



WP.(MD)No.36522 of 2025

BEFORE THE MADURAI BENCH OF MADRAS HIGH COURT

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DATED : 19.12.2025

CORAM :

THE HON`BLE MR.JUSTICE B.PUGALENDHI

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P.Dharmendran

... Petitioner

Vs.

The Management of
Tamil Nadu State Transport Corporation (Kumbakonam) Ltd.,
Karur Region,
Rep.by its General Manager,
Karur.

... Respondent

Prayer : Writ Petition filed under Article 226 of the Constitution of India, praying for the issuance of Writ of Mandamus, to direct the respondent to revise/re-fix the scale of pay of the petitioner w.e.f. 01.09.2023 to till his retirement, based on the wage settlement dated 29.05.2025 and consequently to pay him difference / arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on such re-fixed scale of pay payable to him on the month of his retirement, together with 18% interest per annum, within a time frame as may be fixed by this Court.



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For Petitioner : Mr.S.Arunachalam

For Respondent : Mr.K.Ramaiah

ORDER

The petitioner has joined as a Driver in the respondent transport corporation on 09.06.1999 and retired as a Special Grade Driver, on 30.04.2024 and the retirement benefits due to him were also settled by the respondent. However, the 15th tripartite wage settlement under Section 12(3) of the Industrial Disputes Act was entered into between the Management and Trade Unions on 29.05.2025. As per Clause 1 of the terms of settlement, the Management has agreed to revise the wages of the employees who were in service as on 01.09.2023 by revising the pay by 6% of the earlier wages, with effect from 01.09.2023 notionally and monetary benefits with effect from 01.09.2024.

2.Admittedly, the petitioner was in service as on 01.09.2023 and retired on 30.04.2024 and therefore, the petitioner made a



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representation to the respondents seeking the benefits due to him as per the 15th wage settlement. Alleging inaction, he has filed this writ petition seeking a mandamus directing the respondents to revise the petitioner's wages, based on the 15th wage settlement dated 29.05.2025 and to pay the benefits with interest.

3.Mr.K.Ramaiah, learned Standing Counsel takes notice for the respondent and submitted that as per Clause 37(b) of the settlement u/s.12(3) of the Act dated 29.05.2025, the Management is expected to revise the scale of pay from 01.09.2023 and to calculate the arrears of amount with effect from 01.09.2024 and pay the amount on four quarterly installments. According to him, they would calculate the difference of pay, if any, due to the petitioner and it would be paid within a reasonable time.

4.This Court paid it's anxious consideration to the rival submissions made on either side and perused the materials placed on record.



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5.The 15th wage settlement under Section 12(3) of the Industrial Disputes Act was entered into between the Management and the Unions on 29.05.2025. As per Clause 1 of the terms of the settlement, the Management has agreed to revise the wages of the employees, who were in service as on 01.09.2023, by revising the pay by 6% of the earlier wages. Therefore, the monetary benefits would be paid with effect from 01.09.2024 and the arrears if any, would be settled in four quarterly installments.

6.Clause 37(b) of the settlement dated 29.05.2025 reads as under:-

“ஆ) இந்த ஒப்பந்தத்தின் மூலமான பணப்பயன் நிலுவைத் தொகை 01.09.2024 முதல் கணக்கிடப்பட்டு 4 தவணைகளாக காலாண்டுதோறும் வழங்கப்படும்.”

7.The petitioner was in service as a permanent employee of the Transport Corporation as on 01.09.2023 and therefore, he is



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entitled for the benefits as per this 15th wage settlement. The petitioner was retired from service on 30.04.2024 and he was paid with the retirement benefits as per the earlier wage settlement. The 15th wage settlement provides revision of scale of pay by 6% on the basic pay, for those who were in service as on 01.09.2023, however monetary benefits with effect from 01.09.2024. Therefore, the petitioner is entitled for the monetary benefits, pursuant to the revision of scale of pay from 01.09.2024 and the consequential retirement benefits.

8. Admittedly, such a revision has not been made till date. Any belated settlement of monetary benefits due to an employee needs to be settled with interest at the rate of 6% per annum. Therefore, this writ petition stands allowed with a direction to the respondent Transport Corporation to revise the pay scale of the petitioner with effect from 01.09.2023 and provide the monetary benefits with effect from 01.09.2024, as per the 15th wage settlement dated 29.05.2025 and settle the benefits along with



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arrears to the petitioner within a period of six months from the date of receipt of a copy of this order, with interest @ 6% per annum. The interest shall be calculated for the period beyond Clause 37(b) of the settlement dated 29.05.2025 till the date of actual payment. There shall be no order as to costs.

19.12.2025

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