



BEFORE THE MADURAI BENCH OF MADRAS HIGH COURT

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DATED: 21.04.2026

CORAM

THE HON'BLE MR.JUSTICE HEMANT CHANDANGOUDAR

W.P.(MD)Nos.11073, 11074 & 11075 of 2026
W.M.P(MD)Nos.8598, 8606 and 8601 of 2026

The Management,
Thanjavur Central Cooperative Bank,
West Main Street,
Thanjavur 613 009.

.. Petitioner
in all cases

- Vs. -

1. The Appellate Authority,
under the Payment of Gratuity Act,
(The Additional Commissioner of Labour),
Tiruchirappalli.

2. The Controlling Authority,
under the Payment of Gratuity Act,
(Deputy Commissioner of Labour),
Tiruchirappalli.

.. Respondents 1&2
in all cases

3. R.Munusamy

.. 3rd Respondent
in WP(MD)No.11073/2026



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3.T.Seshadri

.. 3rd Respondent

in WP(MD)No.11074/2026

3. D.Neelavathi

.. 3rd Respondent

in WP(MD)No.11075/2026

Prayer in WP(MD). 11073/ 2026 : Writ Petition is filed under Article 226 of the Constitution of India, praying this Court Writ Petition filed under Article 226 of the Constitution of India, praying this Court to issue a Writ of Certiorari, to call for the records relating to the impugned order vide P.G.A.No.9/2020 dated 02.12.2025 passed by the 1st respondent and quash the same and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.

Prayer in WMP(MD). 8598/ 2026 : To stay the operation of the impugned order vide P.G.A. No.9/2020 dated 02.12.2025 passed by the 1st respondent pending disposal of the above writ petition and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.

Prayer in WP(MD). 11074/ 2026 : Writ Petition is filed under Article 226 of the Constitution of India, praying this Court Writ Petition filed under Article 226 of the Constitution of India, praying this Court to issue a Writ of Certiorari, to call for the records relating to the impugned order vide P.G.A.No.11/2020 dated 02.12.2025 passed by the 1st respondent and quash the same and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.

Prayer in WMP(MD). 8606/ 2026 : To stay the operation of the impugned order vide P.G.A. No.11/2020 dated 02.12.2025 passed by the 1st respondent pending disposal of the above writ petition and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.



Prayer in WP(MD). 11075/ 2026 : Writ Petition is filed under Article 226 of the Constitution of India, praying this Court Writ Petition filed under Article 226 of the Constitution of India, praying this Court to issue a Writ of Certiorari, to call for the records relating to the impugned order vide P.G.A.No.10/2020 dated 02.12.2025 passed by the 1st respondent and quash the same and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.

Prayer in WMP(MD). 8601/ 2026 : To stay the operation of the impugned order vide P.G.A. No.10/2020 dated 02.12.2025 passed by the 1st respondent pending disposal of the above writ petition and pass such other or further orders as this Honble Court may deem fit and proper in the circumstances of this case and thus render justice.

In all cases:

For Petitioner : Mr.D.Shanmugaraja Sethupathi

For Respondents : Mr.S.Kameswaran
Government Advocate

COMMON ORDER

Learned counsel for the petitioner submitted that as per G.O.Ms.No.331 dated 05.12.1988, the private respondents in each case were entitled for payment of Gratuity from the date of appointment in the petitioner Bank and therefore, the order passed by the first respondent directing the petitioner to pay Gratuity prior to the date of appointment is unsustainable.



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2. Mr. S. Kameswaran, learned Government Advocate takes notice for the respondents 1 and 2 in all cases. Issue notice to the third respondents in respective cases returnable by four weeks. Private notice is also permitted.

3. List the matter on 06.06.2026.

4. There shall be an order of interim stay in all the cases till then.

21.04.2026

PJL

To

1. The Appellate Authority,
under the Payment of Gratuity Act,
(The Additional Commissioner of Labour),
Tiruchirappalli.
2. The Controlling Authority,
under the Payment of Gratuity Act,
(Deputy Commissioner of Labour),
Tiruchirappalli.



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HEMANT CHANDANGOUDAR, J.

PJL

**W.P.(MD)Nos.11073, 11074 &
11075 of 2026**

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