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WP No. 47852 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 18-03-2026

CORAM

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

WP No. 47852 of 2025

and

W.M.P.Nos.53444 of 2025

P.Govindharaja

..Petitioner(s)

Vs

1. The Chairman Cum Managing Director,
NLC India Limited, Corporate Office,
Block 1, Neyveli
Cuddalore District - 607 801
2. The Deputy General Manager
NLC India Limited, Corporate Office,
Block 1, Neyveli,
Cuddalore District 607 801
3. The Chief General Manager (HR) /Recruitment,
Recruitment Cell / HR Department,
NLC India Limited, Corporate Office,
Block 1,Neyveli,
Cuddalore District 607 801
4. The Director Of Mines
Recruitment Cell / HR Department,
NLC India Limited, Corporate Office,
Block 1, Neyveli
Cuddalore District 607 801

..Respondent(s)



Prayer:- Writ petition filed under Article 226 of the Constitution of India praying for issuance of a Writ of Certiorarified mandamus calling for the records pertaining to the impugned order passed by the 2nd respondent in Lr. No. CORP / HR / ES / 1316 / CPGRAMS-429/2025 the respondents 1 to 4 to permit the petitioner to participate in the examination to be held for the post of Junior Overman (Trainee) and Sirdar (Slection Grade -1) in notification vide Advt. No 22/2024

For Petitioner(s): Mr.K.Murugesan

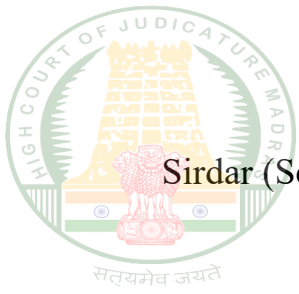
For Respondent(s): Mr.N.Nithianandam.

ORDER

The petitioner seeks to challenge the order passed by the 2nd respondent in letter No.CORP/HR/ES/1316/CPGRAMS-429/2025 dated 06.11.2025 and quash the same and consequently direct the respondents 1 to 4 to permit the petitioner to participate in the examination to be held for the post of Junior Overman (Trainee) and Sirdar (Selection Grade-I) pursuant to the Notification issued vide Advertisement No.22 of 2024.

2. The brief facts are as follows:

(i) The petitioner would submit that he is a B.E/B.Tech Mining Engineering Graduate. The 3rd respondent had issued a notification dated 01.04.2025 calling applications for the posts of Junior Overman (Trainee) and



Sirdar (Selection Grade-I). The petitioner had applied for both the posts.

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(ii) It is the case of the petitioner that as regards the educational qualification for the post of Junior Overman (Trainee), it was mentioned that the candidates should possess a Diploma in Mining or Mining Engineering or any other equivalent qualification approved in that behalf by the Central Government and a Valid Overman's Certificate of Competency from DGMS under the Coal Mines Regulations, 2017 or any certificate in Mining which entitles the holder to work as an Overman as per the Coal Mines Regulations, 2017 and a Valid First Aid Certificate. In the case of the post of Sirdar (Selection Grade-I), the educational qualification required was a Diploma or Degree in any subject other than Mining Engineering and a Mining Sirdar Certificate of Competency issued by DGMS and a Valid First Aid Certificate.

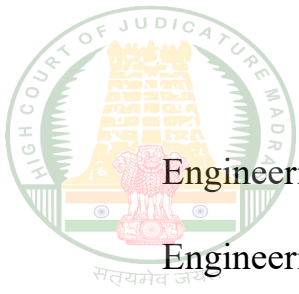
(iii) The petitioner would submit that he is a qualified B.E/B.Tech Mining Engineering graduate and had also undergone apprenticeship training at NLC India Limited. That apart, he holds a Second Class Mine Manager Certificate which qualifies him for critical roles in the mining sector and therefore he would submit that he satisfies all the eligibility criteria as set out in the advertisement. However, the 3rd respondent has not considered his application for the post of Junior Overman (Trainee) and has excluded the Second Class Mine Manager's Certificate. The petitioner would further submit that his



application to the post of Sirdar (Selection Grade-I) was also not considered and rejected. As per the Coal Mines Regulations 2017, a Second Class Mine Manager is entitled to hold both posts, ie. Sirdar and Overman.

