

Proceedings of the Principal Chief Conservator of Forests

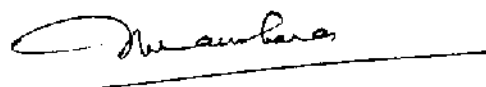
Present: T.M. Manoharan

**Sub:- Seniority list of Range Forest Officers as on 01. 01.1992
Revised and Finalized – orders issued –reg.**

Read:- 1. G.O.(Rt) No. 113/10/F&WLD dated 16-03-2010
2. Proceedings order No. E1- 6549/08 dated 20.07.2011 of the Principal Chief Conservator of Forests
3. Letter No. E1-6549/08 dated 23.07.2011 of the Principal Chief Conservator of Forests

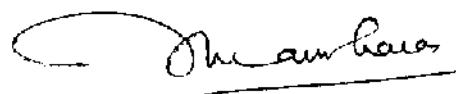
Order No. E1-6549/08 dated 30-11-2011

1. Determination of inter-se seniority among Forest Range Officers appointed by various methods of recruitment as prescribed in Kerala Forest Subordinate Services Rules has been engaging the attention of the Department for long. The seniority list of Forest Range Officers as on 01.01.1984 had been finalized in accordance with the rules prescribed in Kerala State and Subordinate Services Rules and in Kerala Forest Subordinate Services Rules. Thereafter, a seniority list for the period from 01.01.1984 to 01.01.1992 was prepared based on the above rules as per order No.E1-16223/92 dated 25.06.1992 of Chief Conservator of Forests. This was challenged in O.P.No.12034 of 1994 by S/Shri.S.Karthikeyan, R.Mohan Nair and V.Jayakrishna, who were Range Officers at that time. In the judgement dated 01.09.1994 in the above O.P, the Hon'ble High Court directed the respondents to dispose of the representations of the petitioners in accordance with law with due regard to the principles laid down in the decisions reported in Appukuttan Nair Vs State of Kerala, 1990 (2) KLT 806 and Somarajan Vs State of Kerala, 1992 (1) KLT 690. Then another provisional seniority list of



Forest Rangers as on 01.01.1992 was published as per order no. 42632/93 dated 15.01.1996 of Chief Conservator of Forest (Protection). Thereupon the Chief Conservator of Forests issued order No.E1-42632/93 dated 04.03.1997 publishing final gradation list of Forest Range Officers as on 01.01.1992 considering the date of acquiring obligatory departmental test qualification as the crucial date for determining seniority in the case of Forest Range Officers appointed after 01-01-1984. It was stated therein that the seniority list finalized and settled as on 01-01-1984 was not revised. Shri.S.Karthikeyan and Shri.V.Jayakrishna filed O.P.No.11341/97 praying for unsettling seniority list as on 01.01.1984 and for determination of seniority of Forest Range Officers appointed prior to 01.01.1984 also based on date of acquiring departmental test qualification. This O.P was dismissed by the Hon'ble High Court in its judgment dated 05.10.1998 and declared that the seniority list as on 01.01.1984 has become final. There were several representations from Forest Range Officers requesting for rectification of the anomalies which crept into the seniority list as on 01.01.1992 finalised as per order No.E1-42632/93 dated 04.03.1997 of the Chief Conservator of Forests. Various officers had filed Original Petitions challenging the validity of the said seniority list. Shri.S.Karthikeyan and J.Haridas had also filed Writ Appeals Nos. 2614/1998 and 31/1999 respectively on the issue of determination of seniority list of Forest Range Officers.

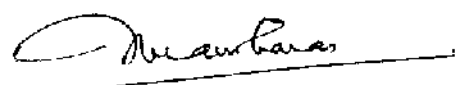
2. The Writ Appeal No. 31/1999 was filed to determine the question of assigning seniority of Forest Range Officers with respect to the passing of obligatory departmental test. The inter-se seniority among the Range



Officers recruited through various methods of recruitment as prescribed in the Kerala Forest Subordinate Services Rules (KFSSR) was also the subject matter of the following Original Petitions and Writ Appeal before the Honourable Court.

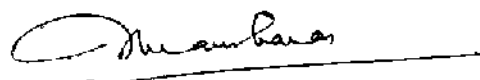
Sl.No.	Petitioners	No. of Cases
1.	Shri. J. Haridas, Range Officer and others	WA No. 31/99
2.	Shri. P.B. Omanakuttan, Range Officer	O.P. No. 4823/2000
3.	Shri. T.C. Thyagarajan, Range Officer	O.P. No. 6259/2000
4.	Shri. K.R. Sabu, Range Officer and Others	O.P. No. 22582/2000
5.	Shri. Karithikeyan, Range Officer	W.A No. 2614/1998

3. The reliefs sought for in the above cases were similar and were based on same set of rules namely Kerala State and Subordinate Service Rules (KS & SSR) and Kerala Forest Subordinate Service Rules (KFSSR).
4. The petitioners in the above cases had challenged the seniority list of Rangers as on 01-01-1992 finalized as per Order No. E1-42632/93 dated 04-03-1997 of the Chief Conservator of Forests. The said seniority list was prepared in view of the directions of the Honourable Court in the Judgement in O.P. No. 12034/94 filed by Shri. S.Karthikeyan. Range Officer and others. In the said seniority list, the seniority positions of Range Officers appointed on or after 27-10-1984 were re-fixed based on the date of acquisition of departmental test qualification. In the judgement passed at the time of admission of O.P. No. 12034/94, this



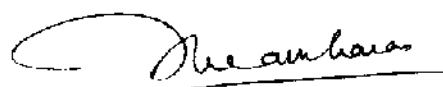
convinced of its necessity vide G.O. (P) No. 62/92/P & ARD dated 16.12.1992, the said option of the Government was not exhausted before lowering the seniority position on the ground of non declaration of probation.

- iv. No notice was issued to the affected Range Officers before lowering their seniority.
6. The seniority of Rangers has to be regulated by rules 2,9 & rule 10 of Kerala Forest Subordinate Service Rules (KFSSR) read with the general rule 2 and rule 27 of Kerala State and Subordinate Service Rules (KS&SSR). General rule 2 of Kerala State and Subordinate Service Rules states that the provisions of special rules relating to a service shall prevail over the provisions of General Rules.
7. The sub rule (a) of the rule 27 of Kerala State and Subordinate Service rules stipulates that seniority of a person shall be determined by the date of order of his first appointment to service. The proviso under the said Sub Rule prescribes procedure to fix seniority of officers appointed by various methods of recruitment such as promotion, transfer and direct recruitment. Sub Rule 27 (c) stipulates that the seniority of persons appointed on the advice of Public Service Commission shall be determined by the date of first effective advice.
8. Rule 2 of Kerala Forest Subordinate Service Rules provides for different methods of recruitment and quota for each method of recruitment. The order of preference among the Rangers recruited on same date is to be decided in accordance with the provisions contained in Rule 9 and Rule 10 of Kerala Forest Subordinate Service Rules.

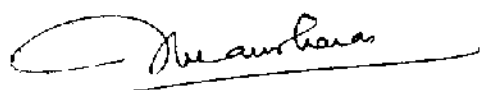


9. The scheme of rules in Kerala Forest Subordinate Service Rules and Kerala State and Subordinate Service Rules clearly shows that:


- (i). As per Rule 2 of Kerala Forest Subordinate Service Rules there are four categories of Rangers depending on the methods of recruitment, namely,
 - a. Direct Recruitment of Forestry Graduates who after one year's training are appointed Probationary Ranger (Here in after referred to as Direct Recruit, in short DR).
 - b. Direct Recruitment of Science Graduates as Forest Apprentices who on successful completion of the Rangers' Course and one year departmental training are appointed Probationary Ranger. (Here in after referred to as Forest Apprentice, in short FA).
 - c. Recruitment of Departmental candidates (Deputy Rangers/ Foresters) who on successful completion of Ranger's Course are appointed Probationary Ranger (Here in after referred to as Forester Trained as Ranger, in short FTR).
 - d. Promotion of eligible officers from feeder category of Deputy Rangers (Here in after referred to as Foresters not trained as Ranger, in short FNTR).
- (ii). Categories (a), (b) and (c) referred to above are recruited through Kerala Public Service Commission as per Note 2 under Rule 2 of Kerala Forest Subordinate Service Rules.
- (iii). The number of posts to be filled in from each category is 25% of the cadre strength as provided in Note 1 under Rule 2 of Kerala Forest Subordinate Service rules.
- (iv). If Forestry Graduates are not available for direct recruitment, the vacancies can be filled up by Forest Apprentices as per proviso under note 1 under Rule 2.



- (v). If FTRs are not available such vacancies can be temporarily filled up by FNTR under Rule 31 (a) (i) of Kerala State and Subordinate Service Rules as provided in Note 3 under Rule 2 of Kerala Forest Subordinate Service Rules.
- (vi). The inter-se seniority of Forest Range Officers recruited directly from Forestry Graduates and appointed Probationary Rangers after one year training shall be determined with respect to the date of their appointment as Probationary Rangers and in the order in which their names are arranged in the advice list of the Public Service Commission as provided in Sub Rule 9 (b) of Kerala Forest Subordinate Service Rules.
- (vii). The inter-se seniority of Forest Range Officers appointed from the Forest Apprentices as Probationary Rangers after Rangers Course and one year training shall be fixed with respect to the date of their appointment as Probationary Ranger and in the order of their rank on the results of the final examination in Ranger's Course as provided in Sub Rule 9 (f) of Kerala Forest Subordinate Service Rules.
- (viii). The inter-se seniority of Forest Range Officers appointed from FTRs as Probationary Rangers after Rangers Course shall be determined with respect to the date of their appointment as Probationary Ranger and in the order of their rank obtained in the Ranger's Course as provided in Sub Rule 10 (f) of Kerala Forest Subordinate Service Rules.

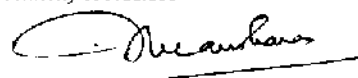


- (ix). The seniority of Rangers appointed from FNTR shall be determined with respect to the date of their appointment on promotion and their relative seniority position in the feeder category of Deputy Rangers on the date of promotion as provided in Sub Rule 27 (a) of Kerala State and Subordinate Service Rules and the explanation there under.
10. Another aspect which has to be considered is the applicability of the principles laid down in 1990 (2) KLT 806 and 1992 (1) KLT 690 in fixing seniority of Forest Range Officers. In Appukuttan Nair Vs State of Kerala 1990 (2) KLT 806, the Honourable High Court considered the question that arose under rule 21 of Kerala State and Subordinate Service Rules prior to amendment in 1992. In the above judgement the Honourable High Court had dealt with the subject of fixing the seniority among the Deputy Tahasildars who were appointed on promotion and who had to pass prescribed departmental tests within the probation period. Government by a general order had extended the period of probation of Deputy Tahasildas who did not pass the test within the probation period of 3 years, till the date of their acquisition of qualification. It was this order which was quashed by the Hon'ble High Court holding that the Government had no such power to pass such an order extending the period of probation of all officers till they acquired the test qualifications without applying its mind to the number of years taken by the officers for passing the test.
11. Similarly, in Somarajan Vs State of Kerala, the Honourable High Court had dealt with the seniority of Deputy Superintendents of Police in Kerala Police Service who had to pass Account Test for Executive



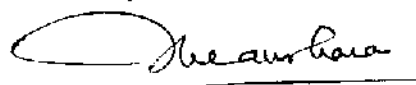
Officers during the period of probation. In view of Rule 21 prior to amendment in 1992; the Honourable High Court had observed that 'a probationer who has not passed the test within the extended period of probation should be deemed to have been discharged on the expiry of the extended period' and that 'the fact that appointing authority did not pass an order discharging the probationer does not entitle him to claim that he had continued in the higher post and he would get seniority on the basis of the first appointment'. As per G.O (P) No. 62/92/P & ARD dated 16..12..1992 published as SRO 692/93 in Kerala Government Gazette No. 15 dated 13..04..1993, the Rule 21 of Kerala State and Subordinate Service Rules has been amended empowering Government to extend probation of any officer without time limit if found necessary. The ruling in Appukuttan Nair Vs State of Kerala, 1990 (2) KLT 806 and Somarajan Vs State of Kerala 1992 (1) KLT 690 were pronounced by the Honourable High Court considering the rules prior to the said amendment.

12. Hence it has to be specifically noted that the question of discharge of a probationer comes only when the Government do not extend the period of probation. Government have paramount power to extend the probation under Rule 19, 21 and 39 of Kerala State and Subordinate Service rules. It had been held by the Honourable Court in ILR 1962 (1) Ker 550 Namboothiri Vs State of Kerala that **'there is no prohibition in rules 19 to 21 against continuing a person as probationer beyond any particular period. The power conferred upon the Appointing Authority either to terminate probation or to extend it after the specified period can not be equated to a statutory probation or to**



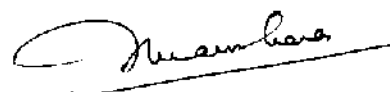
extend it after the specified period cannot be equated to a statutory prohibition against retaining the employee as a probationer after that period'. Further the Honourable High Court had also held in 1980 KLT 804 Ramachandran Nair Vs State of Kerala that '**Government is competent to extend the period of probation retrospectively even after the expiry of the probation**'. The Government as a general practice, do extend the probation with retrospective effect and declare the probation with effect from the date of passing of prescribed departmental tests, in the case of all employees who pass the prescribed departmental tests after the stipulated period of probation, provided their work and conduct are satisfactory. The Honourable High Court has also held in State of Kerala Vs Somarajan 1984 KLT 293 that retrospective regularization or appointment will not violate the rules in Kerala State and Subordinate Service Rules. In the case of Forest Range Officers, Government have not exercised their discretionary power under Rule 19 or 21 with regard to discharge of the probationers. In fact the probationers who did not pass the prescribed departmental tests within the probation period were allowed to continue in service and to acquire the required test qualifications.

