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WP No. 3856 of 2026



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 05-02-2026

CORAM

THE HONOURABLE MR JUSTICE M.DHANDAPANI

WP No. 3856, 3860, 3863, 3866 and 3867 of 2026

WP.No.3856 of 2026

L.Murugesan

Petitioner(s)

Vs

The Management of
Tamil nadu State Transport Corporation (Kovai) Ltd,
Rep. by its Managing Director, Coimbatore

Respondent(s)

WP No. 3860 of 2026

S. Nagarajan

Petitioner(s)

Vs

The Management of
Tamil nadu State Transport Corporation
(Kovai) Ltd,Rep. by its Managing
Director, Coimbatore

Respondent(s)

WP No. 3863 of 2026

K. Bharathi

Petitioner(s)

Vs

The Management of
Tamil nadu State Transport Corporation
(Kovai) Ltd,Rep. by its Managing
Director, Coimbatore

Respondent(s)



WP No. 3866 of 2026

K. Raju

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Petitioner(s)

Vs

The Management of
Tamil nadu State Transport Corporation
(Kovai) Ltd,Rep. by its Managing
Director, Coimbatore

Respondent(s)

WP No. 3867 of 2026

1. C.Palpandian
S/o Chinnasamy 2/1B Moovar Nagar,
49, Kavundampalayam,, Coimbatore

Petitioner(s)

Vs

The Management of
Tamil nadu State Transport Corporation
(Kovai) Ltd,Rep. by its Managing
Director, Coimbatore

Respondent(s)

PRAYER in WP No. 3856 of 2026;This writ petition is filed under Article 226 of Constitution of India, to issue a Writ of Mandamus, Directing the respondent to pay the petitioner the difference /arrear of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the RTI information dated 16.12.2025, together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.

PRAYER in WP No. 3860 of 2026;This writ petition is filed under Article 226 of Constitution of India, to issue a Writ of Mandamus, Directing the respondent to pay the petitioner the difference /arrear of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the RTI information dated 29.09.2025 , together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.



PRAYER in WP No. 3863 of 2026; This writ petition is filed under Article 226 of Constitution of India, to issue a Writ of Mandamus, Directing the respondent to pay the petitioner the difference /arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the RTI information dated 02.01.26, together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.

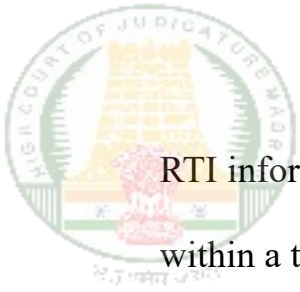
PRAYER in WP No. 3866 of 2026; This writ petition is filed under Article 226 of Constitution of India, to issue a Writ of Mandamus, Directing the respondent to pay the petitioner the difference /arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the RTI information dated 24.11.25, together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.

PRAYER in WP No. 3867 of 2026; This writ petition is filed under Article 226 of Constitution of India, to issue a Writ of Mandamus, directing the respondent to pay the petitioner the difference /arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the RTI information dated 29.09.2025 , together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.

For Petitioner(s): Ms.H.Nandhini,
for M/s.S.Arunachalam
in all the writ petitions
For Respondent: Mr.C.Gauthamaraj
in all the writ petitions

COMMON ORDER

The present writ petition has been filed seeking a direction to the respondents to pay the petitioner the difference /arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on the scale of pay payable to him from 1.09.23, as admitted by the Respondent in the



RTI information dated 29.09.2025 , together with 18 percent interest per annum, within a time frame as may be fixed by this honble Court.

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2. The petitioners in all these writ petitions were appointed either as a Driver or Conductor in the respondent Corporation and after completion of more than 30 years of service, they were upgraded to different posts in higher cadre. All the petitioners retired from service before the settlement under Section 12(3) of the Industrial Disputes Act, 1947, dated 04.01.2018, giving retrospective effect from 01.09.2016. Therefore, the petitioners are entitled to the pay revision with effect from 01.09.2016. However, the benefit of the settlement, dated 04.01.2018, is not extended to the petitioner.

3. Hence, the petitioners made a representation to the respondent and the same was not considered and hence, they filed writ petitions, wherein this Court directed the respondent to consider the petitioners- representation and pass orders on merits and in accordance with law after giving opportunity to the petitioners. Pursuant to which, the respondent passed an order rejecting the request of the petitioners. Challenging the same, the petitioners have filed these writ petitions.

4. Heard the learned counsel appearing for the petitioners and the learned standing counsel appearing for the respondent corporation.



5. In order to resolve the dispute, in the settlement under Section 12(3) of the Industrial Disputes Act, 1947, dated 04.01.2018, it is stated as follows:

as follows:

“ஒப்பந்த சரத்துக்கள் (Terms of Settlement)

1) அடிப்படை ஊதிய நிர்ணயம்

தமிழ்நாடு அரசு போக்குவரத்துக் கழகங்களில் 01.09.2016 அன்று பணிபுரியும் நிரந்தர தொழிலாளர்களுக்கு (Permanent Employees as on 31.08.2016) கீழ்க்கண்டவாறு அடிப்படை ஊதியம் 01.09.2016 முதல் நிர்ணயம் செய்யப்படும்.

அ) 31.08.2016 அன்று அவர்கள் பெற்று வந்த அடிப்படை ஊதியம் (Basic Pay) மற்றும் தரஊதியத்தின் (Grade Pay) கூட்டுத் தொகையினை கணக்கிட்டு இதனை 244 என்ற காரணியால் பெருக்கி வரும் தொகை அடிப்படை ஊதியமாக 01.09.2016 முதல் நிர்ணயம் செய்யப்படும் (Rounded Off to Rs.100/-) இதன்மேல் 01.09.2016 அன்று பெற்று வந்த 132 % அகவிலைப்படி தொகையில் 125 % அகவிலைப்படி அடிப்படை ஊதியத்துடன் இணைக்கப்பட்டுள்ளது. 01.09.2018 முதல் தரஊதியம் அடிப்படை சம்பளத்தில் இணைக்கப்பட்டதால் தனியாக வழங்கப்படமாட்டாது புதிய சம்பள அடிப்படையினை Pay Scale விபரம் இணைப்பு 1-ல் தரப்பட்டுள்ளது.”

6. Perusal of the above said settlement makes it clear that the persons who are working in the Transport Corporation as on 01.09.2016 as permanent employee, are entitled to revision of pay scale and the revision of pay scale includes Gratuity and encashment of leave. However, while calculating the same based on the pay revision, they were settled only with the pension and other benefits except gratuity and encashment of leave. The rejection of the



petitioners- request was on the ground that the petitioners are not in service as on the date of settlement, which is not sustainable one, as in the settlement, it is made clear that the persons who are working in the Transport Corporation as on 01.09.2016 as permanent employees, are entitled to revision of pay scale.

7. In the result, all the writ petitions are disposed of with a direction to implement the revised pay as per the settlement under Section 12(3) of the Industrial Disputes Act, 1947, to the petitioners with interest. Such exercise shall be completed within a period of twelve weeks from the date of receipt of a copy of this order. No costs.

05-02-2026

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Index: Yes/No

Speaking/Non-speaking order

Internet: Yes

Neutral Citation: Yes/No

To

1. The Management of
Tamil nadu State Transport Corporation
(Kovai) Ltd, Rep. by its Managing
Director, Coimbatore



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WP No. 3856 of 2026



M.DHANDAPANI J.

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