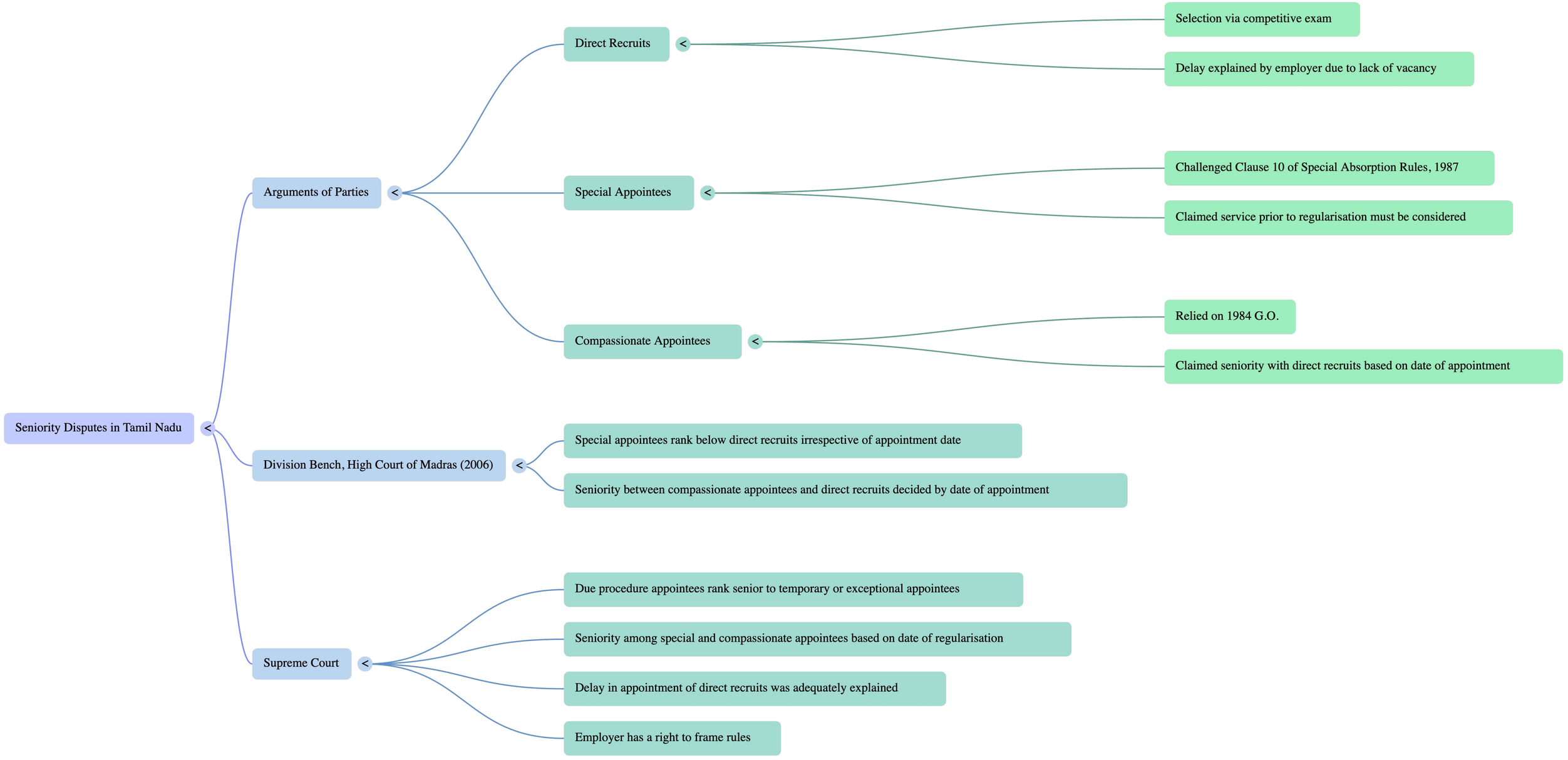
Seniority Disputes in Tamil Nadu
Arguments of Parties
Direct Recruits
Selection via competitive exam
Delay explained by employer due to lack of vacancy
Special Appointees
Challenged Clause 10 of Special Absorption Rules, 1987
Claimed service prior to regularisation must be considered
Compassionate Appointees
Relied on 1984 G.O.
Claimed seniority with direct recruits based on date of appointment
Division Bench, High Court of Madras (2006)
Special appointees rank below direct recruits irrespective of appointment date
Seniority between compassionate appointees and direct recruits decided by date of appointment
Supreme Court
Due procedure appointees rank senior to temporary or exceptional appointees
Seniority among special and compassionate appointees based on date of regularisation
Delay in appointment of direct recruits was adequately explained
Employer has a right to frame rules