



2025:KER:15742

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 35750 OF 2019

PETITIONER:

MOHANAN PILLAI B., AGED 49 YEARS,
ARMED GUARD, SBI KOZHENCHERRY TOWN BRANCH,
PATHANAMTHITTA-689641

BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
SMT.MAITREYI SACHIDANANDA HEGDE

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN,
SBI HEAD OFFICE CORPORATE CENTRE,
8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI-400021.
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPUAM-12.
- 3 ASSISTNAT GENERAL MANAGER
STATE BANK OF INDIA LOCAL HEAD OFFICE,
S.S.KOVIL ROAD, THAMPANOOR,
THIRUVANANTHAPURAM-695001.



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).4758/2020, 14042/2020 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 4758 OF 2020

PETITIONER:

**PANKAJAKSHAN P., AGED 52 YEARS,
S/O. KUNHIRMANA NAMBIAR, ARMED GUARD,
STATE BANK OF INDIA, KOZHIKODE BRANCH,
BANK ROAD, KOZHIKODE-673 011.**

**BY ADVS.
SRI.KALEESWARAM RAJ
KUM.A.ARUNA
KUM.THULASI K. RAJ
SMT.MAITREYI SACHIDANANDA HEGDE**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN,
SBI HEAD OFFICE CORPORATE CENTRE,
8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI-400021.**
- 2 THE BRANCH MANAGER
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM 12.**
- 3 ASSISTANT GENERAL MANAGER
STATE BANK OF INDIA, LOCAL HEAD OFFICE,
S.S.KOVIL ROAD, THAMPANOOR,**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

THIRUVANANTHAPURAM-695 001.

BY ADV SRI.AMAL GEORGE

**THIS WRIT PETITION (CIVIL) HAVING BEEN FINALLY HEARD ON
24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 14042 OF 2020

PETITIONER:

**BABURAJ V.V., AGED 51 YEARS,
S/O.(L) KUNHIRAMAN.V.V., ARMED GUARD, SBI CIVIL
STATION BRANCH, VIDYANAGAR, KASARGOD-671 121.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
KUM.A.ARUNA
SMT.MAITREYI SACHIDANANDA HEGDE**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN,
SBI HEAD OFFICE CORPORATE CENTRE,
8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI-400 021.**
- 2 THE BRANCH MANAGER, SBI,
LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM-12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE,
SS KOVIL ROAD, THAMPANOR,
THIRUVANANTHAPURAM-695 001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE, SC, SBI**

**THIS WRIT PETITION (CIVIL) HAVING BEEN FINALLY HEARD ON
24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 33641 OF 2019

PETITIONER:

**ABRAHAM M.A., AGED 51 YEARS,
WATCHMAN, SBI THIRUVALLA TOWN BRANCH,
P.B NO 3, ENNIKATTIL BUILDINGS,
THIRUVALLA, PATHANAMTHITTA-689 101.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
KUM.A.ARUNA
KUM.THULASI K. RAJ
SMT.MAITREYI SACHIDANANDA HEGDE**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMERON ROAD, MUMBAI-400021.**
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM-12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOOR, THIRUVANANTHAPURAM-695 001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 33605 OF 2019

PETITIONER:

**RAVEENDRAN NAIR, AGED 44 YEARS,
ARMED GUARD, SBI LOCAL HEAD OFFICE, POOJAPPURA,
THIRUVANANTHAPURAM-695 0123.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
KUM.A.ARUNA
KUM.THULASI K. RAJ
SMT.MAITREYI SACHIDANANDA HEGDE**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI-400021.**
- 2 THE BRANCH MANAGER,
SBI LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM-12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOR, THIRUVANANTHAPURAM-695 001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 33924 OF 2019

PETITIONER:

**SAJI N., AGED 49 YEARS,
ARMED GUARD, SBI SASTHAMCOTTA BRANCH,
KOLLAM - 690 521.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
KUM.A.ARUNA
KUM.THULASI K. RAJ
SMT.MAITREYI SACHIDANANDA HEGDE**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMERON ROAD, MUMBAI - 400 021.**
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM - 12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOOR, THIRUVANANTHAPURAM - 695 001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 35116 OF 2019

PETITIONER:

**SANTHOSH KUMAR R., AGED 49 YEARS,
ARMED GUARD, SBI MAVELIKKARA TOWN BRANCH,
ALAPPUZHA-689509.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
KUM.A.ARUNA
KUM.THULASI K. RAJ**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI- 400021.**
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM- 12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOR, THIRUVANANTHAPURAM- 695001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