13. 'Discharge of a probationer as defined in clause (5) of Rule (2) of Kerala State and Subordinate Service Rules means, in case of the probationer or a full member or an approved probationer of any service, class or category, reverting him to such service, class or category and in any other case, dispensing with his services'. It has to be noted that, in the case of a promotee officer, discharge means, only reversion to the previous grade / cadre / category. But in the case of direct recruits (DR



and FA in Forest Department) it is dispensing with their services. Dispensing with the service can be done only after the issuance of show cause notice and speaking order which are mandatory in view of the principles of natural justice and the Sub Rules 19 (a) 19 (b) & 20 (c) of Kerala State and Subordinate Service Rules. In the absence of any such procedures and in view of the amendment of Rule 21 during 1992, the principles laid down in the case laws reported in 1990 (2) KLT 806 & 1992 (1) KLT 690 have little application in the matter of fixing seniority of Forest Range Officers especially when the special rules, viz. Kerala Forest Subordinate Service Rules prescribe the methods of fixing seniority in the entry cadre of Forest Range Officers.

14. Hence the seniority of Rangers require to be fixed more appropriately after properly appreciating the rules, case laws and the judgements and applying them to the ground realities, which are also explained hereunder.
15. The direct recruitment of B.Tech Forestry Graduate was started in Kerala Forest Department consequent to the amendment to Kerala Forest Subordinate Service Rules as per G.O (MS) No. 75/76/AD dated 25.02.1976, in order to induct the B.Tech Degree holders in Forestry of Calicut University. Accordingly, two officers namely K.K.Chandran and N.Shamzul Huda, B.Tech Degree holders in Forestry were selected as Rangers. After the first batch of 1969-1973 B-Tech (Forestry), this course happened to be discontinued by Calicut University. Hence the vacancies which were in the quota earmarked for DR from B.Tech (Forestry) graduates had to be filled in by FAs selected through Kerala Public Service Commission as provided in the proviso under note 1 in



Rule 2 of Kerala Forest Subordinate Service Rules. Consequent to starting of B.Sc. (Forestry) by Kerala Agricultural University, the Rule 6 of Kerala Forest Subordinate Service Rules was amended as per G.O. (P) 80/94/F&WLD dated 20.12.1994 and the term **"B.Tech (Forestry) of Calicut University"** was replaced by B.Sc Forestry of **"Kerala Agricultural University or other recognized Universities of India or a Degree from Indian Institute of Forest Management"**. The candidates selected by Kerala Public Service Commission from among the B.Sc (Forestry) Graduates are now being appointed as Forest Range Officers in DR quota. The Forest Range Officers who were appointed from Forest Apprentice category to the quota of DRs for want of B.Tech Forestry Graduates from Calicut University are also regular appointees in view of the proviso under note 1 of Rule 2 of Kerala Forest Subordinate Service Rules and the quota for Forest Apprentices during this period has to be reckoned as 50%.

16. From Rules 27 (a) to (c) of the KS&SR, it is clear that seniority can be lowered only by a punishment. Similarly, there is no provision in Kerala Forest Subordinate Service Rules and in KS & SSR to reduce seniority as a consequence of not passing departmental test. The consequential effects of not passing departmental test by a DR, FA and FTR as per the rules are:

- (i). postponement of increment.
- (ii). postponement of declaration of probation and
- (iii). discharge of probationer after giving notice and speaking order (if probation is not extended).



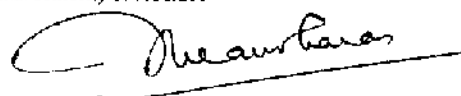
17. From the rules, it can easily be found that the declaration of probation is done on satisfaction of the following conditions:

- (i). the probationer shall be on duty for the prescribed period.
- (ii). the probationer shall pass prescribed departmental tests.
- (iii). the work and conduct of the probationer must be satisfactory.
- (iv). other suitability conditions if any prescribed by Special rules shall be complied with.

18. Passing of departmental test is only one among the requirements for declaring probation. As is evident from Rule 21 as well as Sub Rules 20 (a) and 20 (b) and provisos there under, the Appointing Authority and Government have power to extend probation for want of compliance of any or all of the above conditions. If probation is extended only for want of departmental test qualification, it is stipulated in the provisos under Sub Rule 20 (a) and 20 (b) that;

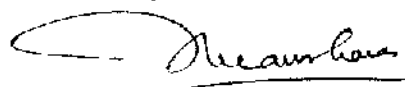
- i. the appointing authority shall consider suitability for full membership as soon as departmental test is passed.
- ii. if the probation is extended only for want of departmental test qualification and if the probationer acquires test qualification before the expiry of the extended probation, he should be deemed to have satisfactorily completed his probation on the last date of the examination or test.

19. Proviso under Sub Rule 19 (b) stipulates that if probationer has appeared for prescribed departmental test, he shall continue on probation till the results are published. From the Rules 19, 20, 21 and 39 of Kerala State and Subordinate Service Rules, it can be seen that the entire scheme of rules provides for extension of probation in order



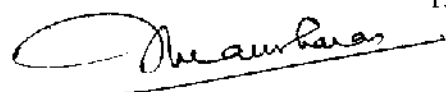
to acquire test qualification and for declaration of probation on acquiring the test qualification.

20. There had been no practice or precedent of discharging a probationary Forest Range Officer in the Forest Department only for want of departmental test qualification. The practice has been to declare probation on acquisition of test qualification even after the prescribed probation period. There is no practice or precedent of deemed discharge of the probationer in the other categories in Forest Department such as Clerks, Forest Guards, Foresters etc. From the Rules, it can be seen that the scheme of rules does not provide for reduction in rank or for re-fixing the rank as a consequence of not passing departmental test or not declaring probation.
21. It has also been clarified by the Government in Circular No. 97882/ST3/73/PD dated 22.07.1974 that confirmation is not the criteria for fixing the seniority of an officer.
22. It is most pertinent to note that none of the Forest Range Officers has actually been discharged for want of test qualification by an order of the appointing authority after giving due notice. In fact, the probationary Forest Range Officers who did not acquire test qualification within the probation period have so far been allowed to continue in service and to acquire test qualifications.
23. A careful examination of the above rules, case laws and the facts of the cases indicate that, the seniority of Forest Range Officers requires to be fixed more appropriately after properly appreciating the rules, case laws and the judgements of the Hon'ble High Court and applying them to



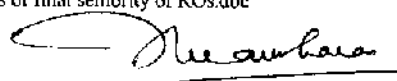
ground realities. The following principles appear to be just and reasonable for fixing seniority of Rangers.

- i. The Forest Range Officers appointed from Forest Apprentices will get seniority from the date of appointment as Probationary Ranger, provided the appointment is within the quota fixed for Forest Apprentices.
- ii. The inter-se seniority among Forest Range Officers appointed from Forest Apprentices on the same date and have passed Rangers Course together will be determined in the order of rank secured by them in the Rangers course as provided in Sub Rule 9 (f) of Kerala Forest Subordinate Service Rules.
- iii. 25% of vacancies earmarked for Direct Recruitment of B.Tech Graduates in Forestry from Calicut University had been filled by appointment of Forest Apprentices in accordance with Note 1 under rule 2 of KFSSR, when the B.Tech (Forestry) course was discontinued till the rules were amended as per G.O. (P) 80/94/F&WLD dated 20..12..1994 to facilitate recruitment of the B.Sc Forestry Graduates from the Kerala Agricultural University. Since this appointment of Forest Apprentices during the said period was in accordance with Note 1 under Rule 2 of Kerala Forest Subordinate Service Rules, the quota for FAs during this period shall be reckoned as 50% and hence these appointees from the category of Forest Apprentices will also get seniority from the date of appointment as Probationary Ranger, as provided in Note (1) under Rule 2 of Kerala Forest Subordinate Service Rules, Sub Rule 27 (a) and proviso there under of KS & SSR.
- iv. The Rangers appointed through PSC, by selection from B.Sc (Forestry) graduates of Kerala Agricultural University, in accordance with and subsequent to the amendment as per G.O (P) 80/94/F&WLD dated 20..12..1994 will get seniority from the date of the order appointing them as Probationary Rangers as per Sub Rule 9 (a) of Kerala Forest Subordinate Service Rules.
- v. The inter-se seniority among the Rangers appointed from B.Sc Forestry Graduates of Kerala Agricultural University and included in the same advice memo of PSC will be in the order in which their



names appear in the advice memo as provided in Sub Rule 9 (b) of Kerala Forest Subordinate Service Rules and 27 (c) of KS & SSR.

- vi. Rangers appointed from FTR will get seniority from the date of appointment as Probationary Rangers provided the appointment is within their quota.
 - vii. Inter-se seniority among Rangers appointed from FTR, who passed Rangers Course together, will be determined in the order of the rank secured by them in Forest Rangers Course as per Rule 10 (f) of Kerala Forest Subordinate Service Rules.
 - viii. The seniority of Rangers appointed from FNTR will be determined by the date of order of their appointment provided the appointment is within their quota
 - ix. The inter-se seniority among Rangers appointed from FNTR as per same order will be determined by the order in which their names appear in the seniority list in the feeder category of Deputy Rangers on the date of their appointment as Forest Range Officers as provided in Rule 27 (b) of KS & SSR.
 - x. The seniority of Rangers if any appointed in excess of their quota will be determined as explained in the proviso under sub rule 27 (a) of Kerala State and Subordinate Service Rules as per principles laid down in AIR 1990 Supreme Court 1607.
24. The entire facts and the legal positions as explained above were placed before the Hon'ble High Court in a detailed affidavit and a common decision was prayed for in Writ Appeal No.2614/98, Writ Appeal No. 31/99, O.P. No. 13788/97, O.P. No. 4823/2000, O.P. No.6259/2000, O.P.No.22582/2000 and O.P. No.31214/2000. The Hon'ble High Court decided the above cases in the common judgement dated 21..12..2001. As per the said judgement, it was decided that the seniority list as on 01..01..1984 cannot be interfered with since it was prepared as per relevant rules and was finally settled. In respect of the seniority list as



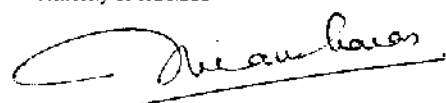
on 01.01.1992, the Hon'ble High Court observed as follows in Paragraphs 10 to 16 of the judgement.

Para 10. In this case, the question was raised whether under rule 21 of KS & SSR Government have got power to extend the period of probation retrospectively even after the expiry of the period of probation. We may refer Rule 21 of Kerala State and Subordinate Service Services (Amendment) Rules 1992. In Rule 21, for the first and second sentences, by the Amendment Act, following has been substituted.

"In the case of any probationer falling under Sub Rule (b) of rule 19 or Sub Rule (c) of rule 20, the appointing authority may extend his probation for a maximum period of one year to enable him to acquire special qualifications or pass the prescribed tests, as the case may be, or to enable the appointing authority to decide whether the probationer is suitable for full membership or not. Extension of probation beyond one year may, however, be ordered by Government if found necessary".

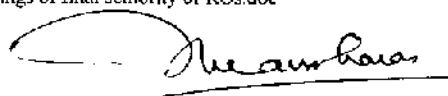
A contention was raised that since the above mentioned amendment has been effected in the year 1992 the same will have only prospective operation and consequently persons like third respondent ought to have been discharged from service or in the alternative would take place lower as against persons who have passed the test earlier.

Para 11: We are of the view the said contention can not be accepted considering the facts and circumstances of the case. The practice followed by the department all along was not to discharge a probationary Ranger for want of test qualification. It is on the basis of the said practice the final seniority list as on 01.01.1984 was prepared. The list was prepared after disposing of all the appeals. The said list has become final. Petitioner had never challenged the said list at any point of time, not even in this proceedings. Now that the third respondent and others have already passed the departmental test it is for the



Government to pass appropriate orders extending the period of probation. Identical question came up for consideration before the Apex Court in M.H. Patil V. State of Maharashtra and Others (1999) 1 SCC 249. In that case challenge was made against preparation of seniority list dated 22.05.1973 of Sub Inspectors of Prohibition and Excise. Relevant rule provided that every person appointed to the clerical and non gazetted executive service of the prohibition and excise department was required to take the prescribed departmental examination under the rules unless he was exempted from taking the examination. Rules require that the candidates must pass the departmental examination within the period of three years from the date of his appointment. In case of failure to pass the examination within the said period he was liable to be removed from the department. No candidate would be allowed to appear again in the examination after the expiry of 3 years without any special sanction of the Government for any additional chance to appear which would be given only in very exceptional circumstance. Apex Court found that the date of passing of departmental examination was never the criteria in the matter of fixation of seniority. Apex Court held that this has also been the view taken by the department right from the year 1977 onwards although prior to 1977 the department has interpreted the rule as contended by the appellant. Seniority lists have been prepared on the basis of continuous officiation right from 1977 onwards. The Apex Court found no reason to disturb the seniority list so prepared.

