
S/O CHANDRAN, ESTATE SUPERVISOR, JNTBGRI, PALODE,RESIDING AT KOVILAKAM, AZHOOR P.O.CHIRAYIKEEZHU,THIRUVANANTHAPURAM, KERALA, PIN-6905 305.

2 DR.BIJU H,
AGED 48 YEARS
S/O D.HARIDAS, TECHNICAL OFFICER, JNTBGRI, PALODE,RESIDING AT T.C 30/210(7), KALEESWARAM, NSS KARAYOGAM ROAD, ANAYARA P.O.THIRUVANANTHAPURAM, KERALA, PIN-695 029.

3 ANIL KUMAR M,
AGED 54 YEARS
S/O MADHAVAN NAIR S, SECTION OFFICER, JNTBGRI, PALODE,RESIDING AT LEKSHMI NIVAS, ARALUMOODU P.O.NEYYATINKARA, THIRUVANANTHAPURAM, KERALA, PIN-695 123.

4 K. ASOK KUMAR,
AGED 47 YEARS
S/O K.K.KUMARESA PILLAI, GARDENER, JNTBGRI, PALODE, THIRUVANANTHAPURAM, KERALA, PIN-695 562, CURRENTLY POSTED AT SUB CENTRE, KUZHUR, THRISSUR, KERALA

5 CHITHRA R,
AGED 36 YEARS
D/O REMANAN, ASSISTANT GR.1, JNTBGRI, PALODE, RESIDING AT VRINDAVANAM, MANDAPAKUNNU, ALANTHARA, VENJARAMOODU P.O.THIRUVANANTHAPURAM, KERALA, PIN 695 606.

BY ADVS.
V.JAYADHAR

SRI.G.PRADEEP KUMAR
SRI.V.SURESH KUMAR (HARIPAD)

RESPONDENT/S:

1 THE STATE OF KERALA
REPRESENTED BY THE SECRETARY TO THE GOVERNMENT OF KERALA, DEPARTMENT OF SCIENCE, TECHNOLOGY AND ENVIRONMENT, SECRETARIAT, THIRUVANANTHAPURAM, KERALA, PIN-695 001.

2 THE KERALA STATE COUNCILFOR SCIENCE,
TECHNOLOGY AND ENVIRONMENT, REPRESENTED BY ITS EXECUTIVE VICE PRESIDENT, SASTHRA BHAVAN, PATTOM PALACE P.O.THIRUVANANTHAPURAM, KERALA, PIN-695 504.

3 THE JAWAHARLAL NEHRU TROPICAL BOTANICAL GARDEN AND RESEARCH INSTITUTE,
PALODE, THIRUVANANTHAPURAM, REPRESENTED BY ITS DIRECTOR, KARIMANCODE P.O.PACHA, THIRUVANANTHAPURAM, KERALA, PIN-695 562.

4 THE STATE COUNCIL,
KERALA STATE COUNCIL FOR SCIENCE, TECHNOLOGY AND ENVIRONMENT, REPRESENTED BY ITS CHIEF EXECUTIVE OFFICER, SASTHRA BHAVAN, PATTOM PALACE P.O.THIRUVANANTHAPURAM, KERALA, PIN-695 504.

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION ON 28.03.2025, ALONG WITH WP(C).18981/2024 AND CONNECTED CASES, THE COURT ON THE SAME DAY DELIVERED THE FOLLOWING:

JUDGMENT

The petitioners in these writ petitions are employees of Jawaharlal Nehru Tropical Botanic Garden & Research Institute, a research institute working under the Kerala State Council for Science Technology and Environment.

2. The grievance of the petitioners in these writ petitions is that without amending the service rules of the respondent institution, the casual leave has been reduced from 20 days to 8 days. The submission is that the service rules provide for casual leave and by an executive order or decision without amending the service rules, the casual leave could not have been reduced from 20 days to 8 days.

3. There cannot be any quarrel or dispute with the proposition that the service benefit conferred by the statutory prescription cannot be taken away by an executive decision. However, the question that needs to be considered in these writ petitions is whether the service rules have been amended and if they have been amended when they have been amended.