BY ADV SRI.AMAL GEORGE

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 35696 OF 2019

PETITIONER:

**G.MURALEEDHARAN NAIR, AGED 47 YEARS,
ARMED GUARD, SBI LOCAL HEAD OFFICE, POOJAPPURA,
THIRUVANANTHAPURAM-695012.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
SMT.MAITREYI SACHIDANANDA HEGDE
SMT.K.C.AISHWARYA**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE,
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI-400021.**
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM-12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOR, THIRUVANANTHAPURAM-695001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 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 HARISANKAR V. MENON

MONDAY, THE 24TH DAY OF FEBRUARY 2025 / 5TH PHALGUNA, 1946

WP(C) NO. 35731 OF 2019

PETITIONER:

**SABU VISWAMBHARAN, AGED 51 YEARS,
ARMED GUARD, SBI ALAPPUZHA TOWN BRANCH,
ALAPPUZHA - 688 561.**

**BY ADVS.
SRI.KALEESWARAM RAJ
SRI.VARUN C.VIJAY
SMT.MAITREYI SACHIDANANDA HEGDE
SMT.K.C.AISHWARYA**

RESPONDENTS:

- 1 STATE BANK OF INDIA,
REPRESENTED BY THE CHAIRMAN, SBI HEAD OFFICE
CORPORATE CENTRE, 8TH FLOOR, STATE BANK BHAVAN,
MADAME CAMA ROAD, MUMBAI - 400 021.**
- 2 THE BRANCH MANAGER,
SBI, LOCAL HEAD OFFICE,
POOJAPPURA, THIRUVANANTHAPURAM - 12.**
- 3 ASSISTANT GENERAL MANAGER,
STATE BANK OF INDIA, LOCAL HEAD OFFICE, S.S.KOVIL
ROAD, THAMPANOOR, THIRUVANANTHAPURAM - 695 001.**



WP(C) No.35750/2019 &
connected cases

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2025:KER:15742

**BY ADVS.
SRI.GEORGE THOMAS (MEVADA)(SR.)
SRI.AMAL GEORGE**

**THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 24.02.2025, ALONG WITH WP(C).35750/2019 AND CONNECTED
CASES, THE COURT ON THE SAME DAY DELIVERED THE FOLLOWING:**



JUDGMENT

**[WP(C) Nos.35750/2019, 4758/2020, 14042/2020,
33641/2019, 33605/2019, 33924/2019, 35116/2019,
35696/2019, 35731/2019]**

These writ petitions are filed by ex-service men who were working with the Indian Army and have retired both prior to 01.01.2006 and after 01.01.2006 and joined the service of the 1st respondent herein during 2013-15, essentially complaining that their last drawn pay while serving the Army is not protected in the service of the respondent-Bank and also that they have not been extended the same salary/pay as are being extended to various others.

2. I have heard Sri.Kaleeswaram Raj, the learned counsel for the petitioner and Sri.Amal George, the learned Standing Counsel for the respondent-Bank.

3. Two issues arise for consideration in these writ petitions.



4. The first issue is with reference to the complaint of the petitioners that their last drawn salary/pay while they were working in the Army is not being extended by the 1st respondent-Bank. The petitioners rely on the Office Memorandum dated 08.11.2010 issued by the Government of India as well as the circular dated 18.02.2014 issued by the 1st respondent in support of the afore contention. I notice that the Office Memorandum dated 08.11.2010, has been issued with reference to the earlier Office Memorandum dated 05.04.2010. The said Office Memorandum with respect to those who were retired after 01.01.2006 protects the pay they were enjoying in the Army and the grade pay alone. A reading of the Office Memorandum would also make it clear that the MSP (Military Service Pay) which the petitioner's claim is not seen reckoned for the purpose of pay fixation, making it clear that the afore amount can be reckoned for the purpose of calculating the pensionary benefits. In the light of the afore, the last pay certificate of the petitioner in W.P. (C)No.35750 of 2019 is being noticed as a representative



case. The said certificate comprises of the Basic Pay Rs.8,270/-, Class Pay Rs.300/- and Grade pay Rs.2,400/- as well as MSP Rs.2,000/- apart from the Dearness Allowance. With reference to the afore, going by the claim made by the petitioner, the very same amount ought to have been reflected while their pay is being fixed by the 1st respondent. However, as already noticed, the Office Memorandum does not speak about extension of MSP. In the light of the afore, the fixation of the pay as regards Sri.Mohanan Pillai.B as found in Table B of the impugned order would show that basic pay of Rs.8,270/- and Grade pay of Rs.2,400 are seen extended apart from the Dearness Allowance. In the light of the afore, I am of the opinion that the grievance projected by the petitioner with respect to the non-extension of the benefits pursuant to the Office Memorandum and the Circular referred to above, is not correct.

