



IN THE KERALA ADMINISTRATIVE TRIBUNAL AT  
THIRUVANANTHAPURAM  
(ADDITIONAL BENCH, ERNAKULAM)

Present:

The Hon'ble Mrs. M R Sreeletha, Judicial Member  
&  
The Hon'ble Mr. P K Kesavan, Administrative Member

Dated this the 11th of December 2025

OA[EKM]-333/2025

**Applicant(s):**

- 1) Government College Teachers Organization  
Reg.No.MPM/CA/153/2023, Represented by its President,  
Dr.Gladston Raj S, aged 50 years, S/o. Sunderraj, Working As  
Professor, Computer Science, Education Higher, Government  
College Karivattom., Thiruvananthapuram 695011, residing at TC  
7/491 7, Snehatheeram, NLRA 335 A, Neerazhi Lane Soorya  
Gardens, Ulloor Medical College, P.O., Thiruvananthapuram - 695  
011, Mobile- 9747353447, Kerala.
- 2) Sreeraj K.S., S/o. P P.Sasidharan, 34 years, Assistant Professor of  
Mathematics Government Polytechnic, Kalamassery, Residing at  
Sivakripa House, Chendamangalam P.O., North Paravur - 683  
512, Ernakulam.,, Kerala
- 3) Shaju Mathew, S/o.A.P.Mathew, 50 years, Assistant Professor of  
Commerce Government College, Vypin, Ernakulam, Residing at  
Arthadathil House, Chelamattam Okkal PO., Ernakulam - 683  
550.,, Kerala

By Advs. V VARGHESE , SAJU JOHN & JELSON J EDAMPADAM

**Respondent(s):**

- 1) State of Kerala represented by Secretary, Education Higher,  
Government Secretariat, Thiruvananthapuram - 695 001,, Kerala



- 2) The Director Department of Collegiate Education Vikas Bhavan, Thiruvananthapuram - 695 033,, Kerala
- 3) Union of India Represented by its Secretary Ministry of Human Resource Development Department of Higher Education, 1, West Block, Rama Krishnapuram New Delhi - 110 066,, Kerala
- 4) University Grants Commission Represented by its Secretary, Bahadurshah Zafar Marg New Delhi - 110 002,, Kerala
- 5) The Additional Chief Secretary Department of Finance, Government Secretariat, Thiruvananthapuram - 695 001,, Kerala

SRI.BINOY DAVIS, GOVERNMENT PLEADER FOR RESPONDENTS 1, 2 AND 5, ADV.S.KRISHNAMOORTHY, SC FOR UGC FOR RESPONDENT 4

This Original Application having been finally heard on 11th of December 2025, the Tribunal on the same day passed the following:

*for*



**M.R.Sreeletha, Judicial Member**

**&**

**P.K.Kesavan, Administrative Member**

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OA (EKM)No.333 of 2025

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Dated this, the 11<sup>th</sup> day of December, 2025

ORDER

P.K.Kesavan, Administrative Member

The first applicant is an Organization of Government College Teachers and other applicants are members of the said Organization. They are before this Tribunal aggrieved by non-disbursement of arrears following the implementation of 7<sup>th</sup> UGC Pay Revision, which has come into effect from January, 2016. The 7<sup>th</sup> UGC Pay Revision was accepted by the Government vide Annexure A6 order dated 29.6.2019. In the said order it was stated that the pay in the revised scale shall be credited to the salary account of the teachers and the arrears for the period from 1.1.2016 to 31.3.2019 shall be disbursed later subject to release of Central assistance in this regard and also fiscal position of the State. Vide Annexure A8 order dated 21.1.2023, it was further stated that the arrears on account of 7<sup>th</sup> Pay Revision



under UGC eligible to various teachers irrespective of their Department/ Institutions which was due for payment from January 2023 onwards are withheld till the position of State finances improves or Government issues further necessary directions in this regard.

2. Though the Original Application came up for consideration on <sup>Land</sup> 11.3.2025 notices were issued to the respondents, no reply statement has been filed so far. When the matter is taken up today, learned counsel for the applicants submit that if a direction is issued to the 5<sup>th</sup> respondent to consider Annexure A14 representation and pass early orders, the applicants will be satisfied.

Accordingly, the Original Application is disposed of with a direction to the 5<sup>th</sup> respondent to consider Annexure A14 representation and pass early orders, after affording an opportunity of hearing to any representative of the first applicant, within a period of three months from the date of receipt of a copy of this order. It is made clear that all the contentions of the applicants are left open.



Sd/-M.R.Sreeletha, Judicial Member

Sd/-P.K.Kesavan, Administrative Member

APPLICANT'S ANNEXURES:

Annexure A1- A true copy of the bye law of the 1st applicant .

Annexure A2- A true copy of the letter issued by the Secretary of the 1st applicant authorizing its President to file the case on behalf of the 1st applicant.

Annexure A3- A true copy of letter bearing No: 1-7/2015- Ull(1) dated 02.11.2017 issued by the 3rd respondent to the 4th respondent .

Annexure A4- A true copy of letter No: FNo.23-4/2017(PS) dated 30.01.2018 issued by the 4th respondent to the Vice Chancellors of University .

Annexure A5- A true copy of letter No: F No:11-1/2017(CU) dated 19.02.2019 issued by the 4th respondent to all the Registrars of the University.

Annexure A6- A true copy of GO(P) No: 18/2019/HEDN dated 29.06.2019 issued by the 1st respondent.

Annexure A7- A true copy of representation dated 22.11.2021 submitted by the 1st applicant to the 5th respondent .



*for*

Annexure A8- A true copy of GO(P)No: 12/2023/Fin dated 21.01.2023 issued by the 5th respondent .

Annexure A9- A true copy of representation dated 30.01.2023 submitted by the Government College Teachers Organization(Kerala) before the Minister of Finance, Government of Kerala.

Annexure A10- A true copy of the Question and Answer in the 12th meeting of the Kerala Legislative Assembly on 11.10.2024 .

Annexure A11- A true copy of the question and answer in the Lok Sabha on 03.02.2025 .

Annexure A12- A true copy of order dated 30.03.2022 in OA(EKM)NO.569/2016 of the Honourable Kerala Administrative Tribunal, Thiruvananthapuram (CAMP SITTING, ERNAKULAM) .

Annexure A13- A true copy of the order dated 27.11.2024 in OP(KAT)No.376/2022 and connected cases of the Honourable High Court of Kerala .

Annexure A14- A true copy of representation dated 10.01.2025 submitted by the 1st applicant before the 5th respondent .



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Certified that this a true and accurate copy of the document/order as in the case file (OA/RA/TA/CP/MA/PT No. ....) and faithfully copied with no modification.  
Office in charge of Copying Branch