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WP No. 14267 of 2025



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 08-12-2025

CORAM

THE HONOURABLE MR JUSTICE M.DHANDAPANI

WP No. 14267 of 2025

and

W.M.P Nos.16051 & 31408 of 2025

K.Vignesh

Petitioner

Vs

1.NLC India Limited
Rep. by its Chairman and Managing
Director, Neyveli,
Cuddalore District-607 801.
2.The Deputy General
Manager (HR)/RECTT
NLC India Ltd.,
Corporate Office,Block -I,
Neyveli, Cuddalore
District-607 101

Respondent(s)

PRAYER: Writ Petition filed under Article 226 of Constitution of India, to issue a Writ of Certiorarified Mandamus, calling for the entire records connected with the impugned order in Procs.No.CORP/HR/401/04/2023 dated 20.03.2025 of the 2nd respondent and quash the same and consequently, direct the 2nd respondent to issue Final Offer of Appointment to the petitioner as Executive Engineer (Civil) in E4 Grade, within a time frame fixed by this Court.

For Petitioner(s): S.Sathia Chandran

For Respondent(s): M/s. N.Nithianandam,
Standing Counsel



ORDER

This writ petition has been filed, challenging the impugned order dated 20.03.2025 passed by the second respondent and seeking to quash the same; consequently, to direct the second respondent to issue Final Offer of Appointment to the petitioner as Executive Engineer (Civil) in E4 Grade, within a time frame to be fixed by this Court.

2.The case of the petitioner is that he belongs to the Hindu Paniyan Community which is a Schedule Tribe. After completing his SSLC in 2009, he pursued the Higher Secondary Course and successfully completed the same in March 2011. Thereafter, he was admitted to the B.E (Civil Engineering) in National Institute of Technology, Tiruchirappalli, which he successfully completed in 2015. After completion of his higher education, the petitioner worked as a Project Engineer, Quality Engineer, and Site Engineer in various private limited companies from 2015 to date, gaining substantial onsite and practical experience. Wherever he worked, he performed to the fullest satisfaction of his superiors. Whiles, the petitioner participated in the selection process for direct recruitment to the post of Executive Engineer (Civil) [E4 Grade] under Civil [Mines], as per the notification published by the second respondent dated 05.07.2023 for filling up 20 vacancies. The reservation for the said post was notified as UR-08, EWS-01, OBC-05, SC-04 & ST-02. The



petitioner possess all the qualifications for the said post as specified in the notification and as he belongs to a Schedule Tribe, he applied online for the post of Executive Engineer (Civil) [E4 Grade] by uploading the necessary certificates as required. Thereafter, the petitioner received a Call Letter-cum-Admit Card for Screening Test dated 10.02.2024, whereby, he was required to appear for a Screening Test to be held on 24.02.2024. Accordingly, he appeared for the said Screening Test, which was conducted in writing on the appointed date, and performed to the best of his abilities. Subsequently, he was provisionally Shortlisted in Sl. No.47 for Document Verification held on 26.02.2024 followed by an interview on 27.02.2024. Thereafter, on 29.02.2024, the second respondent published the result of the selection process whereby, 20 candidates were declared provisionally selected for the post of Executive Engineer (Civil)/Mines [E4 Grade]. However, in the said list, two candidates were selected under the Schedule Tribes category as notified. The petitioner was not selected at that stage. Subsequently, the petitioner came to know that out of the two selected candidates under the Schedule Tribes category, one Dhanavath Chandru did not report for duty and consequently, being the No.1 candidate available under the ST category on the wait list panel, the petitioner's name was considered. As such, the second respondent issued a Provisional Offer of Appointment letter dated 23.08.2024 for the post of Executive Engineer (Civil) in E4 Grade, to the petitioner. As he was required to



submit his acceptance of the offer, the petitioner duly submitted the Acceptance Letter and Declaration on 29.08.2024 to the second respondent. Subsequently, he was required to appear for pre-employment Medical Examination in the NLC and he took part in the said Medical examination on 13.09.2024 and was found to be medically fit. Though the petitioner had fulfilled all the conditions set out in the provisional appointment letter dated 23.08.2024, he was not issued the final offer of appointment by the second respondent. As such, the petitioner approached the office of the second respondent in person and on his enquiry, he was informed that the process of verification of community certificate was under way and once the same is completed, he would be issued the final offer of appointment. As the above said reason for the delay in issuing the final offer of appointment was unreasonable and illogical, the petitioner made a representation on 28.10.2024 through a email to the second respondent to issue a final offer of appointment letter. Pursuant to which, the second respondent passed the impugned order dated 20.03.2025, informing that the provisional offer of appointment to the post of Executive Engineer (Civil) in E4 Grade issued to the petitioner was withdrawn by cancelling his candidature with immediate effect on the ground that some discrepancy in the information the petitioner had furnished in his application dated 25.07.2023 in Advt. No.4 of 2023 with regard to his work experience details and CTC details as they differed from the details where he mentioned in his earlier application dated



