



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

Present:

The Hon'ble Mr. Justice C.K. Abdul Rehim, Chairman
&
The Hon'ble Dr Pradeep Kumar, Administrative Member

Dated this the 29th of May 2024

QA-81/2020

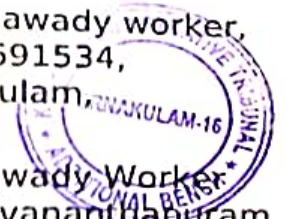
Applicant(s):

- 1) Sujitha. T., Aged 46 years, W/o. Mohanan., Anganawady worker, Centre No 50, Perambra Project, Kozhikode 673525, Residing at Puthiyottil House, Koothali P.O., Perambra, Kozhikode, Kerala.- 673525
mobile-9745055229
- 2) Kumary Anitha B, Aged 49 yrs. W/o Sukumaran Nair S Anganwady Centre No. 23 Pothencode Project, Trivandrum 695582 Residing at Padinjattilveedu , Vetturoad, Kaniyapuram P.O. 695301.,., Kerala
- 3) Smitha M. S., Aged 46 Yrs. W/o K Ajith kumar Anganawady worker Centre No. 49, Vellanadu Project., Thiruvananthapuram 695543, Residing at Kailasam, Neeramankuzhy, Oorutambalam P.O. Thiruvananthapuram. 695507.,., Kerala
- 4) Malini B.S, Aged 44, W/o Biju kumar V.G, Anganwady Worker, Centre No.6, Athiyanoor Project, Thiruvananthapuram 695121, Residing at Uthradathil House, Puthiyathura P.O, Thiruvanthapuram. 695526.,., Kerala
- 5) Shiji mol M A., Aged 48 Yrs, W/o Naushad Aanganawady worker Centre No 100, Chadayamangalam Project. Kollam 691533, Residing at Ashik Manzil, Keezhthoni, Elampazhanoor P.O., Kollam 691534.,., Kerala
- 6) Vijaya Reshmi V Aged 50, W/o Jaya Prakash Anganwady Worker , Kollam Urban II Project. , Kollam 691001, Residing at ReshmiBbavan Valathungal P.O Kollam 691011.,., Kerala



- 7) Jaya Kumari B Aged 41, Centre No.24 Mukhathala Project Kollam 691584 Residing at Bhavan ,Naduvilakkara, Umayanalloor P.O, Kollam 691589....,Kerala
- 8) E Patricia Kevin Xavier Aged 41 W/o John Bosco, Anganwady Worker, Center No. 56, Parassala Project, Kollamkode. Thiruvananthapuram 695121, Residing at Manjubhavan Pallampurayidam, Pozhiyoor, Thiruvananthapuram 695513.....,Kerala
- 9) Sabeena .L Aged 45, W/o Russo R.J, Anganwady Worker Center No 176, Kollam Urban Kollam 691001, Residing at Anjaly Nager 75 , Pallithottam P.O, Kollam 691006....,Kerala
- 10) Sreekala D Aged 47 Yrs., W/o. Ajikumar G Anganawady worker. Centre No. 13, Vettikavala Additional Project Kollam 691533, Residing at Ajivilasam, Anthamon, Kalayapuram P.O. Kottarakara, Kollam 691560.....,Kerala
- 11) Sudha G., Aged 46 Yrs, W/o. Gopalakrishnan Nair Anganawady Centre No. 10, Panthalam Project, Pathanamthitta Dist. 689501 Residing at Noorukodivadakkethil, Palamel, Padanilam P.O., Nooranade . Alappuzha 690529.....,Kerala
- 12) Bindu .R Aged 50 years, W/o K. Jose, Anganwady Worker. Center No 18, Chadayamangalam Project, Kollam 691534, Residing at Panavelilveedu Karingannoor P.O Thannimoodu Kollam.695604.....,Kerala
- 13) Nejima P Aged 48 years, W/o Sidhike Anganawady worker, Centre No. 19, Pathanamthitta 689501, Residing at Muthooniyil, Mangaram, Panthalam, Pathanamthitta 689501.....,Kerala
- 14) Vijayakumary B Aged 51 Years, W/o. Vijaya Pillai Anganawady worker, Mukhathala Additional project Kollam 691507, Residing at Kalladavilaveed, Mulavana, Punnathadam P.O Kollam 691503.....,Kerala
- 15) Lethakumari Thankachy, Aged 44 yrs, W/o Gopa kumar Anganwady worker, centre no. 140, Parassala Project. Thiruvananthapuram 695122, Residing at Ponnambalam, Arayoor P.O., Parassala, Thiruvananthapuram. 695122....,Kerala
- 16) Rajalakshmi R. Aged 47Yrs, W/o. Ajith Nath Anganwady worker, Centre No. I, Mukhathala Additional Project Kollam 691576, Residing at Sreekulam , Poikayil , Punukkannoor, Perumpuzha P.O. Kollam 691504..,Kerala

