

BEFORE THE SENIOR INSPECTOR (PLANNING)
COOPERATIVE DEPARTMENT, GOVERNMENT OF PUDUCHERRY.

N.M.D.No. 4 of 2024 - 2025

Present: Tmt. K.DANALAKSHMI
Senior Inspector (Planning)

K.RAGUPATHY

S/o. Krishnamurthy

Accountant

Pondicherry Electricity Employees Cooperative Credit Society Ltd., No.P.463

No.139, N.S.C.Bose Salai

Vambakeerapalayam

Puducherry – 605 001.

>>> **Petitioner**

Vs.

(1) J.VADIVELU

S/o. Jayaraman

Accountant

Pondicherry Electricity Employees Cooperative Credit Society Ltd., No.P.463

No.139, N.S.C.Bose Salai

Vambakeerapalayam

Puducherry – 605 001.

(2) The President

Pondicherry Electricity Employees Cooperative Credit Society Ltd., No.P.463

No.139, N.S.C.Bose Salai

Vambakeerapalayam

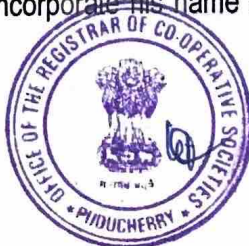
Puducherry – 605 001.

>>> **Respondents**

ORDER

(Issued under Section 84 of the Puducherry Cooperative Societies Act, 1972 read with Rule 67 of the Puducherry Cooperative Societies Rules, 1973)

The above-named petitioner, Accountant of the Pondicherry Electricity Employees Cooperative Credit Society Ltd., No.P.463 (*for brevity "the society"*) filed this dispute, dated **18.09.2024**, before the Registrar of Cooperative Societies (*for short "the RCS"*), Puducherry, under Section 84 of the Puducherry Cooperative Societies Act, 1972, (*for short "the Act"*), challenging the legality of the Order dated **01.08.2019** of the 2nd respondent-society. The petitioner also prayed for a direction to the 2nd respondent-society to incorporate his name as the next person to assume the post of



"Secretary" of the society in consonance with Office Order dated **28.01.2013** of the 2nd respondent-society.

[2] This dispute was taken up by the RCS and transferred to the undersigned for adjudication, vide proceedings dated **26.09.2024**.

[3] In response to the notice of the undersigned, dated **21.07.2025**, the 1st respondent filed his counter dated **nil** and the 2nd respondent-society filed its counter dated **29.07.2025**. The petitioner filed his rejoinder dated **12.08.2025**. The Petitioner submitted his written arguments dated **29.08.2025**.

[4] On perusal of the records and documents made available in this dispute, the following indisputable facts and events, in chronological order, are revealed:

- a) The 2nd respondent-society is a registered primary level cooperative credit society, registered under the Act.
- b) As of now, the petitioner and 1st respondent work as "Accountant" in the society since **2019**.
- c) The 1st respondent joined as "Attender" in the society with effect from **14.02.1992**.
- d) The petitioner was an employee of the Auto Rickshaw Cooperative Society, which was liquidated. In the year **1994**, the petitioner was absorbed as "Attender" in the society.
- e) The petitioner and the 1st respondent were promoted to the post of "**Junior Clerk**" in the society, vide order dated **11.09.1999**.
- f) In respect of seniority between the petitioner and the 1st respondent, the then Administrator of the 2nd respondent-society, vide Resolution No,1' dated **31.07.2002**, placed the 1st respondent ahead of the petitioner in the post of "Junior Clerk".
- g) The petitioner was promoted to the post of "Senior Clerk" in the society, vide order dated **09.06.2007**.
- h) The then Administrator of the 2nd respondent-society issued an **Office Order dated 28.01.2013** and prescribed duties and responsibilities for 6 employees of the society, which includes the petitioner and the 1st respondent.



- i) The Petitioner and the 1st respondent were promoted to the post of "Accountant" in the society, vide order dated **01.06.2019**.
- j) The 2nd respondent-society issued an **Office Order dated 01.08.2019** and prescribed duties and responsibilities for 7 employees of the society, which includes the petitioner and the 1st respondent.
- k) The petitioner filed **Writ Petition No.27328 / 2021** before the Hon'ble High Court of Judicature at Madras and prayed for a direction to the 2nd respondent-society herein to incorporate his name as the next person to assume the post of "Secretary" of the society in pursuance of the Office Order dated 28.01.2013 of the society.
- l) The post of "Secretary" in the society remains vacant since **August, 2022**.
- m) The said High Court disposed of the said writ petition, vide its order dated **21.02.2024**, with liberty to the petitioner to file a fresh representation to the RCS.

[5] It is observed that, the petitioner heavily relies on the said **Office Order dated 28.01.2013** and claims / prays to incorporate his name as the next person to assume the post of "Secretary" of the society. The said order dated 28.01.2013 prescribed duties and responsibilities for 6 employees of the society, which includes the petitioner and the 1st respondent. The 2nd respondent-society issued another **Office Order dated 01.08.2019** and reallocated the duties and responsibilities for 7 employees of the society, which includes the petitioner and the 1st respondent. It could be observed that, the petitioner misinterprets the said work allocation order dated 28.01.2013 as "Seniority List". The said work allocation order, which is a dynamic process for distribution of ongoing work, distributes work among the employees, whereas, the purpose of seniority list is to establish a formal hierarchy and priority for employees. A seniority list is a static record of employee rank and it ranks employees by their length of service, order of appointment or other criteria, determining their priority for benefits like promotions, etc., Hence, on any scale of interpretation, the said orders dated 28.01.2013 and 01.08.2019 shouldn't be considered as seniority lists.



[6] Based on his age, his educational qualification, his retirement date in November, 2028 and the financial soundness of the society, the petitioner, who works as "Accountant", claims / prays to promote him to the post of "Secretary" of the society, whereas the feeder post to the post of "Secretary" is "Manager". In short, the cadre post of "Secretary" in the society is next higher cadre post of "Manager". Irrespective of the hierarchy of the posts, no employee has the right to claim promotion as a matter of right, which fact has been upholding by the Supreme Court for several years.

[7] In view of the above facts, **this dispute lacks merits, and hence, it is dismissed, No costs.**

Pronounced in the open court on **Wednesday, the 10th day of September, 2025.**



K. Danalakshmi
(K.DANALAKSHMI) 10/9/2025
Senior Inspector (Planning)

To:

- 1) The Petitioner
- 2) The Respondents

Copy to:

- 1) The Deputy Registrar of Coop. Societies (Planning)
Coop. Dept., Puducherry. >>> for information
- 2) Stock File, 2025, Coop. Legal Cell, Coop. Dept., Puducherry.
- 3) The Web Editor, Coop. Dept., Puducherry.

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