24.09.2022. Challenging the same, the present writ petition has been filed.

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3. The learned counsel appearing for the petitioner would submit that the issue involved is very simple. The petitioner had duly furnished complete particulars of his previous work experience along with his application. Upon verification, NLCIL confirmed the correctness of the said particulars with the petitioner's previous employers, they confirmed that the details furnished by the the petitioner were true and correct. However, during further verification with Kutch Thermal Power Plant (KTPP) and Sikka Thermal Power Plant (STPP) sites, it was stated no records relating to the petitioner's deputation through his previous employer were available. Solely on this ground, the petitioner's candidature was cancelled with immediate effect and the provisional offer of appointment was being withdrawn, which action is arbitrary, unjustified, and unsustainable in law.

4. The learned counsel for the petitioner would further submit that it is an admitted fact that the petitioner had produced valid and genuine work experience certificates issued by his employers namely, M/s. Standard Rehabilitators Private Limited and H2O Engineering & Technologies. At the first instance, the second respondent, NLCIL, verified the authenticity of the said certificates with the respective employers, who categorically confirmed



that the certificates issued in favour of the petitioner were true and genuine. In reply, both the employers held that the certificates issued by them in favour of the petitioner are true and genuine. Despite such confirmation, the second respondent sought further verification from the end-user organizations, namely, Kutch Thermal Power Plant (KTPP) & Sikka Thermal Power Plant (STPP). Upon further verification, Kutch Thermal Power Plant and Sikka Thermal Power Plant, being the end-users of the petitioner's employers stated that the relevant data was not available in their records. Merely because the data was not available with the end-users, it cannot be concluded that the experience certificates issued by the petitioner's employers namely, M/s.Standard Rehabilitators Private Limited and H2O Engineering & Technologies are found bogus or not genuine. On the contrary, both the employers have categorically confirmed that the certificates issued in favour of the petitioner are true and correct. Even otherwise, the non-availability of data with the end-users does not invalidate or disqualify the petitioner's employment or work experience. Accordingly, he prayed that this petition be allowed.

5.Per contra, the learned standing counsel appearing for the respondents filed a counter affidavit, wherein it is stated as follows:

para.12: In this process, it came to the knowledge of NLCIL that the petitioner had earlier applied for the post of Executive Engineer Civil/Thermal



pursuant to an Advertisement in Advt.No.07/2022 of NLCIL. Along with the said application, as well, the petitioner submitted the ST certificate and work experience certificates. In this context, the said applications with the documents submitted by the petitioner in response to the Advt.No.07/2022 and the Advt.No.04/2023 were scrutinised and the following discrepancies were found and shockingly, the same shows the unbecoming acts on the part of the petitioner in securing the employment in NLCIL.

S. No	Designation Held	Data submitted by the petitioner (Advertisement Wise)		Site Deployment details Advt.No.04/2023	Remarks
		Advt.No.07/2022	Advt.No.04/2023		
		Post-EE Civil/Thermal (A)	Post-EE-Civil/ Mines (B)		
1	Project Engineer	From 01.12.2021 To 01.08.2022 Standard Rehabilitators Pvt. Ltd., CTC-Rs.8,88,000/-	From 01.12.2021 To 01.06.2023 Standard Rehabilitators Pvt. Ltd., CTC-Rs.9,32,400/-	1.NTPC-Ramagundam 09.9.2022 to 06.10.2022 (28 days) 2.APCPL-Jahjjar, Haryana – dates not available 3.Ernavor – dates not available	CTC discrepancy between (A)&(B) & Sudden increase of CTC from S.No.2(B) to S.No.1(B)
2	Project Engineer	From 01.10.2020 to 30.11.2021 H2O Engineering & Technologies CTC-Rs.6,00,000/-	From 01.10.2020 To 30.11.2021 H2O Engineering & Technologies CTC-Rs.3,00,000/-	1.ICF, Chennai 2.Southern Railways, Chennai	CTC discrepancy between (A)&(B)



				3.Balmer & Lawrie, West Bengal. 4.Casagrand, Chennai 5.MIOT Hospital, Chennai	
3	Quality Engineer	From 01.07.2018 to 30.09.2020 Standard Rehabilitators Pvt. Ltd., (Kutch Thermal Power Project, Sika Thermal Power Project, Rihand Thermal Power Project) CTC-Rs.5,40,000/-	From 01.07.2018 to 30.09.2020 Standard Rehabilitators Pvt. Ltd., CTC-Rs.3,00,000/-	1.NTPC-Rihand 01.04.2020 to 15.04.2020 (15 days) 01.06.2020 to 30.06.2020 (30 days) 2.Kutch Thermal Power Project & 3.Sika Thermal Power Project (335 days)	CTC discrepancy between (A) & (B)
4	Site Engineer	From 01.06.2015 to 30.06.2017 Standard Rehabilitators Pvt. Ltd., (NTPC Simhadri, NTPC Badarpur) CTC-Rs.3,60,000/-	From 01.06.2015 to 30.06.2017 Standard Rehabilitators Pvt. Ltd., CTC-Rs.1,80,000/-	1.NTPC-Simhadri 01.06.2016 to 30.09.2016 (4 months) 2.NTPC-Badarpur – 335 days	CTC discrepancy between (A) & (B)

