



**IN THE HIGH COURT OF ANDHRA PRADESH
AT AMARAVATI
(Special Original Jurisdiction)**

[3329]

MONDAY, THE SIXTEENTH DAY OF FEBRUARY
TWO THOUSAND AND TWENTY SIX

PRESENT

THE HONOURABLE SRI JUSTICE VENKATESWARLU NIMMAGADDA

WRIT PETITION NO: 4211/2026

Between:

Avula Praveen and Others

...PETITIONER(S)

AND

Andhra Pradesh Fisheries University and Others

...RESPONDENT(S)

Counsel for the Petitioner(S):

1.KAVITHA GOTTIPATI

Counsel for the Respondent(S):

1.GP FOR SERVICES I

The Court made the following:

WRIT PETITION NO:4211/2026

INTERIM ORDER:

1. The present writ petition is filed by the petitioners seeking for extension of Minimum Time Scale (MTS) along with Dearness Allowance to them, who are working in the respondents-Department for periods ranging from nine years to seventeen years as Junior Assistant-cum-Typist.
2. The petitioners are working as employees in the said post on outsourcing basis for periods ranging from 09 years to 17 years, albeit on outsourcing basis against the sanctioned post.
3. Learned Assistant Government Pleader for the respondents would submit that the case of the petitioners would be examined and an appropriate decision will be taken in that regard.
4. Heard the learned counsel for the petitioners, learned Assistant Government Pleader and Sri Gudi Srinivasulu, learned Standing Counsel for the respondents.
5. In the present case, the petitioners are working in their respective sanctioned posts for periods ranging from 09 years to nearly 17 years and the length of their long service has to be considered as work in a 'deemed sanctioned post' as held by the Hon'ble Supreme Court in ***Jaggo v. Union of India***¹.

¹ (2024) INSC 1034

6. In ***State of Punjab vs. Jagjit Singh***², the Hon'ble Apex Court held that:

(a) An employee engaged for the same work cannot be paid less than another who performs the same duties and responsibilities, certainly not, in a welfare State; that such action is demeaning and strikes at the very foundation of human dignity;

(b) Anyone who is compelled to work at a lesser wage does not do so voluntarily and he does so only to provide food and shelter to his family, at the cost of his self respect and dignity, at the cost of his self worth, and at the cost of his integrity;

(c) Any act of paying less wages as compared to others similarly situate constitutes an act of exploitative enslavement, emerging out of a domineering position and that the said action is oppressive, suppressive and coercive, as it

compels involuntary subjugation;

(d) With reference to the application of the principle of "equal pay for equal work", the sole factor that requires determination by the Court is, whether the employees before the Court were rendering similar duties and responsibilities as were being discharged by regular employees holding the same/corresponding posts.

7. In the light of the above, there shall be an interim direction to the respondents to extend Minimum Time Scale to the petitioners, attached to their respective posts forthwith, pending further orders.

8. The claim of the petitioners with regard to Dearness Allowance would be examined by the Court after filing of counter affidavit by the respondents.

² (2017) 1 SCC 148

9. For filing counter affidavit by respondents, list the matter after four (04) weeks.

10. Learned counsel for the petitioners is permitted to carry out necessary corrections in the cause title in respect of petitioner No.3.

VENKATESWARLU NIMMAGADDA,J

Dated: 16.02.2026
BSP