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IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 17-11-2026

CORAM

THE HON'BLE MR.JUSTICE KRISHNASWAMY GOVINDARAJAN

WP No. 29059 of 2011
CNR: {HCMA010257442011}
Case QR

WP.No.1591 of 2016
CNR: {HCMA010246402016}
Case QR
and
WMP Nos.1353 and 11624 of 2016

In WP No. 29059 of 2011:

1. A.K.Kaliyamurthy,
   S/o.Karuppusamy

2. S.Kabilan,
   S/o.Shanmugam

3. K.Selvasamy,
   S/o.R.Kasinathan

4. KN.Murugappan,
   S/o.SP.Kannappan

5. G.Seetharaman,
   S/o.T.Govindarajan

6. S.Xavier Raj,
   S/o.A.Soosai Nathan

7. V.Manimegalai,
   D/o.M.Venkatachalam

8. T.Adalin Premalatha,
   W/o.M.Isaiah

9. K.Shanbagavalli,
   D/o.P.Kuppusamy

10. C.Bernath Mary,
    W/o.D.Panneerselvam

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11.D.Elavarasi,
W/o.S.Uthirapathy

12.A.Malarvizhi,
W/o.J.Augustine Daniel Joseph

13.D.Ragunath,
S/o.V.P.Devasitham

14.S.M.Balasubramanian,
S/o.S.P.S.M.Somasundaram

15.K.Laksham,
S/o.M.Kuppusamy

16.R.Asokan,
S/o.R.G.Rengarajan

17.M.A.Kanniyon,
S/o.S.Marimuthu

18.S.Sivakumar,
S/o.Samidurai

19.D.Chitra,
W/o.N.Mullainathan

20.K.Amudha,
W/o.P.Ananthakrishnan

21.S.Mary Selvasutha,
W/o.S.Edwin Samuel

22.R.Anchanavannan,
S/o.K.Ramasamy

23.K.Rajalakshmi,
D/o.A.Kaliyaperumal

24.D.Flora,
D/o.D.Daniel

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25. A. Manjula,
D/o.P.V.Anantha Narayanan