- 17) Leena N Aged 42 years, W/o Mohandas G Anganawady worker, Centre No., Chadayamangalam Project, Kollam 691534, Residing at Laksmipurathu veedu Thazhemeenkulam, Channapetta p.o, Kollam 691311.....,Kerala
- 18) Deepa B.S. Aged .43 W/o Padmakumar .S Anganawady Worker, Center No. 61 Chadayamangalam Project., Thiruvananthapuram 695534, Residing at Thalakkonathuveedu Thudayannoor P.O. Kollam. 691536.....,Kerala
- 19) Mary A.S Aged 47 yrs., W/o. Antop. p Anganawady worker, Centre No. 61 Angamally Additional Project Ernakulam 683572, Residing at Parekattil House, Kidangoor P.O., Angamally, Ernakulam.683572.....,Kerala
- 20) Rejani E. A., Aged 46 years, W/o Subhash A., Anganawady worker, Centre No.62 , Mala Project , Vadama, Mini Civil Station, Thrissur 680732, Residing at Poyya , Poyya P.O., Thrissur 680733.....,Kerala
- 21) Preetha P R Aged 50 Years, W/o.T.K Sajeev Anganawady worker centre No.88, Kothamangalam Additional Project, Ernakulam 686691, Residing at Thekkedathu house, Kozhippilly P.O., Ernakulam.686666.....,Kerala
- 22) Jamuna V. A., Aged 56 Years., W/o Aravindakshan K.K Anganawady worker, Centre No. 126, North Paravoor Project Ernakulam 683513, Ezhikkara P.O., Chathanad 683513, Ernakulam.....,Kerala
- 23) Sreelatha B., Aged 43Years. M/o. Bhamadeviamma Anganawady worker, centre No 141, Pothencode Project Kazhakootam 695582, Thiruvananthapuram . Residing at Plavaravilakathu veedu, Kudanoor P.O., Venkodu, Thiruvanthapuram. 695028.....,Kerala
- 24) Nisha T.K Aged 40 years. W/o Hareesh T. R. Anganawady worker. Centre No. 73, Angamally Additional Project, Ernakulam - 680732 Residing at Thachirukattil House, Parekadavu P.O. Poovathussery, Ernakulam Dist.680741.....,Kerala
- 25) Jaya K.K. Aged 46 Years , W/o Radhakrishnan A K Anganawady worker, Centre No. 113 Kaduthuruthy Project, Kottayam - 686013, Residing at Areekarayil House, Karikode P. O. Karikode 686610.....,Kerala
- 26) Sheeba Thoonoorameethal, Aged 49 Years. W/o. Sankaran K.N. Anganawady worker, Centre No. 59, Thodanoor Project, Kozhikode 673601, Residing at Karambra Methal House, Maniyur P.O. Payyoli, Kozhikode 673523.....,Kerala



27) Jessy Davis Aged 49 Years. W/o. Thomson Thomas Anganawady worker, centre No 38, Angamally Project, Ernakulam 680013. Residing at Puthusseriyil House, Neelaswaram P.O. 683574....,Kerala

28) Geetha P., Aged 51 Years, W/o Aravindan K.M Anganawady worker, Kunnummel Project, Kozhikode 673514, Residing at KaruthedathuMethal, Chappanthottam Kavilumpara, Kozhikodu. 673513.....,Kerala

29) Prema P. M Aged 45 Years W/o Anandan Anganawady worker Centre No. 54, Vadakara Project Kozhikode 673103, Residing at Padikkathazhe, Mukkathkoniyl House Karthikapally P.O., Villiyappally 673542....,Kerala

30) Sindhu T., Aged 42 Years. W/o. Sathheesan M P., Anganawady Worker , Centre No 79 , Vadakara Project, Kozhikode 673103, Residing at Methal Parambath House, Edacherry P. O. Vadakara 673502, Kozhikode....,Kerala

31) Preeja T P., Aged 41 Years. w/o Manojan Anganawady Worker , Centre No. 102, Vadakara Project, Kozhikode 673103, Residing at Charaparambath , Kakkattil P.O., Aroor Kozhikode. 673507.....,Kerala

32) Renjini N, Aged 49 Years. W/o Gireesan Anganawadyworker, CentreNo.20 , Vadakara Project. Kozhikode 673103, Residing at Kizhakkekunnivayalil, Puthupanam P.O.,Vadakara, Kozhikode- 673505.....,Kerala


33) Akhila P. K., Aged 47 Years. W/o. Balan K N. Anganawady worker, Centre No. 100, Vadakara Project, Kozhikode 673103, Residing at Kunnummel Neelamparambath House , Chembola , Kozhikode 673308....,Kerala

34) Radha M. Aged 55 Years. W/o Surendrababu. Anganawady Centre No. 111, Vadakara Project Kozhikode 673103, Residing at Koloth House, Chembola, Kozhikode 673308.....,Kerala

35) Sheebalatha E K., Aged 42 Years W/o Asokan T.K., Anganawady worker, centre No. 33, vadakara Project Kozhikode 673103, Residing at Edakkandikunnummel House Onchiyam P.O., Chembola , Kozhikode 673308....,Kerala

36) Sreereka Koorampanathil, Aged 42 Years. W/o. Prakasash Anganawady worker, Centre No. 46, Vadakara Project Kozhikode 673103, Residng at Koorampanathil House, Madappally College P.O,Vadakara 673502.....,Kerala