Para 12: We find no reason to take different view in the instant case. Position is similar as far as third respondent is concerned. His position as Range Officer was settled as on 01.01.1984 vide office order dated 26.05.1985 and the list was published in the Kerala Gazette dated 05.11.1985. The same was settled after disposing of all the appeals. That position remains unchallenged even in this proceedings. Many of the persons and third respondent have subsequently acquired the test qualification. Government has also got power to extend the period of

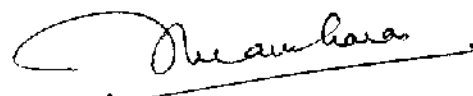


probation. If the seniority of persons like third respondent and similarly placed persons is unsettled at this distance of time that will be unjust and illegal.

Para 13: The Apex Court had occasion to examine the challenge against seniority list of Income Tax Officers of Class I Grade II on the basis of the Seniority Rules of 1949 and 1950 in Rabindra Nath. V. Union of India, 1970 Supreme Court 470. Challenge was made against the said seniority list after a number of years. Applying sit back theory the Court held it would be unjust to deprive the respondents of the rights which have accrued to them. Each person ought to be entitled to sit back and consider that his appointment and promotion effected a long time ago would not be set aside after the lapse of a number of years. This was the principle followed by the Apex Court in Jaisingh's case as well (AIR 1967 Supreme Court 1427).

Para 14: We are therefore of the view that second respondent is justified in not unsettling the seniority list of Range Officers as on 01.01.1984. In fact, in several cases, even though many of the persons just like the third respondent had subsequently acquired the test qualification, there has been considerable delay on the part of the authorities to declare their probation. Administrative delay in declaring probation shall not affect the eligibility of a qualified probationer from becoming an approved probationer with effect from the date on which he becomes qualified. Now that the Government have got the power to extend the period of probation and to declare probation accordingly, we therefore leave the matter to the Government to pass appropriate orders.

Para 15: This Court in Appukuttan Nair's case considered the scope of rule 21 and 39 of the KS & SSR. Rule 21 of General Rules gives power to extend the period of probation for one year or three years period prescribed in the special rules. This Court took the view that Government have no power to pass such an order extending the period of probation of officers till they require the test qualification without applying its mind to

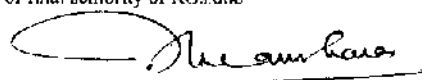


the number of years taken by them for passing the test. It was ordered that Rule 39 of the General Rules does not confer power on the State Government to fix a different norm regulating seniority of a few employees when everyone else is governed by the appropriate statutory provision in that behalf. In Somarajan's case this court held the effect of Rule 19 read with Rule 21 of the General Rules is that a person should be discharged, if he fails to complete the test qualification within the normal period of probation or the extended period of probation. If the officer fails to pass the test, it is the duty of the appointing authority to discharge him from service. The fact that appointing authority did not pass an order discharging the probationer does not entitle him to claim that he had continued in the higher post and that he should get seniority on the basis of first appointment.

Para 16: We are of the view the principle laid down by this Court in the above mentioned decision would not apply in the case of those persons whose seniority in the cadre of Rangers had already been settled as on 01.01.1984 by order dated 26.08.1985. We also notice persons who have completed 50 years of age have been permanently exempted from acquiring obligatory departmental tests for probation and promotion and those persons were given appropriate place in the final list.

25. The position with regard to seniority lists of Forest Range Officers as emerged after the above judgment is as noted below:

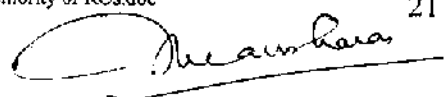
- (i). The seniority list published as on 01.01.1984 remains finally settled. This seniority list was prepared based on the rules and regulations as explained in Paragraph 23 of this proceedings.
- (ii). The seniority list as on 01.01.1992 published as per order No. E1-42632/93 dated 04.03.1997, which was prepared based on the date of acquisition of departmental test qualification, has not been interfered with by the Hon'ble High Court. However, in Para 11 of the judgment dated 21-12-2001, the Hon'ble High Court has categorically stated that the date of passing of



departmental examination was never a criterion in the matter of fixation of seniority. The Hon'ble High Court has adopted the above principle from the judgement of the Hon'ble Supreme Court reported in M.H.Patil Vs State of Maharashtra and Others (1999) 1 SCC 249. The Hon'ble High Court has also taken note of the fact that Government have unrestricted power to extend probation after the notification of Kerala State and Subordinate Services (Amendment) Rules, 1992. Therefore, Government was directed take appropriate action with regard to declaration of probation.

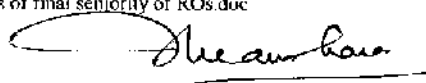
(iii). The seniority of the Range Officers appointed after 01.01.1992 has also been fixed based on the rules and regulations explained in Paragraph 23 of this proceedings.

26. Therefore, the representations of various Range Officers against the seniority list as on 01.01.1992 have to be disposed of in view of the decision of the Hon'ble High Court adopting the decision of the Hon'ble Supreme Court in M.H.Patil Vs State of Maharashtra and Others (1999) 1 SCC 249.
27. Further in the judgment dated 20-01-2009 in Writ Petition (C) No 37375/2008 filed by V.Vijayasankar and in judgment dated 11-02-2009 in Writ Petition (C) No. 4420/2009 filed by G.M.Kochukanjiram, the Hon'ble High Court directed the Government to take a decision on the representations of the petitioners against fixation of seniority of Range Officers based on the date of passing of obligatory departmental tests instead of as per Sub Rule 9(f) of the Kerala Forest Subordinate Service Rules and for consequential promotion to the category of Assistant Conservator of Forests based on the gradation list prepared as per rules within a period of three months from the date of receipt of copy of the judgments. Government in G.O.(Rt.) No. 113/10/F&WLD dated 16-03-2010, disposing the representation of G.M. Kochukanjiram and in G.O



(Rt.) No. 215/2010/F&WLD dated 15-05-2010, disposing the representation of V.Vijayasankar have directed the Chief Conservator of Forests (Administration) to examine the issue based on merits and strictly in accordance with rules and to take a decision forthwith. Also it was directed that if the decision required Government intervention, the Chief Conservator of Forests (Administration) should approach the Government for required orders.

28. Under these circumstances, it was decided to determine the seniority of Range Officers who were appointed after 01.01.1984 till 01.01.1992 also in accordance with the principles explained in Para 23 of this proceedings. A provisional seniority list based on the above principles as per the order read 2nd above was prepared on 20.07.2011 and uploaded in the official web portal of the Kerala Forest Department. It was mentioned in the order that Officers, if any, aggrieved by this provisional order should submit their claims on or before 20-08-2011 and the provisional seniority list would be finalized soon after 20-08-2011, taking into consideration such claims also. A detailed communication regarding the publication of the said seniority list has been issued to all Range Forest Officers having seniority from serial No. 142 to 261 in the seniority list as on 01.01.1992 vide order letter 3rd above.
29. In response to the objections called for, Assistant Conservators of Forests, namely Sri. S. Unnikrishnan, Sri. V. Jayakrishna, Sri. A.P. Sunil Babu, Sri. S. Sun Sri. Y Vijayan and Sri. K. Raju Thomas have submitted objections to the refixation of their seniority as Range Forest



Officers in the provisional seniority list. The contentions raised in the objections submitted by each of them are detailed below.

30. Main Contentions raised in the objection filed by Sri. S. Unnikrishnan

Main point raised by Shri. S. Unnikrishnan is the following.

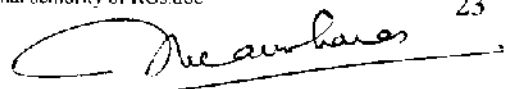
The date of his joining as Range Forest Officer is recorded as 04.01.1987 instead of 02.01.1987.

31. Main Contentions raised in the objection filed by Sri. S. Sun

Summary of objections raised by Shri. S. Sun is as follows:

The list has been in existence for the last 19 years. The list has been challenged by a series of litigations filed by the Range Officers Sri. Haridas, Sri. P.B. Omanakkuttan, Sri. T.C. Thyagaraj, Sri. K.R. Sabu, Sri. V. Vijayasanker and Sri. Kochukanjiram. The contents of the judgment in the case filed by Sri. V. Vijayasanker alone remains to be known to him. In respect of others the writs were dismissed being devoid of merits as per the remarks of the judges who have issued the judgments. The unsettling of the list has defeated the spirit of the judgment of the case of Appukkuttan Nair VS. the State of Kerala.

A cursory look at the punishments awarded in the files of the disciplinary actions, it may be seen that the ranks are lowered upto 10 positions for very serious and grave irregularities. As far as his cases is concerned, the ranks stand lowered by 12 twelve positions for no fault of him.



32. Main Contentions raised in the objection filed by Sri. A.P. Sunil Babu

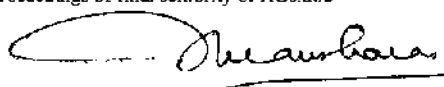
Main points raised by Shri. A.P. Sunil Babu are the following.

The Seniority list of Forest Rangers as on 01.01.1992 was finalized based on the order of the Hon'ble High Court after disposing the appeals from the affected parties. This final seniority list was not changed in any of seniority lists published by the department subsequently. In the provisional seniority list issued vide order no. E1-21648/04 dated 12.01.2006 by the Chief Conservator of Forests (Administration) and published in the Kerala Gazette No. 7 dated 14.02.2006, it was admitted that the seniority position of those Rangers whose rank has been assigned in the final seniority list as on 01.01.1992 is unchanged since it is a settled position. The final seniority list was not challenged for the last 14 years since it was published. Hence, the present revision of the seniority list is against natural justice. And it will adversely affect his future promotion prospects.

33. Main Contentions raised in the objection filed by Sri. Y. Vijayan

Main points raised by Shri. Y. Vijayan are the following:

He has been promoted to the post of the Assistant Conservator of Forests as early as on 28.03.2006. His probation has been declared within the stipulated period and have been duly confirmed in the post of Assistant Conservator of Forests. He has only four more years to retire. In the case of persons in other departments they get more than four promotions in their service. In case the existing list is modified he will be deprived of one more promotion and will be forced to be



contended with only one promotion. Unsettling of the present list would be against all natural justice and the " Doctrine of Sitback". If the list is finalized , a person who got promoted as Assistant Conservator of Forests in March 2011 will have to be posted as Deputy Conservator of Forests in 2010

34. Main Contentions raised in the objection filed by Sri. V. Jayakrishna

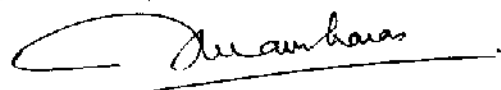
The resume of objections raised by Shri. V. Jayakrishna is the following:

i. The stand taken by the Principal Chief Conservator of Forests that the rulings in Appukkuttan Nair Vs. State of Kerala 1990 (2) KLT 806 and Somarajan Vs. State of Kerala 1962 (1) KLT 690 are not applicable in the matter of fixing of seniority of Forest Rangers as on 01.01.1992 since the Government have unrestricted power to extend probation of officers after the notification of Kerala State and Subordinate Services (Amendment) Rules, 1992 vide G.O(P) No. 62/92/P&ARD dated 16.12.1992, does not have any footing on the following grounds:

a. The provisional seniority list of Range Officers as on 01.01.1992 was challenged much before the promulgation of the above said amendment.

b. The amendment can have only a prospective application, i.e., only after 16.12.1992 on the ground of the following High Court and Supreme Court verdicts;

i. Government has no power to make a Rule with retrospective effect which affects or impairs vested rights. (Panchayat Executive Officers Association Vs. State of Kerala 2000 (2) KLJ 633)

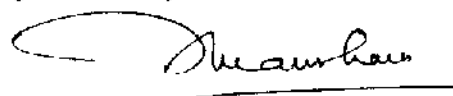


ii. The power to apply the Rules *mutatis mutandis* does not include the power of amending the substantial provisions of Rules. (University of Cochin Vs. Raman Nair 1975 (3) SCC 628)

iii. Constitution of India Articles 309 and 311 – Andhra Pradesh State and Subordinate service Rules 1962, Rule 33 (a) – Special Rules for Andhra Pradesh Revenue Subordinate Service, Rule 3 and 4 (e) – as amended in 09.10.1980 with effect from 12.10.1961 – **Held – Amendment is valid – However it will have prospective effect only with effect from 09.10.1982.** (K.V. Subha Rao Vs. Government of Andhra Pradesh, AIR 1988 SC 887)

ii. From the above Rulings of the Hon'ble Apex Court and Hon'ble High Court of Kerala, it is very clear that the G.O(P) NO. 62/92/P&ARD dated 16.12.1992 is applicable with effect from 16.12.1992 only and that this amendment cannot be applied in fixing the seniority of Range Officers till 16.12.1992, in whose case the Rules then in vogue only can be applied and hence the principles as laid down by the Hon'ble High Court of Kerala in Appukkuttan Nair Vs. State of Kerala 1992(2) KLT 806 and Somarajan Vs. State of Kerala 1992 (1) KLT 690, which was proclaimed based on the Rules prior to 16.12.1992 should definitely be applied in fixing their seniority.

iii. The other points which are now raised by the PCCF as the grounds which necessitated the re-fixation of seniority of Range Officers from 01.01.1984 to 01.01.1992, were elaborately examined, discussed in

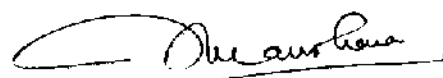


detail and were dismissed by the Hon'ble High Court of Kerala in the Rulings in Appukkuttan Nair Vs. State of Kerala 1992 (2) KLT 806 and Somarajan Vs. State of Kerala 1992 (1) KLT 690. Raising the same points which were dismissed by the Hon'ble High Court in the above Rulings as valid grounds for the revision of seniority list of Rangers as on 01.01.1992 shows the inclination of the authorities to distort the Rulings of the Hon'ble High Court and to defeat the spirit of the above Rulings. It is respectfully submitted that his attempt will amount to contempt of Court.

iv. If the principles as laid down by the Hon'ble High Court of Kerala in the judgments in Appukkuttan Nair Vs. State of Kerala 1992 (2) KLT 806 and Somarajan Vs. State of Kerala 1992 (1) KLT 690 are correctly applied, his Rank in the seniority list of Rangers as on 01.01.1992 would be No. 157 instead of the Rank No. 204 presently assigned to him by the PCCF in the above referred proceedings order. He has also appended a draft seniority list purportedly based on the principles laid down by the High Court of Kerala in the rulings in Appukkuttan Nair Vs. State Of Kerala and Somarajan Vs. State of Kerala including the provisions in Special Rules.

