



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 02-06-2026

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THE HON'BLE MS. JUSTICE P.T. ASHA

WP No. 17331 of 2026

A. Dhanaraj,

S/o. Asirvatham,

..Petitioner(s)

Vs

1. The Industrial Secretary
Government of Tamil Nadu,
Rep. by its Secretary-Industries Department,
Fort St. George,
Chennai-600 009
2. The Commissioner of Sugars /
Director of Sugars,
No.3A, Aavin Illam,
Pasumpon Muthuramlingar Maligai,
Nandanam, Chennai-600 035.
3. The Administrator
M/s.Vellore Cooperative Sugar Mills LTD,
Cooperative Sugar Mills Limited,
Rep. by its Administrator,
Vellore Sugar Mill Post,
Vellore District.

..Respondent(s)

This writ petition filed under Article 226 of the Constitution of India to issue a writ of mandamus directing the respondents to enhance the pay of the petitioner worked as Cane Development Assistant, Supervisory C-grade in the 3rd respondent Sugar Mills on par with the erstwhile common Care Employees



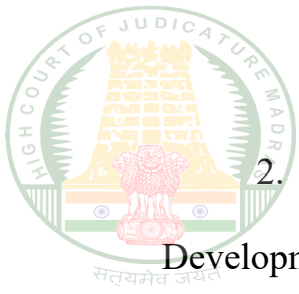
with effect from date of his Promotion and appointment till the date of his retirement and disburse the arrears of difference and the concomitant monetary benefits in the light of the order dated 22.04.2015 in W.P. No.2325/2004 confirmed by the Honourable Division Bench in WA. No.54-56, 98-101 and 318/2016 and 11-13, 58 and 59 /2017 dt.13.11.2024

For Petitioner(s): Mr. R.Rajarajan

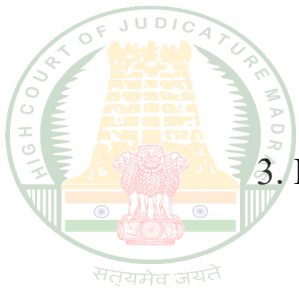
For Respondent(s): Mr. A.R.Balaji,
Government Advocate.

ORDER

This writ petition has been filed seeking a direction to the respondents to grant pay parity to the petitioner, who worked as a Cane Development Assistant in Supervisory Grade “C” in the 3rd respondent Sugar Mill, on par with the erstwhile Common Care System(CCS) employees, with effect from the date of his Promotion and appointment, till the date of his retirement, and to disburse the arrears of pay and other consequential monetary benefits, in the light of the order dated 22.04.2015 in W.P.No.2325/2004, as confirmed by the Hon’ble Division Bench in W.A.Nos. 54 to 56, 98-101 and 318 of 2016 and 11 to 13, 58 and 59 of 2017 dated 13.11.2024.



2. The case of the petitioner is that he was working as a Cane Development Assistant in Supervisory Grade “C” in the 3rd respondent Sugar Mill and retired on 31.05.2025. During his service, a long-standing disparity existed in pay scales between employees performing similar duties based on their inclusion or exclusion in the Common Cadre System(CCS). Employees under CCS were paid on par with Government employees, whereas non-CCS employees were governed by the Wage Board Scales, resulting in discrimination. Although the Government abolished the CCS through G.O.Ms. No.834 dated 08.12.1997, the disparity continued. This led to an industrial dispute in I.D.No.48 of 2000 before the Industrial Tribunal, Chennai. While the Tribunal acknowledged the disparity, it erroneously directed reduction of pay of CCS employees instead of granting parity. Subsequently, by order dated 22.04.2015 in W.P.No.2325 of 2004, this Hon’ble Court set aside the said direction. The Hon’ble Division Bench, in a batch of writ appeals, confirmed that such disparity violates Article 14 and 16 of the Constitution of India and directed pay parity by enhancing the pay of non-CCS employees on par with CCS employees with effect from 01.04.2003. The petitioner, being similarly placed, is entitled to the benefit of the said judgments. Despite submitting a representation dated 20.03.2026 seeking revision of pay and payment of arrears, the respondents have not passed any orders thereon. Hence, the present writ petition has been filed.



3. Heard both sides and perused the materials available on records.

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4. Considering the facts and circumstances of the case, without expressing any opinion on the merits of the case, the respondents are directed to consider the petitioner's representation dated 20.03.2026 and pass appropriate orders on merits and in accordance with law, within a period of six weeks from the date of receipt of a copy of this order.

5. With the above directions, this writ petition is disposed of. No costs.

02-06-2026

Index: Yes/No

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Speaking/Non-speaking order

Neutral Citation: Yes/No

MRP

To

1. The Secretary-Industries Department,
Industrial Secretary
Government of Tamil Nadu,
Fort St. George, Chennai-600 009



2. The Commissioner of Sugars /
Director of Sugars, No.3A, Aavin Illam,
Pasumpon Muthuramlingar Maligai,
Nandanam, Chennai-600 035

3. The Administrator
M/s.Vellore Cooperative Sugar Mills LTD,
Cooperative Sugar Mills Limited,
Vellore Sugar Mill Post, Vellore District.



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P.T.ASHA, J.

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