26. S.Pushpavalli,
D/o.K.Somasundaram

27. P.Therasa,
D/o.J.Paulraj

28. S.Shyamala,
D/o.M.Sellaperumal

29. G.Pandiyan,
S/o.V.Gurumoorthy

30. P.Malarvizhi,
D/o.S.Pattusamy

31. P.Arumugam,
S/o.V.Parthasarathy Guptha

32. S.Shunmugasundaram,
W/o.P.Natarajan

33. A.Indira,
W/o.V.Kirubanithi

34. V.Girija,
W/o.R.Chandru

35. A.Nirmala,
W/o.K.Rajaram

36. M.Thamaraiselvi,
W/o.S.Radhakrishnan

37. M.T.Sagayamary,
W/o.C.Arputharaj

38. P.Anusuyadevi,
D/o.C.Pandurangan

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39.P.Komala,
W/o.U.Paturaj

40.P.Gowri,
W/o.M.Periyasamy

41.P.Sekar,
S/o.M.Pandurangan

42.M.Kaliyamoorthy,
S/o.Mayavan

43.S.Newton Selvakumar,
S/o.C.D.Sathyanathan

44.S.A.Jacob,
S/o.S.Amalanathan

45.M.Chandrika,
W/o.C.Dhanaraj

46.K.Chandrakumari,
C/o.V.Subramani

47.V.Banumathy,
W/o.C.R.Venkitakrishnan

48.V.Souriagandhi,
W/o.D.Joseph Antony

49.S.Poongothai,
W/o.C.Paramasivam

50.P.Chinnammal,
W/o.R.Periyasamy

51.M.Senthamarai,
W/o.A.K.Kaliyamurthy

52.D.Santhi,
W/o.A.Balakrishnan

53.R.Hemavathi,

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54. V.Savithiri,

55. A.Selvarani,
W/o.Thangaraj

56. A.Jackulin Mary,
W/o.R.Raman

57. M.Muthulakshmi,
W/o.A.Subramanian

58. T.Dhandapani,
S/o.Thangavel

59. V.Kalaiselvi,
W/o.Chinnathambi

60. B.Prema,
W/o.S.Varatharajulu

61. S.Selvarasu,
S/o.V.R.Sambasivam

62. M.Chandra,
W/o.K.Devendran

63. S.Prabhakaran,
S/o.Singaravelu

64. S.Arokiaraj,
S/o.Sanjone

65. P.Thillaikarasi,
D/o.K.Perumal

66. W.Jeba Christoline,
W/o.S.Albert Jayakumar

67. L.Natchathira Mary,
D/o.S.Lourthusamy

68. E.Esther Jayamani,

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D/o.A.Edwin Duraisamy

69.S.Amala Therese,
D/o.K.Sephasthiar

70.K.Chitra,
D/o.K.Kalyanasundaram

71.P.Thangaraju,
S/o.S.Palaniyandi

72.S.Balagurunathan,
S/o.G.Swaminathan

73.D.M.Sumathi,
W/o.R.Gunasekaran

74.R.Govindammal,
W/o.G.D.Gunasekaran

75.C.Saraswathi,
W/o.K.Periasamy

76.V.Kirubahari,
W/o.Mozhivendhan

77.M.Rajeswari,
W/o.M.Ramalingam

78.V.Malathi,
W/o.N.Ramkumar

79.S.Elizabeth Rani,
W/o.Christiraj

80.P.S.Jeyanthi,
W/o.V.Athi Venkata Srinivasan

81.S.Deepa Patchiammai,
W/o.C.N.Rajendiran

82.R.Vijayalakshmi,

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W/o.P.Santhanandam

83.R.Ezhilarasi,
W/o.S.Ramasamy

84.N.Yazhmozhi,
D/o.R.Natarajan

85.M.J.Lilly,
W/o.Andrew

86.P.Rajalakshmi,
W/o.S.Mathivanan

87.P.Sowthamani,
W/o.Ranganathan

88.S.Dhanalakshmi,
W/o.K.G.Thirumamanalan

89.R.S.Manimoli,
W/o.K.Thanapal

90.K.Revathi,
W/o.S.Thiyagarajan

91.M.Jayaseeli,
W/o.R.Muthamilkumar

92.S.Dhevasagaya Mary,
W/o.S.Charles Arokiasamy

93.R.Padmavathy,
W/o.Panneerselvam

94.J.Vasantha,
W/o.S.Subramanian

95.K.Usha Rani,
W/o.Ramachandran

96.M.Amutha,
W/o.Veerappan

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97.K.Rajendiran,
S/o.Kunchithapatham

98.P.S.Annamalai,
S/o.P.Subramanian

99.J.Poomudi,
W/o.Vadivelu

100. G.Manivasagam,
S/o.Govindarajan

101. R.Sivakumar,
S/o.Ranganathan

102. R.Venkatesan,
S/o.M.Ramamoorthy

103. B.Alagesan,
S/o.Balasubramanian

104. V.Baby,
W/o.Sekar

105. K.R.Revathi,
W/o.G.Lingasamy

106. S.Kalaivani,
W/o.T.Ganesan

107. K.Kalaiarasi,
W/o.M.Balavadivel

108. A.Mariammal,
W/o.S.Arokiaraj

109. K.Jayanthi,
W/o.Sumasa Nehram

110. R.Tamizharasi,
W/o.Annamalai

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111. S.Mercy Magdaline,
W/o.Rai Richard Thamburaja

112. C.Suganthan,
S/o.Chinnapaiyan

113. G.Kalvirayar,
S/o.R.Govindaraj

114. C.Samidurai,
S/o.Chinnathambi

115. R.Rajavel,
S/o.Ramasamy

116. N.Sapapathi,
S/o.Natesan

117. M.Arumugam,
S/o.Marimuthu

..Petitioners

Vs

1. The Neyveli Lignite
Corporation Limited,
Corporate Office, Block-1,
Neyveli-607 701,
Represented By Its Chairman Cum Managing
Director.