4.There are 11 institutions which are working under the Kerala State Council for Science Technology and Environment, which is the Apex body. In respect of the Scientists, the apex body follows the

service benefits as conferred by the CSIR on its employees where 5 days working in a week and casual leave of 8 days are admissible to the employees / Scientists.

5.Since there were two sets of working days and casual leave, the apex society, vide the decision of the Annual General Body dated 15.11.2018, to amend the service rules and provide for the casual leave of eight days to all the employees with five working days in a week. In pursuance to the said decision of the General Body dated 15.11.2018, the rules could be amended only on 29.11.2019 and the amended rule would read as under:-

> Section II Part I Clause 11.1.1 is submitted as follows:
> "Casual leave admissible shall be on the rate of 20 days in a calendar year for the employees of those institutions which are following six day week working pattern subject to the condition that the total period of absence on casual leave combined with holidays shall not exceed 15 days at a time and for the employees of those institutions which are following five day week working pattern, casual leave admissible shall be at the rate of 8 days in a calendar year.
>
> This amendment will come into force with immediate effect."

6.When the service rule stands amended of the petitioners and other employees providing for casual leave for 8 days and working of 5 days in a week, the petitioners and other employees could be entitled for 8 days casual leave with effect from 29.11.2019, the date when the rules got amended.

7.The grievance of the petitioners is that without amending the relevant service rules by executive order, the service benefit conferred on them was reduced no longer in view of the amendment brought in the service rule with effect from 29.11.2019.

In view thereof, all these writ petitions are disposed of, with a declaration that the petitioners and other employees working under Kerala State Council for Science Technology and Environment shall be entitled to 8 days casual leave with 5 days working in a week. The interim order, if any, in these writ petitions shall stand vacated, and the pending interlocutory application shall stand closed.

Sd/-

D. K. SINGH

JUDGE

SJ

APPENDIX OF WP(C) 8199/2019

PETITIONER EXHIBITS

EXHIBIT P1	**COPY OF THE EXTRACT OF THE G.O.(P) NO.82/99/STED, DATED 02/08/1999.**
EXHIBIT P2	**COPY OF THE EXTRACT OF RELEVANT PORTION OF THE TBGRI SERVICE RULES PERTAINING TO CASUAL LEAVE CHAPTER V, RULE 17, APPLICABLE FOR TBGRI STAFF BEFORE FORMATION OF KSCSTE.**
EXHIBIT P3	**COPY OF THE EXTRACT OF RELEVANT PORTION OF THE KSCSTE SERVICE RULES PERTAINING TO CASUAL LEAVE SECTION II, PART I RULE 11, APPLICABLE FOR ITS EMPLOYEES.**
EXHIBIT P4	**COPY OF THE GOVERNING BODY MEETING MINUTES, DATED 13/07/2002, ITEM NO.08(VI), RESCHEDULING OF WORKING HOURS OF TBGRI.**
EXHIBIT P5	**COPY OF THE ORDER, NO.TBGRI/DR/397/05, DATED 02/01/2006, REGULATING WORKING HOURS AND REDUCING CL FROM 20 DAYS TO 8 DAYS.**
EXHIBIT P6	**COPY OF THE 2ND RESPONDENT LETTER, NO.03/MS/2006/CSTE, DATED 05/01/2006, DIRECTING THE 3RD RESPONDENT TO REGULATE THE WORKING HOURS EITHER 5 DAY OR 6 DAY WEEK.**
EXHIBIT P7	**COPY OF THE 3RD RESPONDENT CIRCULAR, NO.JNTBGRI/ESTT-2/6618/2012, DATED 12/01/2012, RESTORING THE 20 DAYS CL.**
EXHIBIT P8	**COPY OF THE 3RD RESPONDENT ORDER, NO.4553/ESTT-2/2017/JNTBGRI, DATED 31/12/2018, REDUCING CL FROM 20 DAYS TO 8 DAYS W.E.F. 2019 ONWARDS.**
EXHIBIT P9	**COPY OF THE 2ND RESPONDENT LETTER, NO.4052/C1/2015/KSCTE, DATED 17/12/2018, REDUCING CL FROM 20 DAYS TO 8 DAYS W.E.F. 2019.**
EXHIBIT P10	**COPY OF THE STATE COUNCIL MEETING MINUTES, DATED 15/11/2017, ITEM NO.13.10.**

