



WP(MD). No.32208 of 2025

BEFORE THE MADURAI BENCH OF MADRAS HIGH COURT

Dated : 13/11/2025

CORAM

THE HONOURABLE MR. JUSTICE K.KUMARESH BABU

WP(MD). No.32208 of 2025

N.Nithya,

... Petitioner

Vs

1. The Chairman/ Managing Director,
Tamil Nadu Generation and Distribution Corporation Limited,
Npkr Maaligai, 10th Floor,
No. 144 Anna Salai,
Chennai 600 002.
2. The Chief Engineer (Personnel),
Tamil Nadu Generation and Distribution Corporation Limited,
Npkr Maaligai, 8th Floor,
No. 144 Anna Salai,
Chennai 600 002.
3. The Chief Engineer (Distribution),
Madurai Electricity Distribution Circle,
Tamil Nadu Power Distribution Corporation Limited,
Madurai.
4. The Superintending Engineer (Distribution),
Madurai Electricity Distribution Circle,
Tamil Nadu Power
Distribution Corporation Limited,
Madurai.

... Respondents



WP(MD). No.32208 of 2025

PRAYER :- Writ Petition filed under Article 226 of the Constitution of India, praying this Court to issue a Writ of CERTIORARIFIED MANDAMUS to call for the records pertaining the impugned order passed by the fourth respondent in KU.No. 956/SE/MDC/MD/NiA/NiMe/NiPi.1/U2 dated 14.10.2025 and consequently direct the respondents to sanction petitioner Maternity Leave from 16.05.2025 to 15.05.2026 with full pay and benefits and for other relief in the light of Honble Apex Courts judgment passed in K.Umadevi Case reported in 2025 INSC781.

For Petitioner : Kaleeswaran G,
For Respondent : Mr.B.Ramanathan
standing counsel

ORDER

The present writ petition has been filed to call for the records pertaining the impugned order passed by the fourth respondent in KU.No. 956/SE/MDC/MD/NiA/NiMe/NiPi.1/U2 dated 14.10.2025 and consequently direct the respondents to sanction petitioner Maternity Leave from 16.05.2025 to 15.05.2026 with full pay and benefits and for other relief in the light of Honourable Apex Courts judgment passed in K.Umadevi Case reported in 2025 INSC781.



WP(MD). No.32208 of 2025

2. The issue raised in the writ petition is no longer res integra. This Court in W.P(MD)No.23455 of 2024, following the judgment of the Hon'ble Apex Court had held that there can be no restriction of grant of maternity leave by the number of child that is born to the concerned employee. I am also in bound by the view taken by the learned Single Judge.

3. In view of the same, the writ petition stands allowed. The impugned orders stand quashed and the respondents are directed to approve the maternity leave for the petitioner in accordance with the provisions of the Act and Rules alone. There shall be no order as to costs.

13.11.2025

NCC : Yes / No
Index : Yes / No
Internet : Yes
tta



WEB COPY



WP(MD). No.32208 of 2025

TO

1. The Chairman/ Managing Director,
Tamil Nadu Generation and Distribution Corporation Limited,
Npkrr Maaligai, 10th Floor,
No. 144 Anna Salai,
Chennai 600 002.
2. The Chief Engineer (Personnel),
Tamil Nadu Generation and Distribution Corporation Limited,
Npkrr Maaligai, 8th Floor,
No. 144 Anna Salai,
Chennai 600 002.
3. The Chief Engineer (Distribution),
Madurai Electricity Distribution Circle,
Tamil Nadu Power Distribution Corporation Limited,
Madurai.
4. The Superintending Engineer (Distribution),
Madurai Electricity Distribution Circle,
Tamil Nadu Power
Distribution Corporation Limited,
Madurai.



WEB COPY



WP(MD). No.32208 of 2025

K.KUMARESH BABU,J

tta

**ORDER
IN
WP(MD) No.32208 of 2025**

Date : 13/11/2025