2. The Chief General Manager (P&A),
The Neyveli Lignite Corporation Limited,
P & A Department, Corporate Office,
Block-1, Neyveli-607 701.

3. The General Manager (HR/IR),
The Neyveli Lignite Corporation Limited,
HR Department, Corporate Office,
Block-1, Neyveli-607 701.

..Respondents

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In WP.No.1591 of 2016:

1. KN.Murugappan,
   S/o. SP.Kannappan

2. G.Seetharaman,
   S/o. T.Govindarajan

3. S.Xavier Raj,
   S/o. A.Soosai Nathan

4. K.Selvasamy,
   S/o. R.Kasinathan

5. K.Shanbagavalli,
   D/o. P.Kuppusamy

6. C.Bernath Mary
   W/o. D.Pannerselvam

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   W/o. S.Uthirapathy

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    S/o. Samidurai

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    W/o. N,Mullainathan

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    W/o. P.Ananthakrishnan

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    W/o. S.Edwin Samuel

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    D/o. A.Kaliyaperumal 76.

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W/o.Thagaraj

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W/o. S.Varatharajulu

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S/o. V.R.Sambasivam

43.S.Arokiaraj,
S/o. Sanjone

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44.P.Thillaikarasi,
D/o. K.Perumal

45.W.Jebah Christoline,
W/o. S.Albert Jayakumar

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D/o. S.Lourthusamy

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D/o. A.Edwin Duraisamy

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D/o. K.Sephasthiar

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50.S.Balagurunathan,
S/o. G.Swaminathan

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W/o. R.Gunasekaran

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W/o. G.D.Gunasekaran

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W/o. K.Periyasamy

54.M.Rajeswari,
W/o. M.Ramalingam

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W/o. Christiraj

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W/o. V.Athi Venkata Srinivasan

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W/o. C.N.Rajendiran

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W/o. S.Thiyagarajan

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W/o. R.Muthamilkumar

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W/o. S.Charles Arokiasamy

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W/o. Panneerselvam

66.M.Amutha,
W/o. Veerappan

67.R.Venkatesan,
S/o. M.Ramamoorthy

68.B.Alagesan,
S/o. Balasubramanian

69.V.Baby,
W/o. Sekar

70.S.Kalaivani,
W/o. T.Ganesan

71.K.Kalaiarasi,
W/o. M.Balavadivel

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72.A.Mariammal,
W/o. S.Arokiaraj

73.R.Tamizharasi,
W/o. Annamalai

74.S.Mercy Magdaline,
W/o. Rai Richard Thamburaja

75.R.Sampath Kumar,
S/o. Radhakrishnan

..Petitioners

Vs

1. The Neyveli Lignite
Corporation Limited,
Rep. by its Chairman Cum Managing Director,
Corporate Office, Block-1,
Neyveli-607 801.

2. The General Manager (HR),
The Neyveli Lignite Corporation Limited,
HR Department, Corporate Office,
Block-1, Neyveli-607 801.

3. The Executive Director / HR,
The Neyveli Lignite Corporation Limited,
Corporate Office-HR Department,
Wage Revision Division, Block-1, Neyveli-607 801.

4. The Secretary,
NLC Schools, M.G.Road,
Block-8, Neyveli-607 803.

..Respondents

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Prayer in WP No. 29059 of 2011: Writ Petition filed under Article 226 of the Constitution of India praying to issue a writ of certiorarified mandamus to call for the records of the 3rd respondent made in his proceedings No. CORP/HR/WR/800/2011, dated 28.09.2011 and quash the same in so far as it withdraws the monitory and other benefits, perks, fringe benefits etc. enjoyed by the petitioners and consequently direct the NLC management to continue to pay the NLC salary and other benefits, perks etc. which benefits the petitioners were receiving as per the periodical wage revisions applicable to NLC employees without any discrimination as per the agreement dated 20.02.1987 and the method set out in para 5 of the proceedings of the Director/Personnel, NLC made in proc.No.3697/C8/86, dated 13.05.1987 along with the proceedings No. CORP/P&A/WR/836/2010, dated 06.09.2010 issued by the 2nd respondent.