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- 37) Reeja K., Aged 49 Years, W/o. Balan Anganawady worker, Centre No. 23, Kunnummal Project Kozhikode 673103, Residing at nirakummal, Cheekkonnu P.O., Kakkattil (Via), Kozhikode 673507.....Kerala
- 38) Usha K., Aged 43 Years, W/o. Vinodan K Anganawady worker, Centre No. 69, Kunnummal Project, Kozhikode 673503, Residing at Kunnathu House Orkkatteri P.O., Vadakara (Via) 673501 KozhikodeKerala
- 39) Jessy K.A., Aged 55 Years, W/o. E D Johnson Anganawady worker, Iringalakuda Project Trissur 680122, Residing at Ekkadan House, Edathirinji P.O. 680122, Ernakulam....Kerala
- 40) Jesy Cheriyaandiyil, Aged 40 Years, W/o Pavithran K Anganawady worker Centre No. 3 , Vadakara Urban , Kozhikode. 673503, Residing at Cheriyaandiyil House, Purankara P.O., Vatakara.673101 KozhikodeKerala
- 41) Ajiprabha Chemmangattu Methal Aged 43 Years, W/o Rajan Anganawady worker Centre No. 13, Thodannur Project Kozhikode 673544, Residing at Kinarulla Malayil, Sapthaswara, Kottappalli P.O. Vatakara, Kozhikode 673542.....Kerala
- 42) Savitha M.V., Aged 39 Years, W/o. Janardhanan K N Anganawady worker , Thrissur Urban 1 Project 689341, Residing at Mundai House, Ayyanthole, Thrissur 689003.....Kerala
- 43) Sindhu Thundiyl Aged 45, W/o Jayan Anganawady Worker Center No 109 Vadakara Project Kozhikode 673501, Residing at Mandodi House, Chombala P.O Kozhikode. 673308.....Kerala
- 44) Ajitha Kumari K. S Aged 49 years, W/o Vijayakumaran Nair Anganawady Worker Centre No 119 Uzhavoor Project Kottayam 686634, Residing at Nechalil House Kozha P.O Kuravilangadu Kottayam 686633.....Kerala
- 45) Seema S Pillai Aged 39 years, W/o . Kannan N. K Anganawady worker centre No. 151, Paravoor, Eranakulam 683519, Residing at Nellipilly House, Kaitharam P.O. North Paravoor, Ernakulam 683519.....Kerala
- 46) Usha M.K., Aged 55 Years, W/o Chandran Nambiar Anganawady worker, Centre No.6, Perambra Project, Kozhikode 673528, Residing at Lakshmi nivas , Avadukka P.O. Perambra , Kozhikode.673528.....Kerala
- 47) Sunitha P.V., Aged 47 Years , W/o Manojkumar V. R Anganawady worker Centre No. 12 , Ettumanoor Additional Project, Kottayam 686001, Residing at parayil house, Villoonni P.O., Arpookara, Kottayam. 686008.....Kerala

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- 48) Rejeena Beegum C A., Aged 46 Years W/o. Al Amin P.H.
Anganwady worker Centre No. 57, Vazhoor Project Kottayam
686542 Residing at pullolickal house, Nedumkunnamp.o.
Kottayam 686542.....Kerala
- 49) Sudhamony K.S., Aged 51 Years , W/o Suresh kumar P.k,
Anganwady worker, centre No. 59 , Vazhoor Project,
Nedumkunnam, Kottayam 686542 Residing at Perumpral house,
Nedumkunnam P.O. Kottayam 686542....,Kerala
- 50) Subha kumary M P., Aged 52Years, W/o Remesh Chandran K
Anganwady worker Centre No 65 ,Panthalam Project.
Pathanamthitta 689502, Residing at Remesh bhavan, Muttom
P.O. ,Pathanamthitta 689502....,Kerala
- 51) Sindhu T. B Aged 49 Years, D/o Bhavani T.K Anganawady worker
centre No.15 , Panthalam project, Pathanamthitta-689502
Residing at Thekkunilkkunathil house, Mangaram , Panthalam
689501....,Kerala
- 52) Seena Veluthaparambath Aged 44 Years, W/o Nanu K
Anganawady worker Centre No. 175, Kunnummal Project ,
Kozhikode-673504. Residing at Kappummal house, Velom
Kuttiady P.O, Vadakara, Kozhikode 673508....,Kerala
- 53) Lishi K.C Aged 39 Years, W/o. Sasi K P. Anganwady worker
Centre No. 166, Kunnummal Project, Kozhikode-673504
Residing at Elengottu house, Aroor P.O., Kakkattil (Via)
Kozhikode. 673507....,Kerala
- 54) Sobha Thayyil Aged 50 years, W/o. Rajan K.P., Anganawady
worker centre no. 65, Kunnummel Project, Kozhikode-673504
Residing at KakkuzhiyullaParambath house, KuttiadiP.O,
Kozhikode 673508....,Kerala
- 55) Sujatha V.K., Aged 41 Years W/o Saji K C. Anganawady worker,
Centre No.148, Perambra Project, Kozhikode 673525 Residing at
Kunnummelchalil H Menhaniam P.O., Perambra. P.O., Kozhikode
-673525....,Kerala
- 56) Syamala C.T Aged 50 years. W/o Rajeev K .R , Anganwady
Worker Center No. 83, Pallom Project , Thrissur-686007 Residing
at Oolackal House , Thottakkad P.O., Kottayam.686539....,Kerala
- 57) Ushakumari.S Aged.52, W/o Shiva Prasad R Anganwady Worker ,
Centre No 49, Mukhathala Adittional Project, Kollam-691577
Residing at Amma Nikethan , Punukkannoor Kovil Mukke,
Perumpuzha P.o, Kollam. 691504....,Kerala