EXHIBIT P11	**COPY OF THE MASS REPRESENTATION DATED 18/01/2019 SUBMITTED TO 2ND AND 3RD RESPONDENTS.**

APPENDIX OF WP(C) 13093/2020

PETITIONER EXHIBITS

EXHIBIT P1	**THE COPY OF THE EXTRACT OF THE GO(P)NO.82/99/STED, DATED 02.08.1999.**
EXHIBIT P2	**THE COPY OF THE EXTRACT OF RELEVANT PORTION OF THE TBGRI SERVICE RULES PERTAINING TO CASUALS LEAVE, CHAPTER V, RULE 17, APPLICABLE FOR TBGRI STAFFS, BEFORE FORMATION OF KSCSTE.**
EXHIBIT P3	**THE COPY OF THE EXTRACT OF RELEVANT PORTION OF THE KSCSTE SERVICE RULES PERTAINING TO CASUAL LEAVE, SECTION II, PART I, RULE 11 APPLICABLE FOR ITS EMPLOYEES.**
EXHIBIT P4	**THE COPY OF THE GOVERNING BODY MEETING MINUTES, DATED 13.7.2002, ITEM NO.08(IV)RESCHEDULING OF WORKING HOURS OF TBGRI.**
EXHIBIT P5	**THE COPY OF THE ORDER NO.TBGRI/DR/397/05, DATED 02.01.2006, REGULATING WORKING HOURS AND REDUCING CL FROM 20 DAYS TO 8 DAYS.**
EXHIBIT P6	**THE COPY OF THE 2ND RESPONDENT LETTER, NO.03/MS/2006/CSTE, DATED 05.01.2006, DIRECTING THE 3RD RESPONDENT TO REGULATE THE WORKING HOURS EITHER 5 DAY OF 6 DAY WEEK.**
EXHIBIT P7	**COPY OF THE 3RD RESPONDENT CIRCULAR NO.JNTBGRI/ESTT-2/6618/2012, DATED 12.01.2012 RESTORING THE 20 DAYS CL.**
EXHIBIT P8	**THE COPY OF THE 3RD RESPONDENT ORDER NO.4553/ESTT-2/2017/JNTBGRI, DATED 31.12.2018.**
EXHIBIT P9	**COPY OF THE 2ND RESPONDENT LETTER NO.4052/D1/2015/KSCTE, DATED 17.12.2018, REDUCING CL FROM 20 DAYS TO 8 DAYS W.E.F.2019.**
EXHIBIT P10	**THE COPY OF THE MASS REPRESENTATION, DATED 18.01.2019 SUBMITTED TO 2ND AND 3RD RESPONDENTS.**

EXHIBIT P11	**COPY OF THE RELEVANT PORTION OF THE INTERIM ORDER IN WP(C)NO.8199 OF 2019.**
EXHIBIT P12	**COPY OF THE LETTER NO.4553/ESTT-1/2019/JNTBGRI, DATED 20.11.2019.**
EXHIBIT P13	**COPY OF THE INTERIM ORDER IN WP(C)NO.31707 OF 2019.**