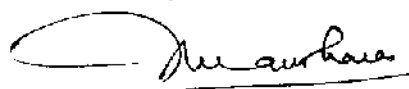
v. The cumulative effect of the Special Rules issued by the Kerala Forest Subordinate Service Rules and the Rules 19 to 21 of the General Rules when read along with the interpretations of the Hon'ble High Court and the Hon'ble Supreme Court in the various judgments already pointed out in the previous pages – is that;

a. The maximum extendable period of probation in the case of a Forest Apprentice/Direct Recruit is four years. In the case of



promotees like FTR and FNTR, the maximum extendable period of probation is three years.

- b. An officer who passes the test with in the maximum extendable period of probation would be declared as an approved probationer and would become a full member of that Service. Only such an officer could claim in the Seniority List from the date of commencement of his probation in that category (not from the date of passing the tests). They will be assigned against the vacancies which occurred in their respective quota and their seniority assigned accordingly.
- c. An officer who fails to pass the obligatory Departmental tests within the maximum extendable period of probation would be deemed to have been discharged from the service. That results in a break of service. In their case, the date of first appointment is not at all relevant. Their seniority in the category is reckoned only from the date of their passing the obligatory tests and becoming a full member in that category.
- d. For those officers who attain the age of 50 years before the maximum extendable period of probation and thus become approved probationers, their seniority is reckoned from the date of promotion. If they complete the age of 50 years and become approved probationers after he maximum extendable period of probation, their seniority is reckoned from the date of completion of 50 years of age.
- e. If there is no qualified persons available for promotion in the FA category in their allotted quota, qualified FTRs or in their absence qualified FNTRs will be temporarily promoted in the



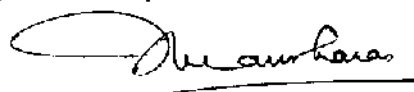
FA quota. As and when qualified FAs are available, they will immediately replace these FTRs/FNTRs thus temporarily promoted. Similarly if qualified FTRs are not available for promotion against the vacancies allotted in their quota, these vacancies will be temporarily filled by the qualified FNTRs (those who have attained the age of 50 years will also be considered as qualified hands). The FNTRs who are thus promoted temporarily will be replaced as and when qualified FRTs are available for promotion. There will not be any claim for the temporarily promoted FTRs and FNTRs in the FA quota of vacancies in the light of the above temporary promotions. The FAs, who are subsequently qualified and got promoted will be assigned the vacancies arose against their quota.

- f. The mere inclusion of a persons in the final seniority list just for the sake of continuity, does not entitle him any right to stake claim in that seniority list unless he has become an approved probationer and has become a full member in that service, before the seniority list is published.
- g. In the case of final seniority list of Ranger as on 01.01.1984 the Hon'ble High Court has rightly observed that the settled seniority cannot be unsettled. i.e., the seniority of those officers who have become approved probationers and have got a claim in the seniority list, have become settled even though many of them took more than the maximum extendable period of probation to pass the obligatory departmental tests and became approved probationers.



On the other hand, the final seniority list as on 01.01.1984 contained many persons who were appointed on 01.11.1983 and had got only two months of service and were still probationers. It also contained many persons who were appointed though much earlier had not passed the obligatory departmental tests and hence were still probationers in the Service. Such persons have no claim in the seniority of Rangers as on 01.01.1984, even though their names were included in the final seniority list of Rangers as on 01.01.1984 for the sake of mere continuity. *The doctrine of sit back theory* cannot be applied in their case to their undue advantage. If that is applied in their case then a person who entered in service in 01.01.1980, passed the Departmental tests and became a full member of Service only in 01.01.1998 would get his seniority reckoned from 01.01.1980 onwards, which is against all the principles of natural justice and also against all the judgments proclaimed by the Hon'ble Supreme Court and Hon'ble High Court.


vi. All the above principles have been scrupulously observed while preparing the appended draft seniority list of rangers as on 01.01.1992. It is humbly requested that the above Seniority List may kindly be perused carefully and may be approved if your good self is convinced that it is prepared fully in accordance with law. It is also requested that the Provisional Seniority List published vide the above referred order may kindly be dispensed with, for it is against all the principles of natural justice and against all the judgments proclaimed by the Hon'ble Supreme Court and Hon'ble High Court.



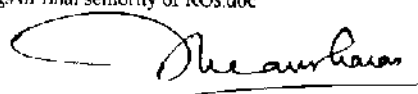
35. Main contentions raised by Sri. K. Raju Thomas

A resume of the objections raised by Shri. K. Raju Thomas is given below:

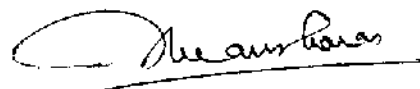
- a) Amendment to the general rules as per GO(P) No. 62/92/ P&ARD dated 16-12-1992 has only prospective effect as observed by the Hon'ble High Court in various litigations related to seniority.
- b) The seniority list of Range Forest Officers published as per E1-42632/93 dated 04-03-1997 was prepared as per the direction contained in the judgment in OP No. 12034/94 that the seniority had to be recast as per the directions contained in the judgments in Appukuttan Nair Vs State of Kerala (1990(2) KLT 806) and Somarajan Vs State of Kerala (1992(1) KLT 90). That list was upheld in subsequent challenges made before the Hon'ble High Court in various OPs and RPs. In the absence of a court order to the contrary, PCCF has no authority to recast the list.
- c) The government had directed to review the seniority list mentioned above while disposing the representations filed by Shri. Kochkanjiram and Vijayasankar because the department had failed to bring the facts that their earlier challenge to the seniority list was turned down by the Hon'ble High Court to the notice of Government.
- d) The government had directed the CCF (A) to review the seniority list. It was also directed that CCF(A) could approach government incase any orders were required from government. However the list was recast by the PCCF which would ultimately affect the seniority list in the cadre of ACFs without getting orders of government.



- c) Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram had filed WP© No.37375/2008 and WP© NO. 4420/2009 before the Hon'ble High Court challenging the provisional seniority list of Range Forest Officers published in 2006 suppressing the fact that they had challenged the seniority list published in 1997 by filing OP No.22582/2000 and failed to get favourable orders. The directions of the Hon'ble High Court to dispose the representations filed by them in the above WPs were issued on the date of admission without going in to the merits of the issues involved. The above directions of the Hon'ble High Court are not sufficient ground to recast the already finalized seniority list.
- f) In the WPs mentioned above, Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram had resorted to indirect means of challenging the provisional seniority list of 2006 instead of the final seniority list of 1997 with a view to gain unlawful advantage. They had filed false affidavit in the above WPs. They had filed contempt of court cases in the above WPs also. These facts were not brought to the notice of government by the department.
- g) The provisional seniority list was challenged by Shri.Omanakuttan, Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram by filing similar WPs. The directions of the Hon'ble High Court in the above WPs were also in similar lines. However the representation of Shri. Omanakuttan is seen rejected whereas in the case of Shri. V.Vijayashankar and Shri. G.M.Kochukanjiram favourable proceedings are being issued. This is a clear case of discrimination.

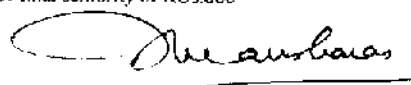


- h) Cases filed by Shri. Omanakuttan and Shri. Thyagarajan challenging the seniority of Range Forest Officers are still pending before the Hon'ble High Court. Eventhough counter affidavit in the above cases had been prepared and forwarded to the department, the same have not been filed yet. The heads of department are now attempting to recast the seniority list without taking any stand in the above pending WPs.
- i) The present PCCF, while holding the office of CCF (A) earlier, had taken initially a stand in the case of seniority list of Range Forest officers contrary to the stand taken by his predecessors. Later he had amended his stand consistent with 'deemed discharge' and 'theory of sit back'. In the above circumstance there is no justification for a change in stand in March 2011. Such a change in stand is not founded on any Rules, Acts or court order.
- j) In the provisional seniority list published by PCCF on 28-03-2011, names of only two Range Forest Officers included in the final seniority list published in 1997 are included. All others have been promoted to the level of ACFs. By recasting the seniority of those Range Forest Officers who have been already promoted, the covert attempt is to recast the seniority list of ACF, which only government is competent to do. The recasting of seniority list of Range Forest Officers could have been done on the basis of the provisional seniority list as on 28-03-2011.
- k) The final seniority list of ACFs had been published as per GO (Rt)74/09 dated 13-02-2009. Shri. V.Vijayasankar and Shri.



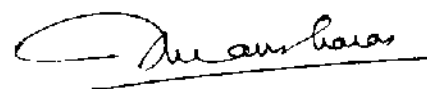
G.M.Kochukanjiram had never filed objections to the above seniority list in time. Their any further claim for revision of seniority list of ACFs is time barred and hence not maintainable. PCCF has no authority to entertain any such time barred objection.

- l) The Hon'ble High Court had finally settled the seniority list of Range Forest Officers as on 01-01-1984 following the 'sit back' theory. The seniority list of Range Forest officers for the period between 01-01-1984 and 01-01-1992 is also settled. Unsettling the settled position after a period of 14 years is contrary to the principles of natural justice and 'sit back theory'.
- m) The file dealing with the now published provisional seniority list reveals that the file note and proceedings have been prepared by CCF (A) and PCCF without the assistance of the office assistants and supervisory ministerial staff. Their intention is to help their own people to gain unlawful advantage and this is a clear case of nepotism.
- n) Shri. V.Vijayasankar had filed the WP in 2008 after his retirement. He will not be now benefited by the recast seniority list. One Shri. K.R.Sabu is behind the case of V.Vijayasankar. Shri.K.R.Sabu had earlier challenged the seniority list of 1997, but had failed to secure favorable orders. Also it is a fact that Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram were also parties in the OPs challenging the seniority list of 1997. All these facts have been suppressed by the heads of departments to help Shri.K.R.Sabu.
- o) The representation included in the WP filed by Shri. V.Vijayasankar as exhibit is the same as the representation filed by Shri.

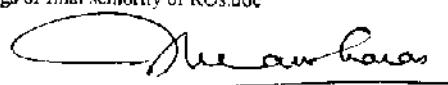


V.Vijayasankar in reply to notice issued to him in another case dealing with the fixing of seniority of Shri. Raju Thomas in the cadre of ACF. Giving favorable order to a person based on a representation filed by him in reply to a notice issued in another case is not in order.

- p) One of the main grounds mentioned in the provisional seniority list now published by PCCF is the order of the Hon'ble Supreme Court in M.H.Patil Vs State of Maharashtra and Others((1999)1SCC249). The Hon'ble High Court had passed the common order dated 21-12-2001 in WAs and OPs challenging the seniority list of 1997 after considering the above order of the Hon'ble Supreme Court. Revision of seniority list under the guise of application of the above order of the Hon'ble Supreme Court amounts to disrespect to the court order and misuse of power.
- q) It is mentioned in the provisional seniority list that it is not proper to follow certain criteria for the seniority for the period prior to 01-01-1984 and the period after 01-01-1992 and different criteria for the period from 01-01-1984 to 01-01-1992. This is factually incorrect in the light of the finding of the Hon'ble High Court that since the 1992 rule amendment has no retrospective effect, the emerging legal situation contained in Appukuttan Nair Vs State of Kerala and Somarajan Vs State of Kerala apply for the period prior to 1992. Also the Hon'ble High Court had made it clear in the common order dated 21-12-2001 that 'we find no legal infirmity in the orders under challenge'. Any attempt to unsettle the position as contained above by suppressing the above finding in the absence of court orders contrary to the above may lead to strictures from the court.