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- 58) Sreeja Valluparambath, Aged.42, W/o Sreedharan Anganwady Worker. Centre No 16, Thodannur Project, Kozhikode-673004 Residing at LakshamVeedu, Palayatt Meethel , Chemmarathur , Vadakara. Kozhikode. 673104.....Kerala
- 59) Bini Abraham Aged 44 years, W/o Raju Jose .P, Anganwady Worker, Centre. No 150, Pampady Project, Kottayam-686504 Residing at Vettikkattu House, VelloorP.o , Pampady, Kottayam .686501.....Kerala
- 60) Seena . K.P, Aged 47 years, W/o Chandran, Anganwady Worker. Centre No. 105, Kunnummal Project, Kozhikode-673507 Residing at Kanathil House, kuttiadi P.O Urath. Kozhikode 673508.....Kerala
- 61) Sariha .R, Aged 39 years, W/ o Anilkumar , Anganwady Worker, Centre No 48, Mukhathala Additional, Kollam-691577 Residing at Retna Bhavan Chandanathope. P.O, Keralapuram. Kollam. 691014.....Kerala
- 62) Sheeja A D, Aged 46 years, W/o Pradeep T.S, Anganwady worker, Centre No. 35, Kodungallor Project, Kottayam-686501 Residing at Thayyil House , Thrissur-680001.....Kerala
- 63) Anitha I .S Aged 45 years, Anganawady worker, Angamally project Ernakulam-680308 Residing at mundane parambil house Mattoor, P.O, Kalady, Ernakulam.683546.....Kerala
- 64) Sindhu Karambrameethal, Aged 42 years, w/o Babu P.K Anganawady worker centre no. 65, Thodannoor project, Kozhikode-673541 Residing at Manangattmeethal house, Muduvana P.O., Kozhikode 673523.....Kerala
- 65) Alice M T, Aged 50 years, W/o Simon T V Anganawady worker centre no. 12, Urban I Project Trissur-680003 Residing at Thermadom Palissery house , Pullazhy P.O, Thrissur 680012.....Kerala
- 66) Jisha P. M., Aged 39 years, W/o Narayanan Anganawady worker centre No. 83, Thodannoor project., Kozhikode-673544 Residing at Thundikandiyil house, (Puthalathmeethal) Villiappally , Vadakara, kozhikode 673542.....Kerala
- 67) Vasantha C.K. Aged 49 years W/o Rajan K Anganawady worker, Centre no.41, Thodannoor project Kozhikode-673524 Residing at Prasadam house, Mudhuvana P.O Kozhikode 673523.....Kerala
- 68) Bindhu T T., Aged 43 Years, w/o Vijayan Anganawady worker, centre no. 75, Thodannoor project Kozhikode-673524 Residing at Kuniyil house, Poolakkoon, Kakkat 673507.....Kerala



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69) Usha Mundackal, Aged 50 Years, W/o Raveendran Anganwady worker, centre no. 88, Thodannoor project, Kozhikode-673542 Residing at kuyyilalil house, Villappally P.O. Kozhikode 673542.....Kerala

70) Ajithakumary A Aged 49 years, W/o Pradeep kumar N Anganwady worker centre no. 70 Chadayamangalam Project Kollam-691001 Residing at Nandanam, Vayala P. O., Anchal, Kollam 691306.....Kerala

71) Latha kumary J Aged 49 years , w/o Anil kumar R Anganwady worker, centre no 118, Parassala Project, Trivandrum-695121 Residing at Konathuvilakathuveedu, Melammacorn Mariyapuram, Thiruvanthapuram. 695122.....Kerala

72) Sreelekha D.V., Aged 51 Years, W/o Rameshkumar G. S Anganawady worker, Centre no. 127, Parassala Project, Thiruvananthapuram 695132 Residing at Padippuravilakath veed, chenkal P.O. Parassala, Thiruvananthapuram. 695132.....Kerala

73) Remya Mohan, Aged 37 Years, W/o Rajesh P.S Anganawady worker Centre no. 44 Ettumannoor project, Kottayam-686743 Residing at Palakkamthadathil house, Kanakkary P.O., Kottayam 686632.....Kerala

74) Sathi Moolankandi, Aged 45 Years , W/o Radhakrishnan E C Anganawady worker centre no. 62 , Thodannoor Project, Kozhikode-673004 Residing at EdapparambilChalil house, Mandarathur P.O. Kozhikode 673105.....Kerala

75) Suvitha K.S, Aged 53 years W/o P.V Rajan Anganawady worker, centre no.91, Kodakaraproject, Thrissur-680301 Residing at Veluthedathuhouse , South thoravu P.O, Pudukad, Trissur 680301.....Kerala

76) NaseemaBeevi M Aged 53 years, W/o Sherafudeen Anganwady worker Centre no. 97, Chadyamangalam project, Kollam-691534 Residing at Mukkadaputhenveed, Manjapra P.O. Ayoor, Kollam 691533.....Kerala

77) Sheeja A V., Aged 43 Years, W/o. Radhakrishnan T H, Anganwadi worker centre no. 108, Thodannoor Project, Kozhikode-673541 Residing at Aniyathuvayalil, Keezhal P.O Vadakara. 673104.....Kerala

78) Shobha .N. Aged. 45 years, W/o Bhaskaran .M Anganwady Worker Center no 92 Thuner Project. Kozhikode-673004 Residing at Nirayil House, Valayam .P.O Kozhikode-673016.....Kerala

- 79) Savitha Vallaparambath Aged 47 years , W/o Satheesh kumar Anganawady worker centre no. 43, Thuneri Project, Kozhikode-673502 Residing at Nadavath house, Muthavadathoor P.O. 673503, Kozhikode.,.,Kerala
- 80) Reeja P Aged 44 years, w/o Suresh Babu P. T., Anganwady worker centre No 9 , Thuneri Project, Kozhikode-673103 Residing at Nanadanam, Nutstreet, Vadakara 673104.,.,Kerala
- 81) Bindhu Koolikkunnummel, Aged 42 Years, W/o Nanu K.K, Anganawady worker centre no. 135, Thuneri project, Kozhikode-673103 Residing at Thazhakoodathil house, Varikoli P.O., Vadakara, Kozhikode 673506.,.,Kerala
- 82) Reshma Kuniyil, Aged 39 Years. W/o Santhosh Anganawady worker, centre no. 81 Thuneri Project, Kozhikode-673103 Residing at Kuzhikalidathil, Kakkattil P.O. Kozhikode 673506.,.,Kerala
- 83) Jayanthi C P Aged 49 years, W/o Suresh P U, Anganawady worker Centre No. 178, Thuneri Project, Kozhikode-673103 Residing at Puthenparayil , Payyoli P. o, Kozhikode 673522.,.,Kerala
- 84) Reena T P Aged 40 Years, W/o Murali Anganawady worker centre no 125, Thuneri Project, Kozhikode-673103 Residing at Kunhiparambath, Kodyara P.O. Kozhikode 673506.,.,Kerala
- 85) Rayihanath Moonakandathil Aged 42 years , W/o Kunjabdulla T.P Anganawadi worker centre no. 124, Thuneri Project, Kozhikode-673103 Residing at Parambath house, Kodyura P.O Kozhikode. 673506.,.,Kerala
- 86) Suma P Aged 48 years, W/o Sreedharakurup K P., Anganawady worker centre no. 31 , Thuneri Project, Kozhikode-673103 Residing at Nandanam house, perumundacheri , 693507.,.,Kerala
- 87) Shiji T Aged 39 years , W/o Aneesh Babu K.P, Anganwady Worker Centre 42, Vadakara Project, Kozhikode-673543 Residing at Kavil Padikkal, SidhaSamaj P.O . Vadakara, Kozhikode. 673104.,.,Kerala
- 88) Shanthi O Aged 47 years, W/o of Surendran-Anganwady Worker Centre No 63, Kozhikode-673543 Residing at Chettyamkandiyal House Kodencheri, Kozhikode.673580.,.,Kerala
- 89) Seena K Aged 56 years, W/o Chandrababu. K.K Anganwady Worker, Centre. No 34, Ernakulam-680004 Residing at Koovaparambil House Neeleswaram .P.O, Ernakulam Dist-680004.,.,Kerala

