



WEB COPY



W.P.Nos.16527 of 2020

and

W.P.No.24239 of 2015

and

W.P.Nos.13058, 13061, 13063, 13066, 13068,
13071, 13073, 13074 & 13077 of 2019

and

W.M.P.No.20486 of 2021

and W.M.P.Nos.20504 & 20506 of 2020

and

W.M.P.Nos.13190, 13191, 13193, 13194, 13195,
13197, 13198 & 13201 of 2019

M.DHANDAPANI, J.

These writ petitions have been listed under the caption “for being mentioned” at the instance of the Registry on the ground that an inadvertent error has crept in the name of the petitioner in W.P.No.13066 of 2019 of the order wherein it has been typed as Navamani instead of K.Shanmugam.

2. In view of the above, Registry is directed to carry out the necessary correction in the order dated 25.02.2025 replacing the name of the petitioner in W.P.No.13066 of 2019 as K.Shanmugam and issue a fresh copy of the order to the learned counsel for the parties. In other respects, the earlier order dated 25.02.2025 shall remain unaltered.

19.06.2025

rap



WEB COPY



M.DHANDAPANI, J.

rap

W.P.Nos.16527 of 2020 and
W.P.No.24239 of 2015
and
W.P.Nos.13058, 13061,13063, 13066, 13068,
13071, 13073, 13074 & 13077 of 2019
and
W.M.P.No.20486 of 2021
and W.M.P.Nos.20504 & 20506 of 2020
and
W.M.P.Nos.13190, 13191, 13193, 13194, 13195,
13197, 13198 & 13201 of 2019

19.06.2025



WEB COPY

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED : 25.02.2025

CORAM

THE HONOURABLE MR.JUSTICE **M.DHANDAPANI**

W.P.Nos.16527 of 2020

and

W.P.No.24239 of 2015

and

W.P.Nos.13058, 13061,13063, 13066, 13068,
13071, 13073, 13074 & 13077 of 2019

and

W.M.P.No.20486 of 2021
and W.M.P.Nos.20504 & 20506 of 2020

and

W.M.P.Nos.13190, 13191, 13193, 13194, 13195,
13197, 13198 & 13201 of 2019

W.P.No.16527 of 2020

The Management,
Christian Medical College & Hospital
Ida Scudder Road,
Vellore - 632 004
rep by its General Superintendent

..Petitioner

Vs.

1. The Additional Commissioner of Labour,
(Appellate Authority under Payment of Gratuity Act)
Vellore.
2. Assistant Commissioner of Labour
(Authority under Payment of Gratuity Act, 1972),
Vellore.
3. Veeraswamy



WEB COPY

4. R.Periaswamy

5. R.Arumugam

6. Thandavarayan

7. K.Rayappan

8. Venkatachalam

9. Perumal

10. K.Karupiah

...Respondents

Prayer in W.P.No.16527 of 2020: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorari to call for the records connected with the impugned order dated 23.12.2019 passed by the 1st Respondent in P.G.A.No.137 to 144 of 2017 and quash the same.

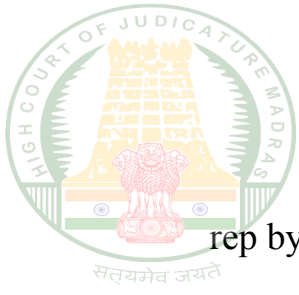
For Petitioner : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

For R3 to R9 : Mr. S.T.Varadarajulu

For R1 & R2 : Mr.K.Surendran
Additional Government Pleader

W.P.No.24239 of 2015

The Management,
Christian Medical College & Hospital
Ida Scudder Road,
Vellore - 632 004



rep by its General Superintendent

WEB COPY

....Petitioner

Vs.

1. The Labour Inspector,
(Authority under Tamilnadu
Conferment of permanent Status
to Workmen Act, 1981)
TNHB Building,
Sathuvachari,
Vellore.

2. T.Rayappan

3. Raman

4. K.Perumal

5. Chinnapillai

6. Thandavarayan

7.Navamani

8.Karuppiah

9.Perumal

10.Venkatachalam

11.S.Stephan

12. Veeraswamy

13.S.Ravichandran

14.Arunachalam

15.K.Shanmugam

5/17



WEB COPY

16.R.Periaswamy

17.R.Parthasarathy

18.J.Mathew

19.K.Sivalingam

20. Ponnuswamy

21. R.Arumugam

...Respondents in W.P.No.24239 of 2015

Prayer in 24239 of 2015: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorari to call for the records connected with the impugned order dated 24.04.2015 passed by the 1st respondent in Na.Ka.No.3121 of 2014 and quash the same.

For Petitioner : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

For R1 : Mr.K.Surendran
Additional Government Pleader

For R2 to 21 : Mr. S.T.Varadarajulu

W.P.No.13058 of 2019

Navamani

...Petitioner

Vs.

The Management,

6/17



Christian Medical College & Hospital,
Vellore - 632 002.

WEB COPY

...Respondent

Prayer in W.P.No.13058 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.93 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13061 of 2019

Steephan

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore.

