Order QR

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IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 30-10-2026

CORAM

THE HON'BLE MR JUSTICE C. SARAVANAN

WP No. 23778 of 2022
and W.M.P.No.22752 of 2022
CNR: {HCMA011384542022}

The Management
SS. 99, Government Mohan Kumara Mangalam Medical college Hospital staff and students Co-operative stores Ltd., rep by its Administrator Government Hospital compound salem 636001

..Petitioner(s)

Vs

1. The General secretary salem Region
   All Employees Society Reg No. 944 / SLm No. 44 - A Mariyamman Kovil street Hastamatti, salem 07

2. K.Kalaiselvi,
   W/o. Kumar, No.M-3, 475, TNHB Vasantham Nagar, Kottagoundampatty and Post, Salem - 636 011. (R2 IMPLEADED VIDE ORDER DATED 24.07.2025 MADE IN WMP.29956/2025 IN WP.23778/2022 BY PDBJ)

3. The Secretary to Government,
   Corporation, Food and Consumer Protection Department, Fort St. George, Chennai 600 009.

4. The Joint Registrar of Co-operative Societies,
   Salem Region, Salem District.

(R3 and R4 have impleaded vide order dated 30.10.2026 by CSNJ)

..Respondent(s)

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PRAYER: Writ Petition filed under Article 226 of The Constitution of India praying for the issuance of a Writ of Certiorari, Calling for the records of the award passed by the Labour Court Salem in I.D.No. 107 2021 dated 11.04.2022 quash the same.

For Petitioner(s): Mr.M.S.Palaniswamy

For Respondent(s): Mr.S.Kamadevan for R2

R1 - No Appearance

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ORDER

This writ petition has been filed to call for the records of the impugned award passed by the Labour Court salem in I.D.No. 107/2021 dated 11.04.2022 quash the same.

2. The operative portion of the impugned order dated 11.04.2022 in I.D.No.107 of 2021 passed by the Labour Court, Salem is extracted hereunder:

@Kotpy;. kD mDkjpf;fg;gLfpwJ/ nryk; SS/99 muR nkhfd; Fkhuk';fyk; kUj;Jtf; fy;Y}hp kUj;Jtkid gzpahsh; kw;Wk; khzth;fs; Tl;Lwt[gz;lf rhiyapy; 01/08/2015 Kjy; jpdf;Typ mog;gilapYk; 01/10/2017 Kjy;

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bjhFg;g[{jpaj;jpd; mog;gilapYk;. tpw;gidahsuhf gzpg[hpe;J tUk; jpUkjp/ fiyr;bry;tp vd;gtUf;F mth; bjhFg;g[{jpaj;jpd; mog;gilapy; gzpg[hpe;J tUk; 01/10/2017 njjp Kjy; mtuJ tpw;gidahsh; gzpapid ,d;wpypUe;J K:d;W khj fhyj;jpw;Fs; epue;juk; bra;J mjw;Fhpa fhiyKw Cjpaj;ij tH';f ntz;Lk; vd;W vjph;kDjhuh; eph;thfj;jpw;F cj;jutplg;gLfpwJ/ tHf;fpd; jd;ikia fUj;jpw;bfhz;L bryt[j;bjhif ,y;iy/@

3. Having considered the submissions made by the learned counsel for the petitioner and the learned counsel for the respondents, and taking note of the fact that the second respondent was employed by the petitioner cooperative society, this Court holds that the benefit of regularisation - granted pursuant to the decision taken by the Board on account of the second respondent completing more than 480 days of service for a continuous period of two years in accordance with the provisions of the Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 - cannot be questioned by the petitioner cooperative society.

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4. Considering the submission made by the learned counsel for the petitioner that the services of the private respondent have to be regularised by the Government, respondent nos. 3 and 4 are hereby suo motu impleaded in this writ petition today.

5. Consequently, the newly impleaded respondent nos. 3 and 4 are directed to issue appropriate orders regularising the services of the second respondent. This exercise shall be completed by respondent nos. 3 and 4 within a period of ***sixty days*** from the date of receipt of a copy of this order.

6. Accordingly, this writ petition thus stands disposed with the above observations. Consequently, the connected writ miscellaneous petition is closed.

30-10-2026

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

To

1. The Labour Court, Salem.

2. The General secretary salem Region
   All Employees Society Reg No. 944 / SLm No.
   44 - A Mariyamman Kovil street Hastamatti,
   salem 07

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3. The Secretary to Government,
   Corporation, Food and Consumer Protection
   Department, Fort St. George, Chennai 600 009.

4. The Joint Registrar of Co-operative Societies,
   Salem Region, Salem District.

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C.SARAVANAN, J.

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