- 79) SavithaVallaparambeth Aged 47 years , W/o Satheesh kumar Anganawady worker centre no. 43, Thuneri Project, Kozhikode-673502 Residing at Nadavath house, Muthavadathoor P.O. 673503, Kozhikode.,.,.,Kerala
- 80) Reeja P Aged 44 years, w/o Suresh Babu P. T., Anganawady worker centre No 9 , Thuneri Project, Kozhikode-673103 Residing at Nanadanam, Nutstreet, Vadakara 673104.,.,.,Kerala
- 81) Bindhu Koolikkunnummel, Aged 42 Years, W/o Nanu K.K, Anganawady worker centre no. 135, Thuneri project, Kozhikode-673103 Residing at Thazhakoodathil house, Varikoli P.O., Vadakara, Kozhikode 673506.,.,.,Kerala
- 82) Reshma Kuniyil, Aged 39 Years. W/o Santhosh Anganawady worker, centre no. 81 Thuneri Project, Kozhikode-673103 Residing at Kuzhikalidathil, Kakkattil P.O. Kozhikode 673506.,.,.,Kerala
- 83) Jayanthi C P Aged 49 years, W/o Suresh P U, Anganawady worker Centre No. 178, Thuneri Project, Kozhikode-673103 Residing at Puthenparayil , Payyoli P. o, Kozhikode 673522.,.,.,Kerala
- 84) Reena T P Aged 40 Years, W/o Murali Anganawady worker centre no 125, Thuneri Project, Kozhikode-673103 Residing at Kunhiparambath, Kodiyara P.O. Kozhikode 673506.,.,.,Kerala
- 85) Rayihanath Moonakandathil Aged 42 years , W/o Kunjabdulla T.P Anganawadi worker centre no. 124, Thuneri Project, Kozhikode-673103 Residing at Parambath house, Kodiyura P.O Kozhikode. 673506.,.,.,Kerala
- 86) Suma P Aged 48 years, W/o Sreedharakurup K P., Anganawady worker centre no. 31 , Thuneri Project, Kozhikode-673103 Residing at Nandanam house, perumundacheri , 693507.,.,.,Kerala
- 87) Shiji T Aged 39 years , W/o Aneesh Babu K.P, Anganwady Worker Centre 42, Vadakara Project, Kozhikode-673543 Residing at Kavil Padikkal, SidhaSamaj P.O . Vadakara, Kozhikode. 673104.,.,.,Kerala
- 88) Shanthi O Aged 47 years, W/o of Surendran-Anganwady Worker Centre No 63, Kozhikode-673543 Residing at Chettyamkandiyal House Kodencheri, Kozhikode.673580.,.,.,Kerala
- 89) Seena K Aged 56 years, W/o Chandrababu. K.K Anganwady Worker, Centre. No 34, Ernakulam-680004 Residing at Koovaparambil House Neeleswaram .P.O, Ernakulam Dist-680004.,.,.,Kerala



- 90) Sreeja Kalluvettukuzhy Aged 47 years, W/o Krishnan Kutty Anganwady Worker Center No.121, Chelennur Project, Kozhikode-673317 Residing at Nadukandy, Thazhem, Kannamkara P.O, Kozhikode.673616Kerala
- 91) Yamuna A.K Aged 48 years, W/o Rajan Anganwady Worker Centre No.67 Balussery Project, Kozhikode-673612 Residing at Cherangod Malayil House Kuramala, Balussery p.o., Kozhikode.673612.....Kerala
- 92) Sheeja. M Aged 47. W/o Pushparajan T Anganwady Worker Centre No 113 Chelannur Project, Kozhikode-673317 Residing Mudathathil House. Irivallur P.O Chelannur. Kozhikode. 673616.....Kerala
- 93) Sheeba. C.S Aged 47 years, W/o Joseph Paul Anganwady Worker Centre No. 8 Cherpu Project, Thrissur-680561 Residing at Thattil Mandy House. Vallachira P.o Thrissur. 680561....Kerala
- 94) Moli ThekkePanniantaKandi Meethal Aged 45Years, W/oPavithran Anganawady Worker, Centre no. 66, Thodannur Project, Kozhikode-673541 Residing at Eliparampath Meethal, Maniyoor P.O. Kozhikode.673523....Kerala
- 95) Jayasree P Aged 48 years, W/o Vijayan Anganwady Worker Centre No 99 Thodanur Project, Kozhikode-673541 Residing at Parampathu House, Villiappalli P.O Vadakara, 673542....Kerala
- 96) Bissy K. M Aged 43 years, W/o Shaji K.J. Anganwady Worker Centre No 64, Kothamangalam Project, 686693, Ernakulam, Residing at Kanjirakkattu House Kothamangalam P.O Ernakulam 686693....Kerala
- 97) Reejallathu Aged 44 years, W/o Chandran Anganwady Worker Center No 63. Thodannur Project.Kozhikode 673105, Residing at Antheeruveetil House MandarathurP.o Kozhikode 673105....Kerala
- 98) Latha P. T Aged 50 years, D/o P K Thankappan Anganawady Worker Centre No. 14, Irinjalakuda Project, Thrissur-680121 Perigattu house, Koribissery, Irinjalakuda P O., Trissur.680121....Kerala
- 99) Preethi R, Aged 49 Years. W/o Selvaraj Anganawady Worker Centre No.2, Punalur Urban I Project, Kottayam-691507, Residing at rajavilasom, Vilakudy P O, Kollam.691508.....Kerala
- 100) Sofia John Aged 45 years, W/o. Wilson P M Anganawady Worker, Centre No.24 Irinjalakuda Project, Trissur-680712 Residing at Padaparambil House, Madaikonam P.O Thrissur. 680712.....Kerala

