



W.P.(MD)No.8005 of 2024

BEFORE THE MADURAI BENCH OF MADRAS HIGH COURT

DATED : 02.04.2024

CORAM

THE HONOURABLE MS JUSTICE R.N.MANJULA

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1.S.Ganeshpandian

2.R.Pandiammal

3.K.Sivakami

4.Revathy

5.D.Guruvammal

6.K.Ramalakshmi

7.M.Jegatha

8.P.Poojaimani

9.P.Panju

10.N.Panjavararam

11.P.Backiyalakshmi

12.T.Lakshmi

13.N.Veeranan

14.S.Suloksana



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15.A.Pitchai

16.P.Vanisri

17.M.Rani

18.A.Shanthi

19.K.Muthurakku

20.G.Palaniyammal

21.V.Seeniyammal

22.U.Rakku

23.R.Murugalakshmi

24.K.Mookammal

25.P.Parvathy

26.N.Kavitha

27.S.Manjamalai

28.A.Thenmozhi

29.G.Aayi

30.P.Duraipandi

31.P.Raja

32.V.Sumathi

33.N.Subbulakshmi

34.M.Kannan



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35.M.Kannan

36.R.Kannan

37.R.Srinivasaramanan

38.P.Anbarasan

39.A.Balaguru

40.A.Muthukumar

41.P.Shankar

42.R.Muthukumar

43.N.Ramkumar

44.C.Karuppiah

45.B.Kamaladevi

46.T.Thiruselvi

47.R.Rajkumar

48.V.Pandiyaraj

49.M.Selveganesh

50.K.Senthilkumar

51.S.Muthumani Raja

52.D.Nagaraj

53.G.Ramar

54.M.Mahamuni



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55.K.Mookaiya

56.M.Sundaravalli

57.T.Ramesh

58.M.Muthuvel

59.P.Valividumurugan

60.V.Logeswaran

61.U.Boominathan

62.R.Muniswaran

63.K.Muthukumaresan

64.N.Krishnakumar

65.P.Deivanai

66.M.Balamurugan

67.K.Manickam

68.M.Hema

69.N.Subathra

70.J.Bala Thandayuthapani

71.S.Manikandan

72.K.Sangu Jothi

73.K.Gunasekaran

74.P.Rajagopal



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75.P.Nagarajan

76.B.Ravi

77.P.Sathish

78.D.Pugalenthi Jeyaprakasam

79.P.Aravinthan

80.M.Alagumurugan

81.D.Nagarajan

82.R.Sathiskannan

83.N.Sudarsan

84.P.Sasikumar

... Petitioners

Vs.

- 1.The State of Tamil Nadu,
Represented by its Principal Secretary,
Public Works Department, Fort St.George,
Secretariat,
Chennai – 600 009.
- 2.The Principal Secretary,
Finance Department, Fort St.George,
Secretariat, Chennai – 600 009.
- 3.The Principal Secretary to the Government,
Health and Family Welfare Department,
Chennai.
- 4.The Chief Engineer (In Chief),
Public Works Department,
Chennai.



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5.The Chief Engineer (Maintenance),
Public Works Department,
Madurai.

6.The Executive Engineer,
Public Works Department,
High Court Division, Madurai.

... Respondents

PRAYER: Writ Petition filed under Article 226 of the Constitution of India for issuance of Writ of Mandamus, directing the respondents to regularize the service of the petitioners as permanent employees in their respective posts with all attendant, monetary and service benefits in the light of the petitioner's representation dated 26.03.2024 within a reasonable time to be determined by this Court.

For Petitioners : Mr.N.Dilip Kumar

For Respondents : Mr.J.Ashok
Additional Government Pleader

ORDER

The Petitioners, who were engaged by the Public Work Department to discharge duties in the campus of Madurai Bench of Madras High Court, had filed this Writ Petition seeking direction against the respondents to regularize the service of the petitioners as permanent employees in their respective posts with all attendant, monetary and service benefits in the light of the petitioners' representation dated 26.03.2024 within a reasonable time.



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2. In the earlier Writ Petition in W.P.(MD).No.24081 of 2018 dated 31.01.2019, the following directions have been issued:

“28. We issue the following directions:

(1) We direct the State of Tamil Nadu to follow strictly the law laid down by the Hon'ble Supreme Court in State of Punjab and others vs. Jagjit Singh and Others [2017(1) SCC 148] and Sabha Shanker Dube vs. Divisional Forest Officer and others [2018(14) Scale 765] that daily wage employees, casual and contract employees are entitled to draw wages at the minimum of the pay scales, which are applicable to the similarly placed regular employees.