The unassailable facts contained in the above Table explicitly exposes that the petitioner was in the habit of furnishing incorrect/false particulars with regard to his post qualification work experiences in order to somehow grab the employment in NLCIL knowingly the fact that they are false, which is an unbecoming act and serious offence on the part of the petitioner.



Para.13. In addition, NLCIL has also sent letters to the petitioner's previous employers, namely, M/s.H2O Engineering & Technologies and M/s.Standard Rehabilitators Private Limited based on the certificates furnished and declared by him in the Application to verify the post educational work experiences. In response, replies were received confirming his work experience details (period, area of work and nature of duties) at the various sites. In fact, NLCIL had sent letters dated 05.11.2024, 12.11.2024, 18.11.2024 to M/s.H2O Engineering & Technologies and replies were received on 07.11.2024, 18.11.2024 and 21.11.2024 respectively. However, the Deputation Orders of the petitioner to the various alleged Sites were not shared by them. Similarly, NLCIL had sent letters dated 05.11.2024, 18.11.2024 and 03.01.2025 to M/s.Standard Rehabilitators Private Limited and replies were received on 11.11.2024, 28.11.2024 and 18.01.2025 confirming his work experience at the various Sites.

Para.14: At this juncture, it is pertinent to state that the father of the petitioner, namely, Shri.Kanakaraj CPF No.37627 was working as General Manager (Civil) in NLCIL in the Water Supply Division of Township Administration and he had retired on 31.07.2024. During the employment of the father of the petitioner, M/s.Standard Rehabilitators Private Limited was engaged as a Contractor at Township Administration under his direct control. The complaints received from the Schedule Tribe Welfare Association had



specifically alleged that the said Contractor M/s.Standard Rahabilitaors Private Limited was influenced by the father of the petitioner to issue false/incorrect Experience Certificates to his son i.e the petitioner.

6. Heard the learned counsel on either side and perused the records.

7.The facts of the present case are not in dispute. It is an admitted fact that the petitioner was provisionally selected for the post of Executive Engineer (Civil) in [E4 Grade]. It is equally undisputed fact that the Provisional Offer of Appointment was issued in favour of the petitioner. Thereafter, when the second respondent sought verification with the petitioner's previous employers, namely M/s.Standard Rehabilitators Private Limited and H2O Engineering Technologies, both employers confirmed that the details furnished by the petitioner were true and correct. On the basis of the certificates issued by them, the petitioner was declared as successful candidate. Subsequently, when the second respondent sought further verification with the end-users namely, Kutch Thermal Power Plant (KTPP) & Sikka Thermal Power Plant (STPP), they stated in their letters that the data of deputation sent by M/s.Standard Rehabilitators Private Limited and H2O Engineering & Technologies regarding the petitioner was not available with them. However, the mere non-availability of such data cannot be construed to mean that the petitioner's employment with M/s.Standard



Rehabilitators Private Limited and H2O Engineering & Technologies is invalid.

When the employers, M/s.Standard Rehabilitators Private Limited and H2O Engineering & Technologies, have verified and certified that the documents issued in favour of the petitioner are genuine, the same cannot be disregarded on the basis of the information provided by the end-users. Hence, the impugned order passed by the second respondent calls for interference by this Court and is liable to be set aside.

8.In view of the above, the impugned order dated 20.03.2025 passed by the second respondent is hereby set aside. The second respondent is directed to issue the Provisional Offer of Appointment in favour of the petitioner, as expeditiously as possible from the date of receipt of a copy of this order.

9. With the above terms, this Writ Petition stands allowed. No costs. Consequently, connected miscellaneous petitions are closed.

08-12-2025

Index:Yes/No
Speaking/Non-speaking order
Internet:Yes
Neutral Citation:Yes/No
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To

WEB OPEN

1.NLC India Limited

Rep by its Chairman and Managing
Director, Neyveli, Cuddalore
District-607 801

2.The Deputy General Manager
(HR)/RECTT NLC India Ltd.,
Corporate Office, Block -1, Neyveli,
Cuddalore District-607 101



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M.DHANDAPANI J.

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M.DHANDAPANI,J.
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4.Registry is directed to carry out the necessary corrections and re-issue copy of the order to the respective learned counsel appearing for the parties.

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24.02.2026

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