Prayer in WP No. 1591 of 2016: Writ Petition filed under Article 226 of the Constitution of India praying to issue a writ of certiorarified mandamus to call for the records of the 3rd respondent in his Proceeding No.CORP/ HR/WR/ 838/2015 dated 03.11.2015 and quash Clause 26.0 in so far as it affects the interest of the petitioners herein and consequently direct the respondents to extend the benefits of the understanding reflected in the 18(1) Settlement dated 15.10.2015 arrived under the Industrial Disputes Act 1947 to the petitioners herein.

In WP No. 29059 of 2011:

For Petitioners: Mr.S.Silambanan,Senior Counsel
for M/S.Profexs Associates

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For Respondents: Mr.N.Nithianandam,
Counsel for NLC

In WP No. 1591 of 2016:

For Petitioners: Mr. Kandhan Duraisamy

For Respondents: Mr.N.Nithianandam,
Counsel for NLC

COMMON ORDER

These writ petitions have been filed challenging the impugned orders dated 03.11.2015 and 28.09.2011 passed by the Neyveli Lignite Corporation (NLC) and consequently seeking to extend the benefits of the understanding reflected in the settlement dated 15.10.2015 (applicable to NLC employees).

2. The case of the writ petitioners in W.P.No.29059 of 2011 is that they are all teaching, non-teaching and retired staff in 13 schools run by the Neyveli Lignite Corporation (NLC), which include 3 Higher Secondary Schools, 2 High Schools, 5 Middle Schools, and 3 Elementary Schools. It is the case of the writ petitioners that the schools are entirely managed by the NLC and aggrieved by the impugned orders dated 03.11.2015 and 28.09.2011, they have approached this Court by way of the present writ petitions.

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3. It is the further case of the petitioners that there are different categories of teachers working in these schools, namely, 'Headmasters' of the Higher Secondary Schools and High Schools, 'Post Graduate Assistants', 'B.T. Assistants', 'B.T. Tamil Pandits', 'Physical Directors', 'Physical Education Teachers', 'Secondary Grade Assistants', 'Craft Teachers', 'Drawing Masters', 'Senior Engineering Instructors', 'Senior Mechanics', 'Junior Mechanics', and 'Music Teachers'. A few categories in the non-teaching staff side are Junior Assistants, Peons, Class IV Employees, Attendants, Basic Servants, and Typists. In both teaching and non-teaching categories, there are employees who receive a 'grant-in-aid' and those who do not get 'grant-in-aid'. At the time of filing of the writ petition, there were no persons in the category of 'grant-in-aid' in the level of Attendants, Technical Teachers, and Typists.

4. It is further contended that after the Tamil Nadu Recognised Private Schools (Regulation) Act, 1973 coming into force, the schools started getting grant-in-aid for these schools. Despite the same, NLC Corporation had affixed different scales of pay for the teaching and non-teaching staff employed in the schools run by the NLC, which were far higher than the state scales of pay. However, the management started paying the State scale of pay and Dearness Allowance applicable to other aided schools for both the teaching and non-teaching staff, recruited after 01.01.1974. Since the petitioners had all joined service before the Act of 1973 came into force, they contend that they ought to

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be treated as employees of NLC and sought for benefits and pay of scale on par with NLC employees. They allege that the immediate withdrawal of the pay fixation without notice is a clear violation of the principles of natural justice, and hence pray for allowing the writ petitions.

5. On similar lines, another batch of writ petition namely W.P.No.1591 of 2016 came to be filed by 75 petitioners. The prayer in the said writ petition is to the effect of challenging the order dated 03.11.2015 and consequently seeking extension of the benefits to which the NLC management entered into a settlement under Section 18(1) of the Industrial Disputes Act, 1947, on 15.10.2015 with the NLC employees.