- r) Paragraphs 2 to 23 in the proceedings is replication of the counter affidavit filed by the PCCF while he was working as CCF (A) in the OPs and WAs challenging the seniority list of 1997. The common order dated 21-12-2001 was issued after considering these arguments. Relying on the same in the absence of court orders amounts to nullifying the common order and is thus not sustainable.
- s) WPs filed by Shri. P.B.Omanakuttan and Shri. T.C.Thyagarajan challenging the provisional seniority list of 2006 are pending before the Hon'ble High Court. It may be noted that the stand now taken by the PCCF in preparing the provisional seniority list is contrary to the stand taken by the department and government in the earlier litigations.
- t) The change of stand occurred after the taking charge of Shri. K.J.Varughese as Chief Conservator of Forests (Administration). The change of stand is without the concurrence of government. It will undermine the seniority list of ACFs which only government is competent to alter.
- u) In the impugned order it is stated that the representations of various Range Officers against the seniority list as on 01-01-1992 have to be disposed of. However the details of such representations are not mentioned in the order. The seniority list of Range officers as on 01-01-1992 have been finally settled. The time for preferring appeal against the same had already elapsed. Challenge against the above seniority list before the Hon'ble High Court also had been finally

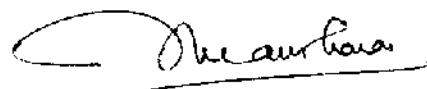


disposed. So there cannot be any representation challenging the seniority list as on 01-01-1992.

- v) Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram had challenged the provisional seniority list as on 01-01-2006 in WP@s 37375/2008 and 4420/2009. Even if their representations have to be favourably disposed, the list as on 01-01-2006 which was under challenge only could be recast. So the present order of the PCCF recasting the seniority list coming outside the purview of their representation which had been finally upheld by the court and approved by the government was issued without jurisdiction.
- w) Shri. Raju Thomas was assigned seniority in the cadre of ACFs above that of Shri. V.Vijayasankar as per the order of court and after holding DPC, recasting the select list etc. So any process resulting in placing him below Shri. Vijayasankar in the seniority list of ACFs will result in violation of court order.

Shri. Raju Thomas had also requested for hearing him in person before finalizing the seniority list.

36. Subsequently Shri. Raju Thomas had filed WP (C) 27626/2011 before the Hon'ble high Court of Kerala praying for appropriate directions for the consideration of his objections before finalizing the seniority list. The above Writ Petition was disposed by the Hon'ble Court as per judgment dated 19-11-2011 directing the second respondent, the Principal Chief Conservator of Forests to consider the objections submitted by the petitioner in accordance with law, before finalizing the seniority list. It was also directed that the petitioner be heard before



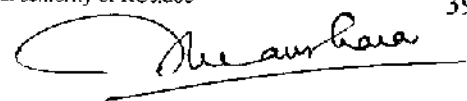
finalization of the seniority list. Based on the above judgment, the Principal Chief Conservator of Forests heard the petitioner in person at 10.30 am on 08-11-2011. During personal hearing he had not brought out any further grounds than those stated in the detailed objections filed by him.

37. In the objection statement filed by Shri. Raju Thomas, it was alleged that Shri. K.J.Varughese, Chief Conservator of Forests (Administration) and Shri. T.M.Manoharan, Principal Chief Conservator of Forests had ventured to recast the seniority list of Range Forest Officers as on 01.01.1992 with ulterior motive of unlawful gains to Shri. G.M. Kochukanjiram who belongs to the same community and native place as that of Shri. K.J.Varughese and Shri. K.R.Sabu who belongs to the same community and native place as that of Shri. T.M.Manoharan. During personal hearing, Shri. Raju Thomas has stated that he had no evidence or records to substantiate the above allegation.

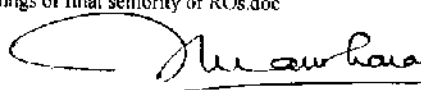
**Examination of the objections raised against the
provisional seniority list of Range Officers dated 20.07.2011**

38. The objections in the appeals mentioned above have been examined in detail and they are disposed of as explained hereunder. The main objections raised in the appeals can be categorized into following issues.
- i) The case laws reported in 1990 (2)KLT 806 – Appukuttan Nair Nair Vs. State of Kerala and in 1992(1) KLT 690 – Somarajan Vs. State of Kerala are squarely applicable in this case.
 - ii) Government have no power to make rules with retrospective effect which would adversely affect the vested right of an officer.

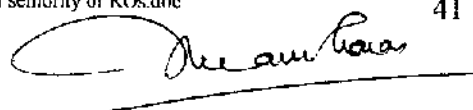
- iii) The theory of deemed discharge consequent break in service, should be made applicable and therefore date of appointment of Range Officers is not relevant in fixation of seniority.
- iv) The *doctrine of sit back* should be made applicable in this case.
- v) A settled position in respect of the seniority list of Range Officers years back can not be unsettled now by an order of the Principal Chief Conservator of Forests.
- vi) Government had directed to review the seniority list while disposing the representation filed by Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram, as per the judgement dated 20.01.2009 in WP(C) No.37375/2008 and as per the judgement dated 11.02.2009 in WP(C) 4420/2009, because the department had failed to bring to the notice of the Government the fact that the earlier challenge in the seniority list was turned down by the Hon'ble High Court.
- vii) The directions issued by the Hon'ble High Court in WP No.37375/2008 and in WP No.4420/2009 filed by Shri. V.Vijayasankar and Shri. G.M.Kochukanjiram are not sufficient ground to recast the seniority list.
- viii) The re-fixation of seniority as proposed in the present provisional seniority list would affect the seniority of Assistant Conservators of Forests.
- ix) Even if seniority is re-fixed in accordance with the directions of the Hon'ble High Court in No.37375/2008 and in WP No.4420/2009 it should be done only in respect of Shri. Vijayasankar and Shri. Kochukanjiram.



- x) The proceedings relating to the present seniority list was prepared by Principal Chief Conservator of Forests and Chief Conservator of Forests (Administration) without the assistance of the ministerial staff in order to favour persons like Shri. G.M.Kochukanjiram and Shri. K.R. Sabu based on their community and place of birth.
39. In this regard it has to be stated that none of the officers who appealed against the provisional seniority list published on 20.07.2011 has questioned the validity of the provisions in the Kerala Forest Subordinate Service Rules relating to fixation of seniority of the Range Officers. In fact none of them can challenge such rule after having acquired and enjoyed the benefit of the seniority fixed in accordance with the said rules. The principles of fixation of seniority as laid down in Para 9 of this proceedings have also not been challenged. No irregularity or procedural mistakes have also been pointed out in respect of the said rules and principles laid down in accordance with the rules or in their application.
40. Seniority is an attribute of an officer which is assigned in accordance with the relevant rules. Rule 27 of Kerala State and Subordinate Service Rules governs the fixation of seniority of the officers in State and Subordinate Services in general. The above mentioned rule is the general rule. In respect of various services such as Kerala Forest Service, Kerala Forest Subordinate Service, Kerala Police Service, Kerala Engineering Service etc Special Rules have been framed for each service. In such cases the provisions relating to fixation of seniority in the special rule will prevail upon the provisions in the general rules. Therefore there can be no challenge to the fact that the



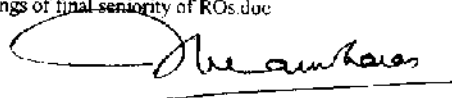
provisions of Kerala Forest Subordinate Service Rules relating to fixation of Seniority of Range Officers will govern the issues relating to fixation of seniority of Range Officers. As per the said rule an officer directly recruited as Forest Apprentice by the Kerala Public Service Commission has to undergo Forest Rangers course in the Forest Rangers College. Their seniority is fixed with respect to the date of appointment as Probationary Ranger after successful completion of Rangers Course. The inter-se seniority among such probationary Rangers, who belong to same batch and are appointed on the same date, would depend upon the rank they had secured in the Forest Rangers Course. Therefore it can be seen that a Forest Range Officer who is appointed as per the procedure explained above, is entitled to get his seniority fixed based on the date of his appointment and the rank he has obtained in the Rangers Course. The Range Officers get their seniority as a matter of right on the date of their appointment as probationary Range Officers. There is no rule which empowers any authority to reduce the seniority which they have acquired as a matter of right by operation of the relevant rules, except in the case of a punishment of reduction in rank duly imposed in a disciplinary proceedings. None of the officers, who raised objection against the provisional seniority list published on 20.07.2011, has raised any valid objection against the Kerala Forest Subordinate Service Rules, or any Government orders or powers of Principal Chief Conservator of Forests or Government to correct the mistakes if any in the assignment of seniority in accordance with the scheme of rules, described in Para 9 above. After having enjoyed the seniority fixed in accordance with the above mentioned rules, the officers who



raised objections now, cannot be allowed to contend that seniority of their similarly recruited colleagues should be lowered ignoring the relevant rules and applying certain case laws which are not strictly relevant to the fixation of seniority of Rangers.

41. The applicability of the case laws reported in Appukuttan Nair Vs. State of Kerala and in Somarajan Vs. State of Kerala has been examined in detail. It is found that both these cases have no direct applicability to this case. In Appukuttan Nair Vs. State of Kerala, the Hon'ble High Court was examining the scope of Rule 20 and 21 as well as Rule 39 of the Kerala State and Subordinate Service Rules with regard to declaration of probation of the Deputy Tahsildars who were appointed by promotion. The petitioners who were Deputy Tahsildars in the said case, had challenged the order issued by Government, invoking Rule 39 of KS&SSR and relaxing Rule 21, extending the probation of some of the respondents until they passed the mandatory departmental tests. In the said judgement the Hon'ble High Court had held that the order of the Government extending probation period of some of the Deputy Tahsildars who had not passed the prescribed departmental test was not in order. Allowing the original petition, the Hon'ble High Court had held as follows:

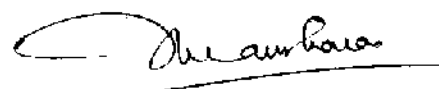
"A probationer in the cadre of Deputy Tahsildars should pass the mandatory tests during the period of probation of two years on duty within a continuous period of 3 years. If he fails in passing the tests and acquiring the qualifications, the appointing authority can extend the period of probation by one year. If the probationer fails to acquire the qualifications or to pass the tests during the extended period of probation, he will have to be discharged after affording him an opportunity of being



heard. But instead of discharging him, the appointing authority may extend the period of probation for another year on condition that his increment shall be stopped unless he is declared to have satisfactorily completed his probation. Thus the total period during which an officer can be on probation is 4 years.

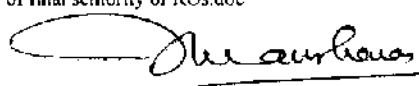
A probationer on acquiring the qualifications and passing the tests within the period of probation should be appointed to be a full member of the service at the earliest possible opportunity in a substantive vacancy. A person who has thus become an approved probationer and is adjusted to a substantive vacancy should be considered to be senior to those who are subsequently appointed to full membership and to substantive vacancies. The result is all persons who have passed the test within the period of probation or the extended period of probation as provided by the General Rules are approved probationers and full member of the service. Their seniority in the cadre has to be reckoned from the date of commencement of probation. The delay in actual declaration of their probation due to administrative reasons and for no fault of the officer concerned can in no manner affect his seniority in the cadre. The delay in actual declaration of probation cannot have any effect on the seniority of the officer concerned.

The Government have no power to pass an order like Ext.P8 extending the period of probation of officers till they acquire the test qualifications without applying its mind to the number of years taken by them for passing the same. What the Government have done was to enunciate a separate Rule regarding determination of seniority of those officers included in the list appended to Ext.P8 different from the one by which the others are governed. Rule 39 of the General Rules does not confer power on the State Government to fix a different norm regulating seniority of a few employees when everyone



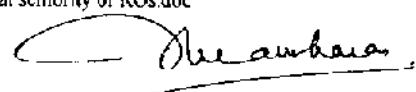
else is governed by the appropriate statutory provision in that behalf."

From the above decision, it can easily be found that the finding of the Hon'ble High Court was to the effect that Rule 39 of the KS& SSR (General Rules) does not confer power on the State Government to fix a different norm for regulating seniority of a few employees when everyone else is governed by the appropriate statutory provisions in that behalf. It is abundantly clear that the Hon'ble High Court categorically prohibited the appropriate authorities from fixing different norms for regulating the seniority for a few employees when all others who are governed by appropriate rules in the regard. In the instant case of fixation of seniority of Range Officers during the period from 1.1.84 to 1.1.92 it can easily be found that the authority who issued the impugned order had adopted a different norm, only to fix the seniority of few Range Officers, when the seniority of officers prior to 01.01.84 and after 1.1.92 was fixed in accordance with the provisions in Kerala Forest Subordinate Service Rules. Therefore it is clear that the impugned order fixing the seniority of Range Officers for the period from 01.01.84 to 01.01.92 had been issued in violation of the fundamental principles laid down by the Hon'ble High Court in these case laws. It is evident that, in the case of Deputy Tahsildars, who were appointed by promotion had to pass certain departmental tests for declaration of probation and confirmation in service. The seniority of Deputy Tahsildars appointed by promotion was regulated with respect to the date of confirmation as full member as per the rules governing the seniority of Deputy Tahsildars. In the case of Range Officers who were recruited through PSC and appointed after

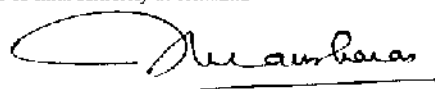


successful completion of Rangers course, the seniority was governed with regard to the date of appointment and rank secured in Forest Rangers Course in accordance with a specific special rule. In such case, as ordered by the Hon'ble High Court in Appukkuttan Nair Vs. State of Kerala, the seniority of Range Officers during the period from 01.01.84 to 01.01.92 should also have been determined in accordance with the appropriate statutory provisions contained in KS & SSR. There is absolutely no reason for deviating from the procedure prescribed by the Kerala Forest Subordinate Service Rules, misinterpreting and adopting the case law in Appukkuttan Vs. State of Kerala.