By Advs. LAILA I S , KALEESWARAM RAJ , VARUN C
VIJAY & THULASI K RAJ



Respondent(s):

- 1) State of Kerala Represented by the Secretary to Government, Social Justice (A) Department, Government Secretariat, Thiruvananthapuram, Kerala - 695001
- 2) The Director, Directorate of Social Justice, Vikas Bhavan, Thiruvananthapuram 695033., Kerala
- 3) Kerala Public Service Commission, Represented by the Secretary, Pattam, Thiruvananthapuram. 695004., Kerala
- 4) Ministry of Women and Child Development Represented by the Secretary to Department, Dr. Rajendra Prasad Road. Shastri Bhawan, New Delhi . 110001., Kerala
- 5) Directorate of Women and Child Development Department represented by the Director, Poojappura, Thiruvananthapuram - 695012 (Addl. R5 is impleaded as per order dated 19.1.2021 in MA No. 105/2021 in OA 81/20),, Kerala

SRI. JIBU T.S, GOVERNMENT PLEADER FOR RESPONDENTS 1,2,5 AND
ADV. P.C.SASIDHARAN SC FOR KPSC FOR R3

This Original Application having been finally heard along with OA[EKM] - 132 / 2021, OA[EKM] - 168 / 2021, OA[EKM] - 188 / 2021, OA[EKM] - 189 / 2021, OA - 692 / 2020, OA - 1056 / 2020, and OA - 1989 / 2020 on 29th of May 2024, the Tribunal on the same day passed the following:

Qr



Justice C.K.Abdul Rehim, Chairman
&
Dr.Pradeep Kumar, Administrative Member

O.A.Nos.81, 692, 1056 & 1989 of 2020
&
O.A.(Ekm)Nos.132, 168, 188 & 189 of 2021

Dated this, the 29th day of May, 2024

ORDER

Justice C.K.Abdul Rehim, Chairman

The issues agitated and the reliefs claimed in all these Original Applications are more or less identical. Therefore the above Original Applications were heard together and disposed of through this common order. It is agreed upon that O.A.No.81 of 2020 can be considered as leading case. The reference with respect to Annexures mentioned hereinafter are in the order in which they are produced in the said case.

2. The applicants in all the cases are Anganwadi Workers (Awws) working under the Women and Children Welfare Development Department of the State Government





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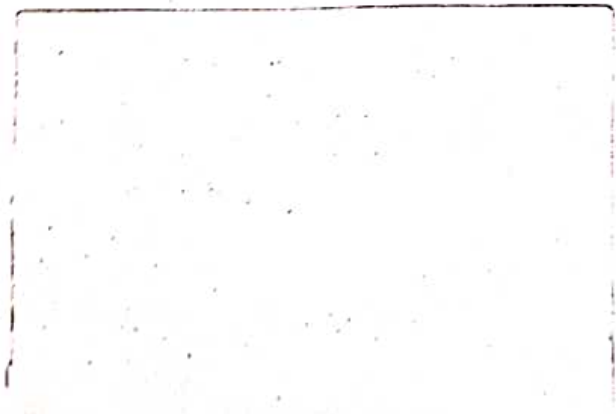
(formerly the Social Justice Department). The applicants are persons holding Degree qualification. The basic issue agitated is with respect to fixation of specific quota (ratio) for appointment to the post of Supervisor (ICDS) from the category of Awws, under the Integrated Child Development Scheme (ICDS). The Special Rules governing service of Awws, which prevailed till amendment effected during the year 2012, was the Special Rules for the Kerala Social Welfare Subordinate Services, 2010. The post of Supervisor (ICDS) was included in category No.13 in the said Rules. As per the method of appointment provided under Rule 3 of the said Rules, the post of Supervisor (ICDS) has to be filled up by recruitment from Awws who possess the qualification of SSLC and 10 years' experience as Awws under the ICDS Scheme in the Social Welfare Department. But under the said Rule a ratio of 70:29:1 was stipulated from the feeder categories in between open candidates, Awws and feeder categories, respectively. By virtue of Annexure A2, the Special Rules was amended in the year 2012. The effect of

O.A.No.81 of 2020 & con. cases

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the amendment incorporated is that, the method of appointment with respect to Supervisor (ICDS) stood modified as only through direct recruitment through selection by the Public Service Commission (PSC). A change in the ratio (quota) provided in the Special Rules of 2010 was brought into effect. The ratio was changed through the amendment, as 58:29:11:2 in between (i) open candidates, (ii) Awws, (iii) Awws having Degree in any subject and (iv) by promotion from the feeder categories, respectively. In the amendment it was clarified that the new ratio will come into force only with effect from 01.01.2014 and the 11% out of the enhanced ratio of 40% earmarked to the Awws, is allowed to those who are having Degree qualification from that date onwards. It is clarified that the ratio of 58:40:2 will apply till 31.12.2013, without any differentiation between the Awws who possess Degree qualification and SSLC qualification. In other words, the revised ratio is declared as applicable only with effect from 01.01.2014, in





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between the Degree holders and SSLC holders among the Awws.