6. The Neyveli Lignite Corporation filed a detailed counter, and it is the case of NLC that the teachers appointed subsequent to 1974 were paid salary and other benefits in the pay scale of teachers in Tamil Nadu State Government service. In respect of such teachers, known as, grant-in-aid teachers, the salary and allowances payable to them were received by NLC, by way of grant from the State Government. In view of the subsequent appointments in 1974, there were two categories of teachers in the NLC, namely, (i) Teachers in NLC pay scales (appointed by NLC), and (ii) grant-in-aid teachers in Tamil Nadu Government teachers pay scale (appointed by the School Committee /

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Secretary, NLC Schools, after 1974, after approval by the Tamil Nadu Education Department). There were grievances from grant-in-aid teachers that there was disparity between the teachers in the NLC pay scales and the teachers who were on the Tamil Nadu Government pay scales, which led to the filing of W.P.No.71 of 1984. In view of the above mentioned writ petition, the management took a lenient view in favour of the grant-in-aid teachers, and it was agreed by way of an MoU dated 20.02.1987 to notionally fix their pay scale in the NLC pay scales, and the relevant portions are extracted hereunder:

> *"12. I state that it is clear from the circumstances and the background of the MOU dated 20.02.1987, that the intention behind such an MOU was to make a parity amongst the teachers in the NLC pay scales and the grants in aid teachers who were borne on Tamil Nadu State Govt. pay scales. Accordingly, it was also stipulated therein that in the event of any difference between pay + DA + ADA in the State Govt. is higher than the pay + DA + VDA in NLC pay scale, such difference shall be reimbursed to the grant-in-aid teachers under the MOU. Even though, it was not mandatory to extend the benefits of the wage revision of NLC to the Grant in Aid teachers, in practice, they were receiving the benefits of such pay revision from time to time. However, this practice though not legally binding on NLC under the MOU, it does not confer any legal rights to claim parity in their pay and allowances at all times indefinitely, taking recourse to the above MOU when there is no such disparity which was existing at the time of the execution of the above said MOU.*
>
> *13. I state that the principles of pay revision has been changed drastically as per the Govt. of India norms which came into effect based on the second Pay Revision Commission's Report as per the guidelines issued by Dept. of Public Enterprises (DPE). The concept of fixed pay and variable pay has been evolved and the allowances were pooled in a common hotchpot called cafeteria approach as per*

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the pay revision guidelines issued by the DPE. Accordingly, while negotiating and finalizing the wage revision for workmen in NLC vide 12 (3) Settlement dated 04.09.2010, apart from revising basic pay and VDA, allowances which were commonly enjoyed by the workmen were pooled by applying cafeteria approach in terms of the DPE guidelines and accordingly in NLC 40% of the basic pay was allowed as common allowance as per Section 12(3) Settlement. It is to be mentioned that by doing so, all the workmen were highly benefited when compared to the quantum of such common allowance which was received by them before such pay revision. Prior to the new pay revision, such allowances were linked to fulfillment of certain conditions. For instance, it was mandatory for production of an undertaking by the individual for claiming LTA and proof of travel and other documents for claiming LTC. However, after introducing Common Allowance, there was no such requirement and the workmen are entitled to claim such 40% of their basic pay towards allowances without any such compliance of conditions as earlier, subject to attendance of duty of minimum 10 days in a month. In short, the overall pay package taking into consideration of revised basic, DA & Common Allowance put together as per the new settlement is very much higher than what they received prior to the Settlement.

14. I state that while extending the benefits of pay revision based on Sec. 12 (3) Settlement dated 04.09.2010 to the grant in aid teachers who were notionally fitted already to NLC scales as per the recommendation of the Committee of Senior Executives for rationalization of their pay and allowances, it was decided to include the component of Common Allowances also along with basic pay and VDA for the purpose of reckoning the difference between NLC pay scales and Tamil Nadu State Govt. pay scales (as indicated in the MOU dated 20.02.1987). Incidentally, it is to be mentioned that over a period of time ADA has been ceased to exist in Tamil Nadu pay scales, so also DA is no longer available in NLC pay scales. For the sake of clarity, it may be mentioned that in Tamil Nadu pay scales, apart from basic pay, DA alone is to be reckoned for comparison with NLC pay scale which includes basic pay, VDA and common allowance.