5. The second and more grave grievance pointed out by the petitioners in these writ petitions is with reference to the principle “equal pay for equal work”. They point out



that as regards the one Sri.Aji P.C., whose pay has been fixed at Rs.23,900.36 has no comparison with the salary/pay fixed as regards the petitioners in these cases.

6. Again for ease of reference, the representative case of Sri.Mohanan Pillai.B. is adopted. True, as suggested by the learned counsel, there is difference as regards the salary/pay of Sri.Aji.P.C., and Sri.Mohanan Pillai.B. and hence, at the first blush, the contention raised by the learned counsel with reference to the principles laid down by the Apex Court in **State of Punjab and Others v. Jagjit Singh and Others [(2017) 1 SCC 148]**, sounds attractive.

7. At the same time, on a deeper analysis of the various contentions as well as records, I notice that there are differences between the two individuals; Sri.Mohanan Pillai.B and Sri.Aji P.C. It is noticed that while Sri.Mohanan Pillai.B, was discharged from the Army during 2007, Sri.Aji P.C., came out of the Army only during 2013. On account of the afore itself, there would necessarily be difference with respect to their pay while they were serving in the Army. Apart from



that, I notice that while Sri.Mohanan Pillai.B was serving as a Naik, Sri.Aji P.C., was admittedly employed as Havildar.

8. In the light of the afore, necessarily, there will be difference between the salary as regards Sri.Mohanan Pillai.B and Sri.Aji P.C.. The petitioners cannot be aggrieved about the afore, especially in the light of the principles laid down in **Jagjit Singh** (*Supra*) which takes note of such differences which may arise on account of various factors like seniority and such other relevant criteria.

9. At this juncture, the learned counsel would also points out to the facts in W.P.(C)No.35731 of 2019 and W.P.(C)No.14042 of 2020 to contend that the petitioners in those cases were working as Havildar and in such circumstances, the treatment meted out to Sri.Aji P.C. has to be extended in their cases. But, I notice that while the petitioner in W.P.(C)No.35731 of 2019 was discharged on 30.09.2005, the petitioner in W.P.(C)No.14042 of 2020 came out of the Army on 30.06.2006. If that be the case, as already observed, there will be difference with reference to their last



on Salary in Army which is being made the basis for fixation of the salary/pay after joining the respondent-Bank.

10. In such circumstances, I am of the opinion that these writ petitions are only to be rejected.

Resultantly, these writ petitions would stand dismissed.

Sd/-
HARISANKAR V. MENON
JUDGE

ANA



APPENDIX OF WP(C) 35750/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF DECEMBER 2013.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF OCTOBER 2014
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE 2015
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2015
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2016
EXHIBIT P6	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2017
EXHIBIT P7	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL AND TRAINING
EXHIBIT P8	TRUE COPY OF CIRCULAR NO.CD0/P& HRD-IR/74/2013-14 DATED 18.02.2014
EXHIBIT P9	TRUE COPY OF THE LAST PAY CERTIFICATE
EXHIBIT P10	TRUE COPY OF THE SALARY SLIP OF MR.AJI.P.C
EXHIBIT P11	TRUE COPY OF THE JUDGMENT DATED 28.05.2019 IN WP9C)NO.33056/2017
EXHIBIT P11(A)	TRUE COPY OF THE REPRESENTATION DATED 18.09.2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT



WP(C) No.35750/2019 &
connected cases

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EXHIBIT P12

**TRUE COPY OF THE ORDER DATED 21.08.2019
ISSUED BY THE 3RD RESPONDENT**



APPENDIX OF WP(C) 4758/2020

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF AUGUST, 2011.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF AUGUST, 2012.
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE 2015.
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JULY, 2015.
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JULY 2017.
EXHIBIT P6	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8.11.2020 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL & TRAINING.
EXHIBIT P7	TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18.2.2014.
EXHIBIT P8	TRUE COPY OF THE LAST PAY CERTIFICATE.
EXHIBIT P9	TRUE COPY OF THE SALARY SLIP OF MR. AJI P.C.
EXHIBIT P10	TRUE COPY OF THE JUDGMENT DATED 9.7.2019 IN WPC NO.20847/2018.
EXHIBIT P10(A)	TRUE COPY OF THE REPRESENTATION DATED 29.10.2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT.
EXHIBIT P11	TRUE COPY OF THE ORDER DATED 16.12.2019 ISSUED BY THE 3RD RESPONDENT.