42. In Somarajan Vs. State of Kerala, the Hon'ble High Court was dealing with the issues relating to fixation of seniority of Deputy Superintendents of Police who were appointed by promotion. As per the Special Rules relating to Kerala Police Service, an officer appointed in the rank of Deputy Superintendent of Police has to pass Account Test for Executive Officers during the period of probation. The Hon'ble High Court was examining the implications of any Deputy Superintendent of Police who did not pass the prescribed departmental tests during the period of probation. Here again the seniority of the Deputy Superintendent of Police was fixed in the order of confirmation as full member in the grade of Deputy Superintendent of Police as per the relevant Special Rules. In the said judgement the Hon'ble High Court had held that the date of first appointment should refer to continuous appointment only, as held by the Hon'ble Supreme Court in K.B. Subba Rao Vs. Government of

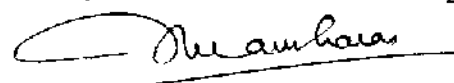


Andhra Pradesh (AIR 1988 SCC 887). The Hon'ble High Court did also hold that, as per the provisions of the Special Rules, a Deputy Superintendent of Police on probation should be discharged if he does not pass the prescribed departmental tests in time. This means that the Deputy Superintendent of Police should be reverted to the post of feeder category of Circle Inspector of Police. The Hon'ble High Court had held that the Deputy Superintendents of Police who were appointed by promotion should be deemed to have been discharged if the officer does not pass the departmental tests in time. This decision was taken by the Hon'ble High Court with regard to the Special Rules governing by the Kerala Police Service. But it has been categorically held by this Hon'ble High Court in the common judgement dated 21.12.2001 in Writ Appeal No.2614/98, Writ Appeal No. 31/99, O.P. No. 13788/97, O.P. No. 4823/2000, O.P. No.6259/2000, O.P.No.22582/2000 and O.P. No.31214/2000, that the theory of deemed discharge and consequent break of service will not apply in the case of fixation of seniority of Range Officers which should be done as per the provisions of Kerala Forest Subordinate Service Rules. Further there is absolutely no practice in the Government, where officers appointed by direct recruitment through PSC are discharged for want of test qualification. Since direct recruit Range Officers are recruited by Kerala Public Service Commission to the vacancies in their quota as reported by the appointing authority, a contingency of retrenching them does also not arise. In fact all the directly recruited officers in Government are allowed to continue in service even if they do not pass the departmental tests, and take advantage of the exemption as per Rule 13 (b) of KS&SSR on

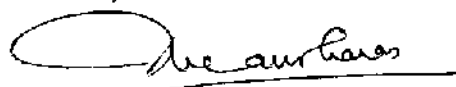


completion of 50 years of age. Further when there is a Special Rule governing the seniority of the Range Officers, a case law pronounced by the Hon'ble High Court with regard to the Kerala Police Service or Revenue Service cannot be applied to the fixation of seniority of directly recruited Range Officers whose seniority is governed strictly in accordance with the relevant Special Rules. Principle laid down by the Hon'ble High Court in a particular case with reference to a set of rules relating to Kerala Police Service or Revenue Service cannot be indiscriminately applied to the officers belonging to Kerala Forest Subordinate Service whose service conditions are governed by a set of separate and specific Special Rules. It is also pertinent to note that the seniority of the Range Officers during the period from 01.01.84 to 01.01.92 was also fixed originally in accordance with the Kerala Forest Subordinate Service Rules. Subsequently only the above case laws were misinterpreted and applied without discrimination to the case of few Range Officers overlooking the provisions of Kerala Forest Subordinate Service Rules. Therefore it is found that the Case laws in Appukuttan Nair Vs. State of Kerala and Somarajan Vs. State of Kerala have no applicability in the case of determining the seniority of Range Officers who are governed by the provisions of Kerala Forest Subordinate Service Rules.

43. It has been contended by the officers who raised objections against the provisional seniority list that Government have no power to make rule with retrospective effect which affects to impair the vested right of an officer. Therefore it is contended that G.O (P) No.62/92/P&ARD dated 16.12.1992 has only prospective effect and the theory

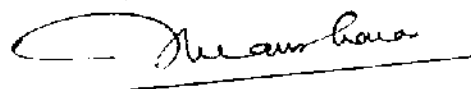


of deemed discharge and resultant break of service should be enforced. The Hon'ble High Court, in its common judgement dated 21.12.2001, disposing of various Writ Appeals and OPs challenging the seniority of Range Officer, had stated that in the case of any Probationer falling under sub rule (b) of Rule 19 or sub rule (c) of Rule 20 KS&SSR the Appointing Authority, may extend his probation for a maximum period of one year for enabling him to acquire the special qualifications or to pass the prescribed tests, as the case may be, or to enable the Appointing Authority to decide whether the probationer is suitable for full membership or not. Extension of probation beyond one year may, however be ordered by Government if found necessary. A contention was raised that since the above mentioned amendment in the rule had been effected in the year 1992 the same will have only prospective operation and consequently the officers ought to have been discharged from service or in the alternative would take a lower place when compared to the officers who have passed the test earlier. The Court had categorically stated that the said contention cannot be accepted considering the facts and circumstances of the case. The Court has also made clear that the practices followed by the department all along were not to discharge a probationary Ranger for want of test qualification. Therefore it is seen that the Hon'ble High Court had graciously understood the procedures in Government and pronounced its view that the theory of deemed discharge will not apply in Government service. In this regard it is also pertinent to note that as per rule 13 (b) of KS&SSR an officer who attains the age of 50 years is permanently exempted from passing the departmental test for all purposes such as promotion,

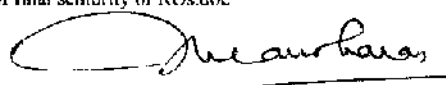


appointment as full member of a service etc. There are very large number of cadres of officers in the Government service to which direct recruitment through PSC is resorted to, for appointment. In no such cases, a probationer has been discharged from service only on the reason that departmental test was not passed. All such officers who have not passed the departmental tests are granted the benefit of Rule 13(b) and are given promotion on completion of 50 years of age. In no service, the seniority of an officer in the entry cadre fixed in accordance with the relevant rule, is lowered or altered for want of test qualification or declaration of probation. Therefore there can not be any exemption to this rule only in the case of Range Officers. Thus the theory of deemed discharge and consequent break in service cannot be applied in this case.

44. Further it has to be specifically noted that the seniority lists of Range Officers for the period up to 01.01.1984 and for the period after 01.01.92 were fixed strictly in accordance with the Kerala Forest Subordinate Service Special Rules. It has to be specifically noted that the seniority of Range Officers during the period from 01.01.1984 to 01.01.1992 was also fixed originally as per rules. Thereafter, only for the period from 01.01.84 to 01.01.92, the case laws in Appukuttan Nair Vs. State of Kerala and Somarajan Vs. State of Kerala are seen applied for a subsequent revision to deprive certain officers of their seniority which was legitimately assigned as per Rules. The reasons for changing the policy and procedures relating to fixation of seniority of Range Officers only during the period from 01.01.84 to 01.01.92 have also not been explicitly explained in the relevant order No. E1-42632/93 dated 04.03.1997.

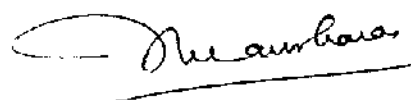


45. The officers who have raised objections to the present seniority list have attempted to rely on the *doctrine of sit back* and the principle that settled position cannot be unsettled. It is contended that the Range Officers whose seniority was lowered by the application of the case laws in Appukuttan Nair Vs. State of Kerala and in Somarajan Vs. State of Kerala had been suffering from the impugned order for long and therefore the impugned seniority list for the period from 01.01.84 to 01.01.92 should not be disturbed. In this regard the following facts have to be clearly appreciated. As explained earlier the seniority of Range Officers fixed in accordance with the Kerala Forest Subordinate Service Rules is their vested right. The Apex Courts in M.H.Patil Vs. State of Maharashtra and Others (1991) 1 SCC 249 has clearly found that the date of passing the departmental examination was never a criteria in the matter of fixation of seniority. It has also been found by the Hon'ble High Court of Kerala in Para 13 of the common judgement dated 21.12.2001 that, applying sit back theory it would be unjust to deprive the respondents of the rights which had accrued to them. In this case it is pertinent to note that only those officers who got undue benefits by lowering of seniority of their colleagues by application of the case laws in Appukuttan Nair Vs. State of Kerala and in Somarajan Vs. State of Kerala, were enjoying. But the Officers who suffered by the impugned decision to lower their seniority, were not sitting back and quietly suffering from it. They were continuously struggling before the Chief Conservator of Forests, Government and before the Hon'ble High Court to re-establish their legitimate right. The sit back theory cannot be made applicable to this case to deprive certain officers from



their vested right relating to seniority. The Apex Court in 2006 - 2 KLT 817 SC, Sudhakaran Vs. State of Kerala had categorically set aside the decision of the Hon'ble High Court of Kerala, in which the '*sit back theory*' was applied.

46. Government had issued G.O.(Rt) No.113/2010/F&WLD dated 16.03.2010 and G.O. (Rt) No.215/2010/F&WLD dated 15.05.2010 in view of the judgement of the Hon'ble High Court in WP (C) No. 37375/2008 and WP(C) No.4420/2009 filed by Shri. V. Vijayasankar and Shri. G.M. Kochukanjiram respectively, with directions to dispose of their representations in accordance with law. The entire issues relating to these cases are available in Government files. The Hon'ble High Court in its judgement dated 20.01.2009 in WP (C) No. 37375/2008 and in judgement dated 11.02.2009 in WP(C) No.4420/2009 had directed the Government to consider the grievances of the petitioners and to take appropriate decision in accordance with law. Since Principal Chief Conservator of Forests is the Appointing Authority of Range Officers who has to fix the seniority of the Range Officers, the Government directed Principal Chief Conservator of Forests to consider their grievances and pass appropriate orders in accordance with law. The provisional seniority list was prepared strictly in accordance with the rules under the facts and circumstances explained in the previous paragraphs. Therefore it cannot be successfully contended that the Government was not aware of the relevant facts and the judgements of the Hon'ble High Court are not sufficient grounds to revise the impugned seniority list of Range Officers for the period from 01.01.1984 to 01.01.1992, which was prepared ignoring the relevant rules. When the seniority is fixed



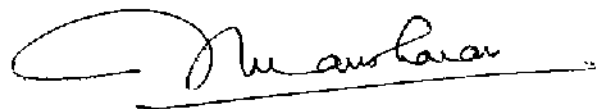
in accordance with the rules it cannot be limited only to Shri. V.Vijayasankar and Shri. G.M. Kochukanjiram

47. The promotion of Range Officers to the grade of Assistant Conservators of Forests is ordered by the Government based on the select list prepared by the Departmental Promotion Committee of Kerala Public Service Commission, in accordance with the relevant rules. It is a selection process based on various eligibility criteria for promotion. The legitimate rights of Shri. V. Vijayasankar, Shri. G.M. Kochukanjiram and similarly placed officers to get their seniority fixed in accordance with the rules cannot be denied on the ground that it would affect the seniority of the Assistant Conservators of Forests.
48. A statement to the effect that Principal Chief Conservator of Forests and Chief Conservator of Forests (Administration) had prepared the provisional seniority without assistance of ministerial staff cannot be a ground to challenge the validity of the seniority list. In fact the provisional seniority list has been prepared with the assistance of the subordinate staff. From the statement given during the hearing by Shri. Raju Thomas on 08.11.2011 it can be found that the allegations regarding nepotism based on community and place of birth are unfounded. The officers who are likely to get benefit out of this proceedings do not belong to the community or place of birth of the officers who participated in the preparation of the seniority list. Therefore such allegations are found baseless.
49. In the judgement dated 19.11.2011 in WP (C)No.27626/2011 filed by Shri. K. Raju Thomas, the Hon'ble High Court had directed the Principal Chief Conservator of Forests to dispose of the representation of the petitioner after giving him an opportunity of



being heard. Shri. K. Raju Thomas was heard on 08.11.2011. His representation has also been examined in detail and it is declined for reasons explained above.

50. In view of the above facts, Rules and circumstances it is found that the requests of S/Shri. S.Sun, A.P.Sunil Babu, Y.Vijayan, V.Jayakrishna and K.Raju Thomas cannot be granted and hence declined. The correction of date of entry to service in respect of Shri. S. Unnikrishnan has been incorporated. The provisional seniority list published as per proceedings order dated 20.07.2011 is finalized accordingly.