15. I state that while extending the benefits of pay revision in NLC scale to the salary and other allowances with a higher monetary quantum when compared to

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grant in aid teachers, it was ensured that teachers of this category were getting their earlier salary. The claim of the Petitioners not to include 40% common allowance along with basic pay and VDA for the purpose of comparison with the basic pay + DA of Tamil Nadu State by citing the MOU is unjust and unreasonable. When the concept of the whole pay revision has been revamped recently, NLC is bound to include the common allowance also along with VDA and basic pay for the comparison for the specific reason that though the common allowance was in the nature of allowance, the mode of payment subsequent to pay revision is a fixed component of 40% on the basic of the individual. In any case there is not even a single teacher amongst the Petitioners whose salary and allowances put together under the impugned circular is lesser than the total quantum of salary which they received by taking into consideration of difference in salary in terms of MOU dated 20.02.1987."

7. In view of such contentions, the respondent prays for the dismissal of the writ petitions.

8. Heard the learned counsel on either side and perused the materials available on record.

9. For better appreciation, one of the sample pay slips is reproduced hereunder:

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நெய்வேலி பழுப்பு நிலக்கரி நிறுவனம், நெய்வேலி
நेयवेली लिग्नाइट कार्पोरेशन लिमिटेड, नेयवेली
NEYVELI LIGNITE CORPORATION LIMITED, NEYVELI

Salary Slip / वेतन पर्ची / ஊதியப் பட்டியல் / for the month of OCT - 2011 payable on 01-11-2011

CPF No.	800580 PAN AELPJ3453R	Factory No.	
Name/नाम/பெயர்	JACOB S A	Unit	08 TOWNSHIP ADMINISTRATIVE
Desig/पदनाम/பதவி	BACHELOR OF TEACHING	Scheme	28 EDUCATION
F/H Name	AMALANATHAN S	Division	70 H.SCH.BL-26 00
DOJ NLC	25-04-1990	Pay Scale	Rs.5750-160-9590 W6
Bank Acct. No.	429566582	Bank Name	INDIAN BANK BL-17

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EARNINGS/अर्जन/வரவினங்கள்				DEDUCTIONS/कटौतियाँ/பிடித்தங்கள்			
Erng Code	Description	Eligible Amount	Payable Amount	Deduction Code	Description		Amount
1	BASIC PAY	22730	22730.00	501	PF SUBSCRIPTION		0.00
3	VDA	11820	11820.00	502	PF ADDL. SUBSCRIPTION		
9	FP INCENTIVE INCREMENT			505	TDS-INCOME TAX		1470.00
53	GOLDEN JUBILEE INCREMENT	320	320.00	506	HOUSE RENT		
				507	ELECTRICITY CHARGES		30.25
				514	H.B.A. RECOVERY		
				518	FESTIVAL ADV. RECOVERY		
				535	DEATH RELIEF FUND RECY.		
42	COMMON ALLOW	9092.00	9092.00	509	WATER CHARGES		2.00
				517	CONV ADV RECY	15/ 42	1000.00
				559	LIC PREMIUM REC		7297.70
				560	PLI PREMIUM REC		731.00
				601	TEACH G.I.S		30.00
				604	TEACH MED. FUND		25.00
				630	THRIFT SUBS.		1000.00
				632	TEACH PF RECY.		8000.00

Total Earnings/कुल अर्जन/மொத்த ஊதியம்	43962.00	Total Deductions/कुल कटौतियाँ/மொத்த பிடிப்பு	19585.95

B/F Amt. 2.66 C/F Amt. 6.61 Net Salary/कुल वेतन/நிகர ஊதியம் 24380.00

Other payment made during the month

Pymt. Dt.	Payment Description	Eligible Amt.	Other Pymt.	Recy. Amt.	Paid Amt.
18-10-11	Wage Revision Arre	168892.00		25262.00	143630

LEAVE DETAILS

	CL	HPL	ML	EL	EOL	NR
LEAVE AVAILED	2.0					
LEAVE REGULATED						
**LEAVE BALANCE	6.0	204		174.0		

WAGE CUT EFFECTED (Hrs.)