...Respondent

Prayer in W.P.No.13061 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.94 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with



WEB COPY

continuity of service and with back wages and other attendant benefits,
Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13063 of 2019

S.Ravichandran

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondent

Prayer in W.P.No.13063 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.103 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates



W.P.No.13066 of 2019

Navamani

...Petitioner

WEB COPY

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondents

Prayer in W.P.No.13066 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.110 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13068 of 2019

M.Perumal

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondents

Prayer in W.P.No.13068 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call



WEB COPY

for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.109 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13071 of 2019

S.Arunachalam

...Petitioner

Vs.

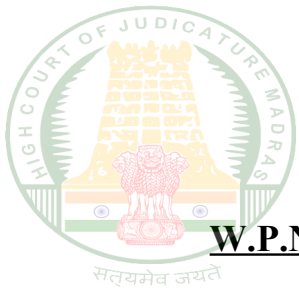
The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondents

Prayer in W.P.No.13071 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.106 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates



W.P.No.13073 of 2019

WEB COPY K.Sivalingam

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondent

Prayer in W.P.No.13073 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.107 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13074 of 2019

R.Ponnuswamy

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondent

Prayer in W.P.No.13074 of 2019: Petition filed under Article 226 of the



WEB COPY

Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.102 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondents : Mr.Sanjay Mohan
for M/s.S.Ramasubramaniam and
Associates

W.P.No.13077 of 2019

J.Mathew

...Petitioner

Vs.

The Management,
Christian Medical College & Hospital,
Vellore - 632 002.

...Respondent

Prayer in W.P.No.13077 of 2019: Petition filed under Article 226 of the Constitution of India to issue a Writ of Certiorarified Mandamus to call for the records relating to the Award of the Principal Labour Court, Vellore dated 16.02.2016 in I.D.No.111 of 2014 and quash the same and consequently direct the respondent to reinstate the petitioner with continuity of service and with back wages and other attendant benefits, Award Costs.

For Petitioner : Mr. S.T.Varadarajulu

For Respondent : Mr.Sanjay Mohan

12/17



WEB COPY

for M/s.S.Ramasubramaniam and
Associates

COMMON ORDER

Since the issue involved in these writ petitions are one and the same, they are disposed of by way of this common order.

2. The brief facts are that the labourers in respective writ petitions have filed their respective petitions before the Labour Court seeking reinstatement with continuity of service and the same was dismissed vide impugned orders. Challenging the same, the labourers have filed W.P.Nos.13058, 13061, 13063, 13066, 13068, 13071, 13073, 13074 & 13077 of 2019 seeking to quash the impugned orders. In respect of the other batch of writ petitions, the labourers have filed an application before the Labour Court, seeking conferment of permanent status, wherein the Labour Court vide common order dated 24.04.2015 held that the respective labourers were entitled to permanent status only in respect of workers who did not attain the age of superannuation. Aggrieved by the same, the management has filed a writ petition before this Court in W.P.No.24239 of 2015 which is still pending. In the meantime, the respective labourers in respective writ petitions have also filed an application seeking a direction to the management to pay the gratuity to



WEB COPY

the labourers, wherein the Labour Court directed the management to pay gratuity to the labourers. Aggrieved over the same, the management has filed appeals before Appellate authority after depositing an amount of Rs.8,41,408/- before the lower appellate Court. However, the appellate authority while dismissing the appeals filed by the management has directed the management to pay gratuity as decided by the lower appellate Court along with simple interest from the date of gratuity. Challenging the award passed by the appellant authority in P.G.A.Nos.137 to 144 of 2017, the management has filed W.P.No.16527 of 2020.

3. Though the above writ petitions have been filed seeking the aforesaid reliefs, however, the learned counsel for the management submitted that this Court may direct the labourers to withdraw the amount as ordered by the controlling authority which being deposited by the management along with accrued interest as costs as ex-gratia in full quit within the time frame that may be stipulated by this Court.

4. The learned counsel for the respective workmen has no objection for the order being passed.



WEB COPY 5. Heard the learned counsel on either side and perused the materials placed on record.

6. In the light of the above this Court without going into the merits of the case directs the Gratuity authority to disburse a sum of Rs.78,688/- to each workman with accrued interests and costs as full quit within a period of four (4) weeks from the date of receipt of a copy of this order.

With the above observation and directions, these writ petitions are disposed of. No costs. Consequently, connected miscellaneous petitions are closed.

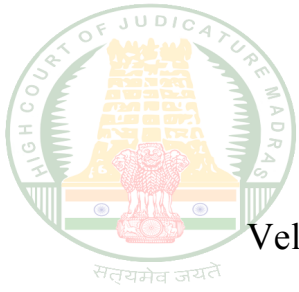
25.02.2025

RAP
Speaking Order : Yes/ No
Index : Yes/ No
NCC : Yes/ No

To

1. The Additional Commissioner of Labour,
(Appellate Authority under Payment of Gratuity Act)
Vellore.
2. Assistant Commissioner of Labour
(Authority under Payment of Gratuity Act, 1972),

15/17



Vellore.

WEB COPY

3. The Labour Inspector,
(Authority under Tamilnadu
Conferment of permanent Status
to Workmen Act, 1981)
TNHB Building,
Sathuvachari,
Vellore.

M.DHANDAPANI., J.

rap



WEB COPY

W.P.Nos.16527 of 2020
and
W.P.No.24239 of 2015
and
W.P.Nos.13058, 13061,13063, 13066, 13068,
13071, 13073, 13074 & 13077 of 2019

25.02.2025