Principal Chief Conservator of Forests

To
All the incumbents

Final Seniority List of Range Forest Officers as on 01.01.1992

Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
1	R.K. Achuthanand	FA	29.6.1944	1	24.01.1968	24.01.1968	
2	K.P. Rajagopalan	FTR	01.02.1938	2	04.02.1969	04.02.1969	
3	B. Radhakrishnan	FA	01.12.1948	3	02.11.1970	02.11.1970	
4	R. Krishnan	FTR	20.04.1938	4	02.11.1970	02.11.1970	
5	M.A. Sivadasan	FTR	02.06.1937	5	02.11.1970	02.11.1970	
6	K.R. Viswanathan	FTR	17.05.1942	6	02.11.1970	02.11.1970	
7	N. Balakrishna Pillai	FA	07.06.1949	7	02.11.1970	02.11.1970	
8	M.G. Ramachandran Nair	FA	19.02.1947	8	02.11.1970	02.11.1970	
9	P.K. Prabhakaran	FTR	29.06.1937	9	02.11.1970	02.11.1970	
10	P.H. Mohammed Salim	FTR	05.09.1939	10	02.11.1970	02.11.1970	
11	P. Rajagopalan	FTR	14.03.1937	11	25.10.1972	25.10.1972	
12	N. Velayudhan	FTR	13.12.1938	12	19.10.1974	19.10.1974	
13	K. Radhakrishnan Nair	FTR	23.05.1942	13	19.10.1974	19.10.1974	
14	S. Karithikeyan Pillai	FTR	26.05.1938	14	19.10.1974	19.10.1974	
15	M. Hassan	FTR	10.09.1943	15	19.10.1974	19.10.1974	
16	K.M. Kunjikannan	FTR	17.04.1945	16	19.10.1974	19.10.1974	
17	M.K. Ravindran	FTR	28.01.1937	17	04.10.1975	04.10.1975	
18	Vide 22(a)			18			
19	N. Sudheer	FA	27.01.1953	19	27.10.1975	27.10.1975	
20	K.V. Ravikumar	FA	03.06.1951	20	27.10.1975	27.10.1975	
21	P.S. Mani	FA	27.04.1951	21	27.10.1975	27.10.1975	
22	A. Somasundaram	FA	13.05.1951	22	27.10.1975	27.10.1975	
22a	R. Dandapani	FTR	20.08.1938	22a	04.10.1975	04.10.1975	Rank reduced by 4 places vide B1-3483/79 dated 23.8.1985
23	V. Thankappan	FA	04.12.1946	23	27.10.1975	27.10.1975	

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Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
24	K.V. Kunhabdulla	FTR	15.06.1941	24	27.10.1975	27.10.1975	
25	P. Mohammed Ali	FTR	01.07.1943	25	27.10.1975	27.10.1975	
26	P.V. Ramachandran	FTR	15.07.1939	26	27.10.1975	27.10.1975	
27	K.P. Somachoodan	FTR	04.05.1942	27	02.09.1976	02.09.1976	
28	Dai P. John	FA	06.05.1952	28	16.10.1976	16.10.1976	
29	B.R. Vijayakumar	FA	04.04.1955	29	16.10.1976	16.10.1976	
30	Mohan Allambath	FTR	09.06.1946	30	16.10.1976	16.10.1976	
31	M. Abdul Gafoor	FA	01.02.1952	31	16.10.1976	16.10.1976	
32	M. Murali	FA	17.11.1950	32	16.10.1976	16.10.1976	
33	P. Rajendra Babu	FTR	18.05.1943	33	16.10.1976	16.10.1976	
34	B. Kuttappan Achari (B.K. Maloor)	FTR	31.08.1941	34	16.10.1976	16.10.1976	
35	S. Allavudeen	FTR	30.05.1943	35	16.10.1976	16.10.1976	
36	M. Sreedharan Nair	FA	23.05.1952	36	19.10.1977	19.10.1977	
37	B.P. Varghese	FA	03.03.1951	37	19.10.1977	19.10.1977	
38	P. Mohammed	FTR	01.07.1951	38	19.10.1977	19.10.1977	
39	Vide Sl. No. 49(a)			39			
40	K.T. Hariharan	FA	10.03.1950	40	19.10.1977	19.10.1977	
41	A.K. Salim	FA	05.05.1952	41	10.10.1977	10.10.1977	
42	N. Sahmsul Huda	DR	18.06.1952	42	28.11.1977	28.11.1977	
43	K.K. Chandran	DR	15.09.1950	43	28.11.1977	28.11.1977	
44	S. Sasidhran	FTR	31.05.1945	44	19.10.1977	19.10.1977	
45	A. Abdulla	FTR	04.08.1945	45	19.10.1977	19.10.1977	
46	S. Velayudhan Nair	FA	26.02.1955	46	21.10.1978	21.10.1978	
47	V. Ramachandran	FA	06.06.1952	47	21.10.1978	21.10.1978	
48	V. Sivarajan	FTR	31.09.1941	48	16.12.1977	16.12.1977	
49	N. Sugathan	FA	07.01.1952	49	21.10.1978	21.10.1978	

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Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
49a	K. Viswanathan	FA	07.07.1953	49a	19.10.1977	19.10.1977	Rank reduced by 10 places vide Order No. B5-41957/88 dated 27.04.1989
50	A. Ramankutty	FA	27.05.1952	50	21.10.1978	21.10.1978	
51	K.A. Balan	FTR	02.05.1943	51	21.10.1978	21.10.1978	
52	A. Padmanabhan	FA	08.08.1950	52	21.10.1978	21.10.1978	
53	A.J. Abdulkarim	FA	16.05.1942	53	21.10.1978	21.10.1978	
54	P.K. Ramachandran Moopan	FTR	20.05.1945	54	21.10.1978	21.10.1978	
55	N. Sethukumar	FA	29.04.1954	55	21.10.1978	21.10.1978	
56	Satheesh William	FA	20.04.1954	56	21.10.1978	21.10.1978	
57	M.C. Antony	FTR	07.06.1947	57	21.10.1978	21.10.1978	
58	M.M. Makkar	FTR	20.06.1944	58	21.10.1978	21.10.1978	
59	P.V. Bhaskaran	FTR	03.07.1940	59	21.10.1978	21.10.1978	
60	T.R. Krishnankutty Nair	FTR	03.05.1944	60	21.10.1978	21.10.1978	
61	M.L. Thomas	FA	23.11.1953	61	30.10.1979	30.10.1979	
62	L. Krishna Prasad	FA	24.02.1953	62	30.10.1979	30.10.1979	
63	K. Ramachandran	FTR	30.04.1941	63	30.10.1979	30.10.1979	
64	V.C. Hassan	FA	20.05.1950	64	30.10.1979	30.10.1979	
65	E. Velappan	FA	05.12.1952	65	30.10.1979	30.10.1979	
66	A. Abdul Samad	FTR	10.06.1945	66	30.10.1979	30.10.1979	
67	S. Sivadas	FA	28.08.1953	67	30.10.1979	30.10.1979	
68	M.N. Muraleedharan Nair	FA	22.04.1953	68	30.10.1979	30.10.1979	
69	Vide Sl. No. 81 (a)			69			
70	Joseph Thomas	FA	22.05.1957	70	30.10.1979	30.10.1979	
71	O. Jayarajan	FA	21.03.1953	71	30.10.1979	30.10.1979	

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Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
72	B. Shyam	FA	02.06.1955	72	30.10.1979	30.10.1979	
73	P. Sreedharan	FA	10.01.1952	73	30.10.1979	30.10.1979	
74	R. Krishna Kumar	FA	20.10.1952	74	30.10.1979	30.10.1979	
75	A.R. Sasikumar	FA	19.10.1954	75	30.10.1979	30.10.1979	
76	George Varghese	FA	19.02.1953	76	30.10.1979	30.10.1979	
77	S. Sankaran Thampi	FA	25.03.1954	77	30.10.1979	30.10.1979	
78	G. Raju	FA	18.08.1951	78	30.10.1979	30.10.1979	
79	Vide 84 (a)			79			
80	Vide 83 (a)			80			
81	K. Vijayakumar	FA	10.04.1952	81	30.10.1979	30.10.1979	
81(a)	P. Abdul Hameed	FTR	11.11.1945	81(a)	30.10.1979	30.10.1979	Rank deducted by 10 places vide order No. B5-41942/88 dated 1.9.1990
82	K.J. Samuel	FA	24.06.1953	82	30.10.1979	30.10.1979	
83	P.A. Mohammed Sherief	FA	01.11.1951	83	31.10.1986	31.10.1986	
83(a)	A.F. Alikhan	FA	18.07.1949	83(a)	30.10.1979	30.10.1979	Rank deducted by 3 places vide Order No. B5- 41879/88 dated 15.10.1990
84	A.R. Anirudhan	FA	03.02.1955	84	31.10.1980	31.10.1980	
84(a)	A.M. Babu Bonaventure	FA	14.07.1955	84(a)	30.10.1979	30.10.1979	Rank deducted by 5 places vide order No. B5-13338/84 dated 03.04.1991
85	S. Janardhanan	FA	28.11.1955	85	31.10.1980	31.10.1980	
86	V.J. George	FA	10.12.1952	86	31.10.1980	31.10.1980	
87	P.K. Kunharammu	FA	01.06.1952	87	31.10.1980	31.10.1980	
88	K. Ravindran	FA	02.05.1951	88	31.10.1980	31.10.1980	

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Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
89	K. Mukundan	FA	30.06.1950	89	31.10.1980	31.10.1980	
90	P.K. Rajan	FA	25.05.1953	90	31.10.1980	31.10.1980	
91	O.M. Janardhanan	FA	09.09.1953	91	31.10.1980	31.10.1980	
92	P. Sreekumar	FA	15.01.1957	92	31.10.1980	31.10.1980	
93	B. Joseph	FA	04.05.1956	93	31.10.1980	31.10.1980	
94	P. Mohanachandran	FA	30.11.1954	94	31.10.1980	31.10.1980	
95	C. Thulaseedharan	FA	30.11.1954	95	31.10.1980	31.10.1980	
96	B. Ravikumar	FA	25.05.1957	96	31.10.1980	31.10.1980	
97	P.M. Moideen Abdulkhadar	FTR	01.07.1944	97	24.10.1980	24.10.1980	
98	T. Pradeepkumar		01.12.1956	98	16.10.1981	16.10.1981	
99	Roy P. Thomas	FA	14.04.1958	99	16.10.1981	16.10.1981	
100	T.U. Uthup	FA	22.05.1952	100	16.10.1981	16.10.1981	
101	P.P. Cheriyan Kunju	FA	15.03.1956	101	16.10.1981	16.10.1981	
102	M.S. Rajan	FA	17.11.1952	102	16.10.1981	16.10.1981	
103	P. Sulaiman	FA	15.06.1953	103	01.11.1981	01.11.1981	
104	P.N. Muraleedharan Nair	FA	19.10.1951	104	01.11.1981	01.11.1981	
105	E.P. Kumaran	FA	21.10.1950	105	01.11.1981	01.11.1981	
106	S. Mohanan Pillai	FA	10.05.1957	106	01.11.1981	01.11.1981	
107	S. Muraleedharan	FA	25.04.1955	107	01.11.1981	01.11.1981	
108	V. Premkumar	FA	17.05.1955	108	01.11.1981	01.11.1981	
109	M.G. Abraham	FA	29.11.1954	109	01.11.1981	01.11.1981	
110	A. Rajendran Nair	FA	01.12.1950	110	01.11.1981	01.11.1981	
111	V.V. Mohanan	FA	15.11.1954	111	01.11.1981	01.11.1981	
112	R. Rajendran	FA	10.04.1951	112	01.11.1981	01.11.1981	
113	John Augustine Nirmal	FA	05.05.1955	113	01.11.1981	01.11.1981	
114	P. Surendran	FTR	24.06.1947	114	23.10.1982	23.10.1982	

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115	T.O. Sooraj	FA	31.05.1958	115	01.11.1982	01.11.1982	
116	S. Sreekumaran Nair	FA	22.03.1957	116	01.11.1982	01.11.1982	
117	T.P. Krishnan Namboothiri	FTR	15.05.1951	117	01.11.1982	01.11.1982	
118	K. Ummer	FA	10.07.1955	118	01.11.1982	01.11.1982	
119	N.C. Induchoodan	FA	20.11.1956	119	01.11.1982	01.11.1982	
120	B. Sudhakaran Pillai	FTR	12.12.1952	120	01.11.1982	01.11.1982	
121	K.R. Retnakaran	FTR	02.09.1938	121	09.06.1978	09.06.1978	
122	T.V. Sasidharan	FA	22.03.1950	122	01.11.1982	01.11.1982	
123	Shaik Hyder Hussain	FA	04.05.1959	123	01.11.1982	01.11.1982	
124	M. James Zachariah	FA	23.08.1954	124	01.11.1982	01.11.1982	
125	K.O. Jose	FA	20.08.1951	125	01.11.1982	01.11.1982	
126	B.P. Davis	FA	28.11.1955	126	01.11.1982	01.11.1982	
127	K.B. Chandrasekharan	FA	04.09.1947	127	01.11.1982	01.11.1982	
128	V. Prasannan	FA	10.05.1952	128	01.11.1982	01.11.1982	
129	M. Pushpangadan	FA	25.01.1952	129	01.11.1982	01.11.1982	
130	A.O. John	FTR	27.10.1946	130	30.03.1983	30.03.1983	
131	K.A. Noorudeen Mathar	FTR	31.03.1949	131	30.03.1983	30.03.1983	
132	M.S. Jayaraman	FA	20.05.1959	132	01.11.1983	01.11.1983	
133	V.K. Sreevalsan	FA	01.11.1957	133	01.11.1983	01.11.1983	
134	D. Rajendran	FA	14.05.1959	134	01.11.1983	01.11.1983	
135	K.V. Sambadevan	FA	12.11.1954	135	01.11.1983	01.11.1983	
136	S. Karthikeyan	FA	20.04.1951	136	01.11.1983	01.11.1983	
137	K. Simon Francis	FA	15.06.1952	137	01.11.1983	01.11.1983	
138	R. Mohanan Nair	FA	28.11.1954	138	01.11.1983	01.11.1983	
139	K.I. Unnikrishna Prakash	FA	06.09.1957	139	01.11.1983	01.11.1983	
140	P. Gopinath	FA	03.03.1951	140	01.11.1983	01.11.1983	
141	P. Chandrabhanu Panicker	FA	14.06.1951	141	01.11.1983	01.11.1983	