APPENDIX OF WP(C) 31707/2019

PETITIONER EXHIBITS

EXHIBIT P1	**COPY OF THE EXTRACT OF THE GO(P) NO 82/99/STED DATED 2.8.1999**
EXHIBIT P2	**COPY OF THE EXTRACT OF RELEVANT PORTION OF THE TBGRI SERVICE REULES PERTAIN TO CASUAL LEAVER CHAPTER V RULE 17 APPLICABLE FOR TBGRI STAFF BEFORE FORMATION OF KSCSTE**
EXHIBIT P3	**COPY OF THE EXTRACT OF RELEVANT PORTION OF THE KSCSTE SERVICE RULES PERTAINING TO CASUAL LEAVE SECTION 11 PART 1 RULE 11 APPLICABLE FOR ITS EMPLOYEES.**
EXHIBIT P4	**COPY OF THE CIRCULAR NO JNTBOGRI/R/BM/2/2011, DATED 28.12.2011 ISSUED BY THE 3RD RESPONDENT**
EXHIBIT P4	**COPY OF THE MISGOVERNING BODY MEETING MINUTES DATED 13.7.2002 ITEM NO 08(VIA) RESCHEDULING OF WORKING HOURS OF TBGRI**
EXHIBIT P5	**COPY OF THE ORDER NO TBGRI/DR/397/05 DATED 2.1.2006 REGULATING WORKING HOURS AND REDUCING CL FROM 20 DAYS TO 8 DAYS.**
EXHIBIT P6	**COPY OF THE 2ND RESPONDENT LETTER NO 03/MS/2006/CSTE DATED 5.1.2006 DIRECTING THE 3RD RESPONDENT TO REGULATE THE WORKING HOURS EITHER 5 DAY OR 6 DAY WEEK**
EXHIBIT P7	**COPY OF THE 3RD RESPONDENT ORDER NO 4553/ESTT-2/2017/JNTBGRI DATED 31.12.2018 REDUCING CL FROM 20 DAYS TO 8 DAYS W.E.F 2019 ONWARDS**
EXHIBIT P8	**COPY OF THE 2ND RESPONDENT LETTER NO 4052/C1/2015/KSCSTE DATED 17.1.2018 REDUCING CL FROM 20 DAYS TO 8 DAYS W.E.F 2019**
EXHIBIT P9	**COPY OF THE 2ND RESPONDENTS NET LETTER 4052/C1/2015/KSCSTE, DATED 17.5.2018 RESIDING CL FROM 20 DAYS TO 8 DAYS W.E.F 2019**

EXHIBIT P10	**COPY OF THE STATE COUNCIL MEETING MINUTES, DATED 15.11.2017, ITEM NO 13.10**
EXHIBIT P11	**COPY OF THE MASS REPRESENTATION DATED 18.1.2019 SUBMITTED TO 2ND AND 3RD RESPONDENT**
EXHIBIT P12	**COPY OF THE INTERIM ORDER IN WPC NO 8199 OF 2019**
EXHIBIT P13	**COPY OF THE ABOVE LETTER NO 4553/ESTT-1/2019 JNTBGRI, DATED 20.11.2019**

APPENDIX OF WP(C) 18981/2024

PETITIONER EXHIBITS

Exhibit - P1	**TRUE COPY OF THE RELEVANT EXTRACT OF SEC II PART 1 RULE11 OF KSCSTE SPECIAL RULES.**
Exhibit- P2	**TRUE COPY OF THE ORDER DATED 02/01/2006 BY THE REGISTRAR, JAWAHARLAL NEHRU TROPICAL BOTANIC GARDEN AND RESEARCH INSTITUTE, THIRUVANANTHAPURAM.**
Exhibit - P3	**TRUE COPY OF THE CIRCULAR ISSUED BY THE REGISTRAR OF JNTBGRI DATED 12/01/2012, BY RESTORING 20 DAYS OF CASUAL LEAVE PER CALENDAR YEAR WITH FIVE WORKING DAYS IN A WEEK.**
Exhibit - P4	**TRUE COPY OF THE ORDER DATED 31/12/2018, ISSUED BY THE REGISTRAR OF JNTBGRI.**
Exhibit - P5	**TRUE COPY OF THE LETTER ISSUED BY THE MEMBER SECRETARY, DATED 21/12/2018, DIRECTING THE DIRECTOR OF JNTBGRI TO REDUCE THE CASUAL LEAVE FROM 20 DAYS TO 8 DAYS.**
Exhibit - P6	**TRUE COPY OF THE INTERIM ORDER PASSED BY THIS HON'BLE COURT ON 06/11/2019 IN I.A.NO.1/2019 IN WP(C) 8199/2019.**