(2) In order to comply with the law laid down by the Hon'ble Supreme Court by upholding the principle 'equal pay for equal work',

(a) We direct the Public Works Department to pay wages to the NMRs, daily wage employees, temporary employees and casual workers at the minimum of the pay scale, which are applicable to the regular employees holding the same post across the State.

(b) The Public Works Department is directed to pay the salary of sweepers employed by the High Court and the State viz., Rs.18,843/- to the NMRs both civil and electrical including radio section/wing across the State with effect from 01 February, 2019. In short, the NMRs, daily rated, casual and temporary workers across the State must be paid Rs.18,843/- per month as wages, which is the present



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salary of a sweeper/scavenger in the State Government service and the High Court service.

(c) We direct the first respondent to issue a Government order on or before 22 February, 2019 sanctioning the minimum scale of pay to the NMRs irrespective of classification, daily wage employees and casual workers across the State, which should be the pay scale of the sweeper/scavenger in Government/High Court service.

(d) We direct the fourth respondent to issue a Government Order prescribing the wage structure of temporary/casual/daily wage employees of all the Corporations, Municipalities and Panchayats across the State, taking into account the pay scale of regular employees under the respective Local Body, by 22 February, 2019.

(e) We direct the State to dispense with the present practice of engaging NMRs through Contractors. The Public Works Department must maintain a register containing the names of NMR, casual, temporary and daily wage employees.

(f) The salary shall be credited by RTGS/ECS in the respective account of the NMR/casual/temporary/daily wage employees.

(g) The Government must introduce Bio-metric system for recording the attendance of NMRs and other daily rated/temporary workers across the State as expeditiously as possible. Insofar as the High Court Bench at Madurai is concerned, Bio-metric system shall be introduced with



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effect from 01 April, 2019.

(h) We direct the State to establish a full-fledged 24x7 dispensary/hospital inside the Campus of the High Court Bench at Madurai. The building for the Hospital should be constructed in such a way that even the local people must be in a position to avail the medical facilities from the said hospital. We direct the respondent No.15 to pass appropriate orders in the matter on or before 22 February, 2019.

(i) We direct the State to establish a separate wing for the maintenance of the High Court Bench at Madurai under an Executive Engineer, whose office must be constructed and located inside the Campus.

(j) We direct the Engineer-in-Chief, Public Works Department, to approve the proposal dated 14 December, 2018 submitted by the Public Works Department, Madurai, for changing the head of account as "Judges Bungalow wages" on or before 22 February, 2019.

3. Mr.N.Dilip Kumar, learned counsel for the petitioners submitted that the petitioners have been working for more than 10 years and their services ought to be regularized. He further submitted that several other similarly placed casual labours/NMRs have got their services regularized by virtue of various Government Orders passed in this regard from time to time. One such instance



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was shown by citing the Government Order in G.O(Ms)No.22, (P&AR) Department, dated 28.02.2006. However, the respondents have not passed any similar Government Order or framed any scheme in respect of the petitioners who had rendered services for more than decades.

4. Since the petitioners had given representation and the same has not been considered so far, the respondents are directed to consider the same in the light of the earlier such instances where the Government had taken a policy decision and had issued suitable Government orders and pass appropriate orders in accordance with law and on its own merits within a period of twelve weeks from the date of receipt of a copy of this order.

5. With the above direction, this Writ Petition is disposed of. No costs.

02.04.2024

NCC:yes/no
Index:yes/no
Internet:yes/no
Nsr



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To

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- 1.The Principal Secretary,
The State of Tamil Nadu,
Public Works Department, Fort St.George,
Secretariat,
Chennai – 600 009.
- 2.The Principal Secretary,
Finance Department, Fort St.George,
Secretariat, Chennai – 600 009.
- 3.The Principal Secretary to the Government,
Health and Family Welfare Department,
Chennai.
- 4.The Chief Engineer (In Chief),
Public Works Department,
Chennai.
- 5.The Chief Engineer (Maintenance),
Public Works Department,
Madurai.
- 6.The Executive Engineer,
Public Works Department,
High Court Division, Madurai.



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R.N.MANJULA, J.

Nsr

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