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142	Santhosh K John	FA	21.11.1959	142	27.10.1984	27.10.1984	
143	K.R.Sabu	FA	20.11.1957	200	27.10.1984	27.10.1984	
144	E.S.Rajendran Asari	FA	12.08.1952	145	27.10.1984	27.10.1984	
145	T.K.Babu	FA	21.11.1954	146	27.10.1984	27.10.1984	
146	G.M.Kochukanjiram	FA	25.05.1959	185	27.10.1984	27.10.1984	
147	J.Haridas	FA	25.06.1952	240	27.10.1984	27.10.1984	
148	M.U.Joseph	FTR	09.09.1950	143	27.10.1984	27.10.1984	
149	P.Gopalakrishnan Nair	FTR	19.06.1950	244	27.10.1984	27.10.1984	
150	V.Vijayasankar	FTR	02.06.1953	168	27.10.1984	27.10.1984	
151	P.R.Purushothaman Nair	FNTR	11.04.1938	156	07.11.1984	07.11.1984	
152	P.M.Abdul Sathar	FNTR	02.04.1937	147	31.12.1984	31.12.1984	
153	Joseph Mathew	FTR	20.07.1951	160	06.12.1985	06.12.1985	
154	K.K.Govindan	FTR	15.01.1950	149	06.12.1985	06.12.1985	
155	K.C.Jayan	FTR	29.12.1947	247	06.12.1985	06.12.1985	
156	K.V.Jalaludeen	FTR	01.03.1951	249	06.12.1985	06.12.1985	
157	K.G.Jayapal	FTR	22.08.1962	186	06.12.1985	06.12.1985	
158	C.Rajasekharan	FTR	02.08.1950	241	06.12.1985	06.12.1985	Rank to be deducted by 10 places vide Order No. B4- 7280/82 dated 30.03.1992
159	T.H.Mohammed Ismail	FTR	25.02.1946	242	20.07.1984	20.07.1984	
160	C.K.Suresh Babu	FTR	02.12.1948	201	06.12.1985	06.12.1985	
161	C.G.Geevarghese	FTR	20.06.1945	170	06.12.1985	06.12.1985	
162	I.Siddique	FA	30.07.1961	150	20.12.1985	20.12.1985	
163	Mathew K James	FA	09.02.1962	245	20.12.1985	20.12.1985	
164	P.V.Madhusoodanan	FA	26.05.1960	212	20.12.1985	20.12.1985	
165	K.A.Abdul Rehiman	FA	06.05.1957	203	20.12.1985	20.12.1985	
166	M.Unnikrishnan	FA	29.06.1962	158	20.12.1985	20.12.1985	
167	N.M.Mathew	FA	25.12.1956	151	20.12.1985	20.12.1985	

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168	S.G.Mahesh Kumar	FA	13.10.1958	169	20.12.1985	20.12.1985	
169	S.Shaji	FA	28.11.1954	248	20.12.1985	20.12.1985	
170	A.Renjan	FA	31.07.1961	152	20.12.1985	20.12.1985	
171	V.K.Francis	FA	04.10.1957	213	20.12.1985	20.12.1985	
172	P.Jayaprakash	FA	09.04.1956	202	20.12.1985	20.12.1985	
173	Baby Sajan	FA	23.07.1962	232	20.12.1985	20.12.1985	
174	P.Radhakrishna Pillai	FA	30.11.1953	161	20.12.1985	20.12.1985	
175	K.P.Krishnan	FA	06.08.1953	195	20.12.1985	20.12.1985	
176	E.Aboobacker	FA	10.10.1955	165	20.12.1985	20.12.1985	
177	C.V.Vijayan	FA	10.07.1959	171	20.12.1985	20.12.1985	
178	P.Revindranath	FA	01.08.1954	159	20.12.1985	20.12.1985	
179	G.R.Mohandas	FA	15.11.1956	226	20.12.1985	20.12.1985	
180	K.K.Sudarsanan	FA	02.06.1951	153	20.12.1985	20.12.1985	
181	G.Nandakumar	FA	15.11.1955	159(a)	20.12.1985	20.12.1985	Rank reduced by 2 places vide Order No. B1-33128/87 dated 22.07.1989
182	P.P.Shahul Hameed	FTR	22.04.1949	246	20.12.1985	20.12.1985	
183	V.Sugunan Nair	FTR	25.01.1946	227	14.10.1986	14.10.1986	
184	Mohammed Haneefa	FTR	20.04.1949	172	14.10.1986	14.10.1986	
185	P.Rajan	FTR	12.03.1951	173	14.10.1986	14.10.1986	Rank to be deducted by 5 places vide Order No. B1-25920/88 dated 25.05.1993
186	K.K.Sivan	FTR	24.08.1952	188	10.04.1986	10.04.1986	
187	K.P.Mammu	FTR	02.02.1953	162	14.10.1986	14.10.1986	
188	G.Gopinathan Nair	FTR	01.06.1951	254	14.10.1986	14.10.1986	
189	A.N.Gopalakrishnan Nair	FTR	28.09.1948	163	06.12.1985	06.12.1985	
190	D.Rajeendranath	FTR	01.10.1951	199	06.08.1985	06.08.1985	

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Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
191	K.Aravindakshan Nair	FTR	08.06.1947	167	14.10.1986	14.10.1986	
192	A.Sathyanathan	FA	27.11.1955	250	01.01.1987	01.01.1987	
193	K.V.Uthaman	FA	08.04.1962	164	01.01.1987	01.01.1987	
194	C.Reghunathan	FA	01.12.1957	198	01.01.1987	01.01.1987	
195	K.Raju Thomas	FA	15.07.1963	166	01.01.1987	01.01.1987	
196	P.B.Omanakuttan	FA	26.12.1958	228	01.01.1987	01.01.1987	
197	S.Unnikrishnan	FA	03.05.1960	229	02.01.1987	02.01.1987	
198	M.Kamaludeen	FA	07.01.1954	187	01.01.1987	01.01.1987	
199	T.V.Viswambharan	FA	31.05.1958	230	01.01.1987	01.01.1987	
200	C.K.Vijayakumar	FA	05.04.1957	251	01.01.1987	01.01.1987	
201	D.Ratheesh	FA	15.06.1961	252	01.01.1987	01.01.1987	
202	P.M.Sasikumar	FA	04.03.1962	253	01.01.1987	01.01.1987	
203	R.Noushad Lal	FA	28.05.1960	196	01.01.1987	01.01.1987	
204	V.Jayakrishna	FA	31.07.1961	189	01.01.1987	01.01.1987	
205	K.C.Prasad	FA	10.02.1959	214	01.01.1987	01.01.1987	
206	C.Rajendran	FA	17.11.1959	176	29.01.1988	29.01.1988	
207	N.T.Sajan	FA	31.07.1962	177	29.01.1988	29.01.1988	
208	A.K.Girijakumar	FA	31.05.1954	190	29.01.1988	29.01.1988	
209	T.C.Thyagarajan	FA	24.07.1962	256	29.01.1988	29.01.1988	
210	K.Haridasan	FTR	13.02.1950	233	07.05.1988	07.05.1988	
211	P.Ramakrishnan Nair	FTR	01.06.1944	236	07.05.1988	07.05.1988	
212	K.Surendranathan	FTR	25.12.1952	174	07.05.1988	07.05.1988	
213	K.Ramakrishnana Nair	FNTR	01.07.1937	148	28.02.1979	28.02.1979	
214	M.K.Manomohan	FA	23.05.1958	255	29.01.1988	29.01.1988	Seniority reduced by 5 positions
215	P.A.Balan	FNTR	23.02.1938	154	30.09.1981	30.09.1981	
216	M.Sainudeen	FNTR	29.06.1941	197	30.05.1981	30.05.1981	
217	P.J.John	FNTR	29.03.1938	155	23.04.1982	23.04.1982	
218	C.K.Alexander	FNTR	22.01.1937	144	23.04.1982	23.04.1982	

Heaven

Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
219	P.R.Suresh	FA	28.07.1961	257	21.12.1988	21.12.1988	
220	S.Sun	FA	31.05.1963	204	21.12.1988	21.12.1988	
221	C.Babu	FA	01.05.1961	259	21.12.1988	21.12.1988	
222	M.K.Sureshkumar	FA	30.05.1964	258	21.12.1988	21.12.1988	
223	A.P.Sunilbabu	FA	01.05.1965	215	21.12.1988	21.12.1988	
224	Y.Vijayan	FA	01.03.1960	234	21.12.1988	21.12.1988	
225	P.Unnimoideen	FNTR	01.07.1939	175	31.12.1988	31.12.1988	
226	K.M.John	FNTR	09.10.1940	194	29.04.1986	29.04.1986	
227	O.Louis	FNTR	22.04.1940	182	07.11.1986	07.11.1986	
228	M.A.Bharathan	FNTR	28.03.1938	178	28.03.1989	28.03.1989	
229	C.P.Chacko	FNTR	24.03.1939	179	28.03.1989	28.03.1989	
230	P.Bhaskaran	FNTR	18.07.1939	180	09.04.1989	09.04.1989	
231	Y.Madhavan	FNTR	26.09.1938	181	09.04.1989	09.04.1989	
232	K.V.Poulose	FNTR	29.09.1939	183	08.05.1989	08.05.1989	
233	S.Rasheed	FNTR	18.02.1937	184	08.05.1989	08.05.1989	
234	K.Chandran	FNTR	31.03.1940	191	29.09.1989	29.09.1989	
235	P.V.Divakaran	FNTR	07.03.1938	192	29.09.1989	29.09.1989	
236	N.Vidyadhran	FNTR	19.08.1937	193	29.09.1989	29.09.1989	
237	J.Reveendran Nair	FNTR	21.12.1939	205	16.01.1991	16.01.1991	
238	K.V.Krishnan	FNTR	19.12.1939	206	16.01.1991	16.01.1991	
239	A.K.Balachandraprasad	FNTR	21.04.1940	207	16.01.1991	16.01.1991	
240	T.Venugopal	FNTR	15.07.1942	225	16.01.1991	16.01.1991	
241	M.Achuthan Nair	FNTR	01.07.1943	231	16.01.1991	16.01.1991	
242	P.Surendran Nambiar	FNTR	28.06.1945	239	20.02.1991	20.02.1991	
243	K.Abdulla	FNTR	01.08.1941	208	20.02.1991	20.02.1991	
244	C.K.Kuttappan	FNTR	19.11.1940	209	23.03.1991	23.03.1991	
245	A.Gabriel	FNTR	19.04.1941	210	23.03.1991	23.03.1991	
246	A.A.Jose	FNTR	25.04.1939	211	12.04.1991	12.04.1991	
247	K.K.Ramankutty	FNTR	07.03.1946	243	12.04.1991	12.04.1991	

Meenakshi

Sl.No.	Name	Category	Date of Birth	Serial number in the present seniority list as on 01-01-1992	Date of Appointment	Critical Date for Determining Seniority	Remarks
248	S.Chellappan Achary	FNTR	06.04.1942	216	28.09.1991	28.09.1991	
249	K.Muraleedharan	FNTR	19.12.1944	237	28.09.1991	28.09.1991	
250	K.Balachandran	FNTR	04.10.1938	217	28.09.1991	28.09.1991	
251	K.D.Gopalan	FNTR	10.02.1938	218	28.09.1991	28.09.1991	
252	K.S.John	FNTR	16.05.1941	219	28.09.1991	28.09.1991	
253	M.K.Divakaran	FNTR	06.05.1941	220	16.11.1991	16.11.1991	
254	P.G.Ramachandran	FNTR	17.03.1942	221	16.11.1991	16.11.1991	
255	K.M.Narayanan Namboothiri	FNTR	08.12.1939	222	25.11.1991	25.11.1991	
256	M.Ibrahim	FNTR	27.01.1941	223	25.11.1991	25.11.1991	
257	V.M.Gopalakrishnan	FNTR	04.10.1941	224	25.11.1991	25.11.1991	
258	P.Sugunan	FTR	18.10.1949	261	08.05.1989	08.05.1989	
259	A.Anilkumar	FTR	14.01.1951	235	11.15.1989	11.15.1989	
260	T.G.Natesan	FTR	07.01.1956	260	23.05.1989	23.05.1989	
261	K.Gopalakrishnan	FNTR	01.07.1963	238	02.09.1991	02.09.1991	
Note: Seniority of Range Officers of FNTR category is based on the date of regular promotion							


Principal Chief Conservator of Forests

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