APPENDIX OF WP(C) 14042/2020

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2014.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2015.
EXHIBIT P3	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF JUNE 2015.
EXHIBIT P4	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF NOVEMBER 2015.
EXHIBIT P5	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2016.
EXHIBIT P6	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2017.
EXHIBIT P7	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2018.
EXHIBIT P8	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2019.
EXHIBIT P9	TRUE COPY OF THE OFFICE MEMORANDUM DATED 08.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL AND TRAINING.
EXHIBIT P10	TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18.02.2014.
EXHIBIT P11	TRUE COPY OF THE LAST PAY CERTIFICATE.
EXHIBIT P12	TRUE COPY OF THE SALARY SLIP OF MR.AJI.P.C.



EXHIBIT P13

**TRUE COPY OF THE JUDGMENT DATED
28.05.2019 IN WPC NO.20755/2018.**

EXHIBIT P13(A)

**TRUE COPY OF THE REPRESENTATION DATED
06.09.2019 SUBMITTED BY THE PETITIONER
BEFORE THE 3RD RESPONDENT.**

EXHIBIT P14

**TRUE COPY OF THE ORDER DATED 08.11.2019
ISSUED BY THE 3RD RESPONDENT.**



APPENDIX OF WP(C) 33641/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2014
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF MARCH 2015
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE, 2015
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF FEBRUARY, 2016
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF FEBRUARY, 2017
EXHIBIT P6	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF FEBRUARY, 2018
EXHIBIT P7	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF FEBRUARY, 2019
EXHIBIT P8	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL & TRAINING
EXHIBIT P9	TRUE COPY OF CIRCULAR NO CDO/P&HRD-IR/74/2013-14 DATED 18.2.2014
EXHIBIT P10	TRUE COPY OF THE LAST PAY CERTIFICATE
EXHIBIT P11	TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C.
EXHIBIT P12	TRUE COPY OF THE JUDGMENT DATED 30.5.2019 IN WPC NO 6334/2018



WP(C) No.35750/2019 &
connected cases

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EXHIBIT P12(A)

**TRUE COPY OF THE REPRESENTATION DATED
18.9.2019 SUBMITTED BY THE PETITIONER
BEFORE THE 3RD RESPONDENT**

EXHIBIT P13

**TRUE COPY OF THE ORDER DATED 20.8.2019
ISSUED BY THE 3RD RESPONDENT**



APPENDIX OF WP(C) 33605/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2015
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF DECEMBER 2015
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2016
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2017
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2018
EXHIBIT P6	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF MAY 2019
EXHIBIT P7	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCE AND PENSIONS DEPARTMENT OF PERSONNEL & TRAINING
EXHIBIT P8	TRUE COPY OF CIRCULAR NO CDO/P&HRD-IR/74/2013-14 DATED 18.4.2014
EXHIBIT P9	TRUE COPY OF THE LAST PAY CERTIFICATE
EXHIBIT P10	TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C.
EXHIBIT P11	TRUE COPY OF THE JUDGMENT DATED 28.5.2019 IN WPC NO 33268/17
EXHIBIT P11(A)	TRUE COPY OF THE REPRESENTATION DATED 20.6.2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT



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EXHIBIT P12

**TRUE COPY OF THE ORDER DATED 20.8.2019
ISSUED BY THE 3RD RESPONDENT**



APPENDIX OF WP(C) 33924/2019

PETITIONER EXHIBITS

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|--------------------|---|
| EXHIBIT P1 | TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2014. |
| EXHIBIT P2 | TRUE COPY OF THE STAY SLIP FOR THE MONTH OF MAY 2015. |
| EXHIBIT P3 | TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE 2015. |
| EXHIBIT P4 | TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2015. |
| EXHIBIT P5 | TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER, 2016. |
| EXHIBIT P6 | TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2017. |
| EXHIBIT P7 | TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER, 2018. |
| EXHIBIT P8 | TRUE COPY OF THE OFFICE MEMORANDUM DATED 8/11/2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL AND TRAINING. |
| EXHIBIT P9 | TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18/02/2014. |
| EXHIBIT P10 | TRUE COPY OF THE LAST BY CERTIFICATE. |
| EXHIBIT P11 | TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C. |
| EXHIBIT P12 | TRUE COPY OF THE REPRESENTATION DATED 20/6/2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT. |