AS ON : 10-10-2011

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10. The pay slip is related to one Mr. S.A. Jacob. As per the above pay slip, the date of joining of the teacher was mentioned as 25.04.1990, and it clearly states that the pay is fixed corresponding to the Tamil Nadu Government scale and is subject to the approval of the Government of Tamil Nadu. Para 8 of the appointment order clearly specifies that the appointee is entitled to retirement benefits as per Tamil Nadu Government School Teachers. The medical benefits, after retirement are according to the Corporation Rules. On the basis of the appointment order, all appointees in the school and the writ petitioners rely upon the 18(1) Settlement arrived at between the employees union and the management.

11. The 18(1) Settlement is only with respect to the various employees working in the NLC and does not pertain to the persons working in the schools. In fact, the 18(1) Settlement is specific about the various fields in the NLC, and nowhere in the 18(1) Settlement is there any discussion with respect to the teachers working in NLC Schools. Subsequently, the impugned order was issued on 03.11.2015, and the relevant portion is extracted hereunder:

> *"26.0. These orders will not be applicable to Teaching and Non-Teaching Staff borne on NLC/Tamil Nadu Scale of pay and to Deputationists drawn from State/Central Govt."*

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12. From a reading of the aforesaid impugned order, this Court finds that there is no denial of any benefits and in fact, the said impugned order is rather beneficial to the working staff in the Schools. The impugned order only tightens the loopholes, so that both teaching and non-teaching staff do not get two benefits at the same point of time.

13. From the impugned order dated 28.09.2011, this Court is of the view that NLC makes sure that the staff should be treated on par with others and that there is no denial of any benefits.

14. The NLC, via a memo dated 28.09.2011 clarified the position regarding medical benefits extended to the staff. The same is extracted herein:

"8.0 Medical benefits to the School Staff as applicable to NLC employees will be extended subject to surrendering of Medical Insurance Cards issued by the Tamil Nadu Government."

With regard to the submission of the Senior Counsel for the writ petitioners that the medical benefits were withdrawn, but, however, in clause 8.0 the Corporation proportionate the medical benefits to the schools staffs as applicable to NLC employees, subject to surrender of medical insurance cards issued by the Government of Tamil Nadu. This will enable the person to get the benefits only from the NLC, and, as such, there is no denial of benefits as claimed by the writ petitioners. In fact, the NLC has also made sure that any

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difference in payment will be met through NLC money.

15. From the aforesaid impugned order dated 28.09.2011, this Court is unable to find any discrimination as alleged by the writ petitioners. In fact, the order dated 28.09.2011 is completely beneficial to the employees, and the Corporation has made sure that there is no discrimination.

16. In view of the same, both the writ petitions stand dismissed. Consequently, the connected miscellaneous petitions are closed. No costs.

17-11-2026

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

ARL

To
1. The Neyveli Lignite
Corporation Limited,
Represented By Its Chairman Cum Managing Director,
Corporate Office, Block-1,
Neyveli.

2. The Chief General Manager (P&A),
The Neyveli Lignite Corporation Limited,
P & A Department, Corporate Office,
Block-1, Neyveli.

3. The General Manager (HR/IR),
The Neyveli Lignite Corporation Limited,

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HR Department, Corporate Office,
Block-1, Neyveli.

4. The Executive Director / HR,
The Neyveli Lignite Corporation Limited,
Corporate Office-HR Department,
Wage Revision Division,
Block-1, Neyveli.

5. The Secretary,
NLC Schools, M.G.Road,
Block-8, Neyveli.

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KRISHNASWAMY GOVINDARAJAN, J.

ARL

WP No. 29059 of 2011
and
WP.No.1591 of 2016

17-11-2026

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