(iv) The petitioner would submit that he, along with 40 other individuals, had raised grievances in person on different dates requesting the respondents to reconsider their applications. He had also sent a representation to respondents 1, 3 and 4 on 29.09.2025 requesting them to take necessary action. However, no action was taken and the 2nd respondent had issued the impugned letter stating that the educational qualification notified for the two posts were in accordance with the Recruitment Policy and Procedure approved by the NLCIL Board and that Full time / Part-time Degree in Mining Engineering (B.E/B.Tech) is considered only for Executive positions in Mining. Challenging this order, the petitioner is before this Court.

3. This Court, by order dated 17.11.2025, was pleased to grant stay until further orders. The respondents have filed a counter affidavit along with the vacate stay petition. The sum and substance of the counter is that the petitioner is overqualified since the educational qualification contemplated for the post of Junior Overman (Trainee) is only a Diploma in Mining or Mining Engineering or other equivalent qualification and for the post of the Sirdar (Selection Grade-1), it is a diploma or degree in any subject other than Mining



Engineering. In the case on hand, the petitioner is a B.E/B.Tech Mining Engineering Graduate and therefore, since he is overqualified and his educational qualification does not meet the requirements set out in the notification, his candidature was not considered. The respondents would submit that the educational qualification as set out in the notification is as per the notification approved by the Board of NLCIL. The qualification the petitioner possesses was meant for executives. Therefore, they would submit that the impugned order cannot be found fault with.

4. Heard the learned counsels on either side.

5. The notification prescribes the following qualifications.

Posts	Educational Qualification Requirement
Junior Overman (Trainee)	1. Diploma in Mining engineering or other equivalent qualification approved in that behalf by the Central Government and 2. Valid Overman's Certificate of competency from DGMS under Coal Mines Regulation 2017 or any certificate in Mining which entitles to work as Overman as per Coal Mines Regulation 2017 and 3. Valid First Aid Certificate.
Mining Sirdar (Selection Grade-I)	1. Diploma or Degree in any subject other than Mining Engineering and 2. Mining Sirdar Certificate of Competency issued by DGMS and 3. Valid First Aid Certificate. (or) 1. Diploma in Mining with Overman Competency Certificate issued by DGMS and 2. Valid First Aid Certificate.



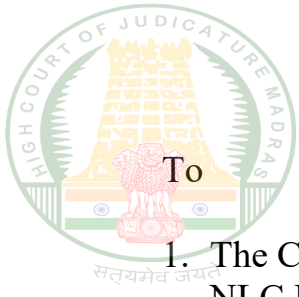
In the case of the post of Junior Overman, the educational qualification prescribed is a Diploma in Mining or Mining Engineering or any other equivalent qualification approved in that behalf by the Central Government. In the case of Mining Sirdar (Selection Grade-I), the qualification prescribed is a Diploma or Degree in any subject other than Mining Engineering.

6. Therefore, from a mere reading of the educational qualifications, it is crystal clear that, in order to qualify for the post of Junior Overman, what is required is a Diploma, and in the case of Mining Sirdar, it is a Diploma or a Degree in any subject other than Mining Engineering. Therefore, a Degree in Mining Engineering or B.E./B.Tech. has not been prescribed as an educational qualification for the posts of Junior Overman and Mining Sirdar. The petitioner is admittedly a B.E./B.Tech. Mining Engineering graduate. Hence, it is clear that the petitioner is overqualified for the posts in question. Therefore, this Court sees no infirmity in the order passed by the 2nd respondent. Accordingly, this Writ Petition is dismissed. No costs. Consequently, connected miscellaneous petitions are closed.

18-03-2026

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

SRN



To

1. The Chairman Cum Managing Director
NLC India Limited, Corporate Office, Block 1,
Neyveli Cuddalore District 607 801
2. The Deputy General Manager
NLC India Limited, Corporate Office, Block 1,
Neyveli Cuddalore District 607 801
3. The Chief General Manager (HR) /
Recruitment Recruitment Cell / HR Department, NLC India Limited,
Corporate Office, Block 1,
Neyveli Cuddalore District 607 801
4. The Director Of Mines
5.
Recruitment Cell / HR Department, \
NLC India Limited, Corporate Office Block 1,
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