3. It is not in dispute that the Special Rules as it stood amended is applicable with respect to recruitment to the post of Supervisor (ICDS) with effect from 01.01.2014. Evidently the PSC had conducted selection to the post of Supervisor (ICDS) based on Notification published under Category No.423/2014. Annexure A1 ranked list was brought into force with effect from 19.07.2017. According to the applicants, selection conducted by the PSC was for direct recruitment under the quota (ratio) earmarked for Awws with Degree qualification. Subsequently the PSC issued Annexure A10 Notification inviting applications for selection to the post of Supervisor (ICDS) by way of direct recruitment from Awws having not less than 10 years' experience. It is specifically contended that, despite the specific ratio stipulated at 11% for Awws holding Degree qualification, no selection was conducted by the PSC with



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respect to the said quota after the ranked list published as per Annexure A1.

4. The applicants point out that, the Central Government (Union Government) in the Ministry of Women and Children, Development Department had issued Annexure A3 circular on 15.09.2015, addressing all the Government Secretaries dealing with the Scheme in all the States and Union Territories stipulating guidelines for recruitment of Supervisor (ICDS). The guidelines stipulated for appointment to the post of Supervisor (ICDS) is that, 50% of the vacancies in the post of Supervisor (ICDS) need to be filled up by appointment from amongst Awws with 10 years' experience and possessing the prescribed educational qualifications as per the recruitment rules for the post. The remaining 50% vacancies in the post of Supervisor (ICDS) need to be filled up by direct recruitment.

5. Contention of the applicants is that, there occurred failure in implementing the directions contained in Annexure A3 Circular by the State of Kerala, as there



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occurred failure to bring necessary amendments to the Special Rules, to change the method of appointment through 50% promotion and 50% direct recruitment. It is evident that the applicants in various groups have approached the State Government in different representations during different occasions. In the year 2017 some among the applicants along with others have approached this Tribunal by filing O.A.(Ekm)No.2919 of 2017. Through Annexure A5 order passed on 19.01.2018 this Tribunal directed the State Government to consider the representation submitted by the applicants therein and to take a decision thereon within a period of three months from the date of receipt of a copy of that order. It is evident that, in the said representation, fixation of the ratio for graduate Awws at 11% is pointed out as an anomaly, considering the guidelines formulated by the Central Government. Therefore it was requested to be rectified. Annexure A6 is the consequential order issued by the State Government in the Social Justice Department, dated



05.05.2018. Taking note of the directions contained in O.A.(Ekm)No.2919 of 2017, the matter was considered after affording opportunity of personal hearing to the applicants therein. It was observed in Annexure A6 that a committee was already constituted through an order issued by the Director of Social Justice Department, dated 30.10.2017, in order to suggest amendments to the Special Rules; and that the 1st respondent had issued directions to the Director of Social Justice Department to report the vacancies earmarked for Degree holders among the Awws.

6. A similar direction as that of O.A.(Ekm)No.2919 of 2017 was issued by this Tribunal in another case, O.A.(Ekm)No.2189 of 2018, as per Annexure A7 order passed on 22.11.2018. In yet another Original Application filed before this Tribunal, O.A.No.849 of 2019, it was submitted on behalf of the Government that the matter is pending before the Director of Social Justice Department and that proceedings were already initiated to amend the Special Rules in accordance with the directions issued by the




Central Government. In that case also this Tribunal directed the Director of Social Justice Department to consider the grievances of the applicants therein while forwarding the proposals for amendment of the Special Rules to the State Government. But in Annexure A9 order, dated 19.02.2019, purportedly issued in compliance with the directions contained in Annexure A8 order of this Tribunal, the Government again directed the Director of Women and Children Development Department to examine the matter and to take appropriate action for revising the existing ratio in the mode of recruitment to the post of Supervisor (ICDS), when submitting a draft proposal for amending the Special Rules. But, despite the lapse of more than 5 years as of now, no amendment in tune with the directions issued by the Central Government through Annexure A3 is effected. Therefore the Original Applications are filed seeking appropriate directions.

7. Another challenge raised in some of the Original Applications is against the steps initiated by the respondents



to make appointment of Supervisor (ICDS) on a provisional basis, under Rule 9(a)(i) of the Kerala State & Subordinate Service Rules 1958 (for short KS & SSR) by inviting list of sponsored candidates from Employment Exchanges. It is contended that the posts are filled up on provisional basis through candidates advised from the Employment Exchanges, it will seriously prejudice the prospects of the applicants for being promoted to the post of Supervisor (ICDS). Moreover it is contended that, when specific method of appointment is stipulated through the Special Rules, the steps taken for effecting provisional appointments, without reporting the existing vacancies to the PSC for selection and advice, is highly illegal and unsustainable. Initially, this Tribunal through an interim order passed on 02.02.2021 stayed the steps for filling up of the posts of Supervisor (ICDS) on provisional basis through the Employment Exchange. But subsequently the said order was modified by this Tribunal on 18.03.2021, directing the respondents to provisionally fill up the

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vacancies of Supervisor (ICDS) by providing provisional promotion to the qualified departmental hands. The respondents were directed to pass orders on or before 05.04.2021. It was further observed that any further vacancies if available, this Tribunal will consider issuance of appropriate direction to fill up them provisionally through the Employment Exchange. The interim order passed by this Tribunal on 18.03.2021 was subjected to challenge before the Hon'ble High Court in O.P.(KAT)No.140 of 2021 and connected cases filed, at the instance of the State Government and its officials. Through an elaborate judgment passed by the Hon'ble High Court on 24.08.2021 the matter was remitted back for consideration of all relevant aspect by this Tribunal, based on the pleadings to be adduced illustrating the vacancy position. However, in a statement filed by respondents 1 and 2 on 27.09.2022, it is mentioned that, based on the interim order passed by this Tribunal on 02.02.2021, the 2nd respondent has kept in abeyance all further steps for appointment of Supervisor

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(ICDS) on provisional basis through Employment Exchange and that no provisional appointment was effected through the Employment Exchange in the category of Supervisor (ICDS).