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EXHIBIT P12(A)

**TRUE COPY OF THE JUDGMENT DATED
28/05/2019 IN W.P.(C) 33386/17.**

EXHIBIT P13

**TRUE COPY OF THE ORDER DATED 20/8/2019
ISSUED BY THE 3RD RESPONDENT.**



APPENDIX OF WP(C) 35116/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF JANUARY 2014.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF NOVEMBER 2014.
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE 2015.
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2015.
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2016.
EXHIBIT P6	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2017.
EXHIBIT P7	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER 2018.
EXHIBIT P8	TRUE COPY OF THE OFFICE MEMORANDUM DATED 08.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL AND TRAINING.
EXHIBIT P9	TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18.02.2014.
EXHIBIT P10	TRUE COPY OF THE LAST PAY CERTIFICATE.
EXHIBIT P11	TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C.
EXHIBIT P12	TRUE COPY OF THE JUDGMENT DATED 28.05.2019 IN W.P.(C)NO.33441/2017.



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connected cases

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EXHIBIT P12(A)

**TRUE COPY OF THE REPRESENTATION DATED
20.06.2019 SUBMITTED BY THE PETITIONER
BEFORE THE 3RD RESPONDENT.**

EXHIBIT P13

**TRUE COPY OF THE ORDER DATED 19.08.2019
ISSUED BY THE 3RD RESPONDENT.**



APPENDIX OF WP(C) 35696/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2015.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF DECEMBER 2015.
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2016
EXHIBIT P4	TRUE COPY OF THE SALARY PAY SLIP FOR THE MONTH OF DECEMBER 2017.
EXHIBIT P5	TRUE COPY OF THE SALARY PAY SLIP FOR THE MONTH OF DECEMBER 2018.
EXHIBIT P6	TRUE COPY OF THE SALARY PAY SLIP FOR THE MONTH OF MAY 2019.
EXHIBIT P7	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8.11.2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL AND TRAINING.
EXHIBIT P8	TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18.02.2014.
EXHIBIT P9	TRUE COPY OF THE LAST PAY CERTIFICATE.
EXHIBIT P9(A)	TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C.
EXHIBIT P10	TRUE COPY OF THE JUDGMENT DATED 28.05.2019 IN W.P.(C) NO.33302/2017.
EXHIBIT P10(A)	TRUE COPY OF THE REPRESENTATION DATED 20.6.2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT.



WP(C) No.35750/2019 &
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EXHIBIT P11

**TRUE COPY OF THE ORDER DATED 21.08.2019
ISSUED BY THE 3RD RESPONDENT.**



APPENDIX OF WP(C) 35731/2019

PETITIONER EXHIBITS

EXHIBIT P1	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2012.
EXHIBIT P2	TRUE COPY OF THE PAY SLIP FOR THE MONTH OF FEBRUARY 2013.
EXHIBIT P3	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2013.
EXHIBIT P4	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2015.
EXHIBIT P5	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF JUNE, 2015.
EXHIBIT P6	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2015.
EXHIBIT P7	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF NOVEMBER, 2016.
EXHIBIT P8	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER 2017.
EXHIBIT P9	TRUE COPY OF THE SALARY SLIP FOR THE MONTH OF DECEMBER, 2018.
EXHIBIT P10	TRUE COPY OF THE OFFICE MEMORANDUM DATED 8/11/2010 ISSUED BY THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS DEPARTMENT OF PERSONNEL & TRAINING.
EXHIBIT P11	TRUE COPY OF CIRCULAR NO.CDO/P&HRD-IR/74/2013-14 DATED 18/02/2014.
EXHIBIT P12	TRUE COPY OF THE LAST PAY CERTIFICATE.



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| EXHIBIT P12(A) | TRUE COPY OF THE SALARY SLIP OF MR.AJI P.C. |
| EXHIBIT P13 | TRUE COPY OF THE JUDGMENT DATED 28/05/2019 IN WP(C) NO.33205/17. |
| EXHIBIT P13(A) | TRUE COPY OF THE REPRESENTATION DATED 20/6/2019 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT. |
| EXHIBIT P14 | TRUE COPY OF THE ORDER DATED 20/8/2019 ISSUED BY THE 3RD RESPONDENT. |