8. It is evident that the recruitment process initiated by the PSC for selection to the post of Supervisor (ICDS), through Annexure A10 Notification (Category No.311/2019), was completed and the ranked list was already published. In a batch of Original Applications filed before this Tribunal, there was challenge raised against the selection process. The question agitated was as to whether Awws holding Degree qualification are entitled to apply for the post of Supervisor (ICDS), notified in the category of 29% ratio earmarked for the Awws with SSLC qualification possessing 10 years' experience. The question was ultimately decided by a Full Bench of this Tribunal through order passed on 01.04.2024 in O.A.No.1821 of 2022 and connected cases. Relying on the provisions contained in Rule 10(a)(ii) of Part II KS & SSR and also considering the





fact that the qualification of Degree is a higher qualification which pre-supposes acquisition of the qualification of SSLC , it was ultimately held that the Awws holding Degree having the requisite experience are also entitled to apply for selection under the quota earmarked for Awws with SSLC qualification (in the 29% quota). It is further evident that a subsequent recruitment process was initiated by the PSC under Category No.149/2022 for filling up the post of Supervisor (ICDS) under the quota earmarked for Degree holding Awws, within the 11% ratio fixed. Learned Standing Counsel for the PSC submitted that ranked list with respect to the said selection was published on 24.02.2024.

9. Heard; counsel for the applicants in various Original Applications, Government Pleader appearing for the official respondents and Standing Counsel appearing for the PSC.

10. From the factual aspects discussed as above, the only issue remaining to be adjudicated and decided is with respect to implementation of the guidelines (directives)

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of the Central Government, issued through Annexure A3 Circular, to the extent of specifying that, posts of Supervisor (ICDS) shall be filled up, by promotion from Awws with 10 years' experience with respect to 50% of the vacancies, and through direct recruitment with respect to the remaining 50%. It is evident that the directions in this regard were issued by the Government of India in the Ministry of Women and Children Development Department, as early as on 15.09.2015. The applicants in these Original Applications as well as various other similarly situated incumbents have repeatedly approached this Tribunal when their request to modify the Special Rules in accordance with Annexure A3 guidelines were not acceded to by the State Government. As mentioned hereinabove, repeated directions were issued by this Tribunal through various orders passed as per Annexures A5, A7 and A8 directing to take an appropriate decision, considering the representations submitted in this regard. In Annexure A6 order issued by the Government as early as on 05.05.2018, it was stated that the matter is in






seizin of the Director of Social Welfare Department and a Committee was constituted to consider the proposal for amendment. In Annexure A9 order Issued by the Government subsequently on 19.02.2019, It is reiterated that the State Government had Issued directions to the Director of Women and Children Development Department to examine the case and to take appropriate action for revising the existing ratio, in the mode of recruitment of Supervisor (ICDS), while submitting draft proposal for amending the Special Rules. But it remains a fact that nothing has turned out with respect to modifying the ratio, as suggested in Annexure A3 guidelines.

11. Learned counsel for the applicants contended that the directives contained in Annexure A3 has got binding force on the State Government and that the State Government has got a statutory obligation to implement those stipulations. It is pointed out that the legislative power on the subject matter is vested concurrently on the Union Government and the State Governments, as the



subject matter is included in List III of the Seventh Schedule of the Constitution of India (concurrent list). Therefore it is contended that the decision of the Central Government in this regard will prevail and the State Government will be bound to implement it. We cannot accept such a contention since Annexure A3 circular is not having any statutory force either as a Rule or as a Regulation framed by any statutory authority. At the same time, as contended by the learned counsel applicants, the Scheme in question, viz., the "Integrated Child Development Scheme (ICDS)" is being implemented and monitored by the Central Government with participation of the State Governments and Union Territories. It is also contended that there is financial participation of both the Governments in implementation of the Scheme. Therefore any directions issued by the Central Government for effective implementation of the Scheme need to be considered by the State Government for implementation, if necessary by amending the Special Rules. The State Government is showing lethargic attitude

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in this regard, despite repeated assurances made through Annexures A6 and A9 orders. Presumably the matter is being prolonged by the State Government as there is no time limit stipulated in Annexures A5, A7 or A8 orders passed by this Tribunal. However, until a final decision is taken in this regard, the Special Rules will govern service conditions of the applicants and they will be entitled to get appointed to the post of Supervisor (ICDS) only in accordance with the ratio as stipulated in the existing Special Rules. It is pertinent to notice that, by virtue of the common order passed by this Tribunal in O.A.No.1821 of 2022 and connected cases, dated 01.04.2024, the applicants who are working as Awws with 10 years' experience and having the qualification of Degree are declared as entitled to compete for selection in the total quota (ratio) of 40% (29+11).

Under the above mentioned circumstances, the above Original Applications are hereby disposed of by directing the State Government in the Women and Children

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Development Department and the Director of the said Department to take appropriate decision with respect to amending the Special Rules in tune with the guidelines issued by the Central Government under Annexure A3, as promised in Annexures A6 and A9 orders, at the earliest possible, at any rate, within a period of three months from the date of receipt of a copy of this order.

Sd/- Justice C.K.Abdul Rehim (Chairman)

Sd/- Dr.Pradeep Kumar (Administrative Member)

sk/-