



WEB COPY

WP No. 7374 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 27-07-2026

CORA:M

THE HONOURABLE MR.JUSTICE K.SURENDER

WP No.7374 of 2023

and

W.M.P.No.7458 of 2023

M/s.Needles Industries India (Private)
Limited Ltd.,
Rep. by its Managing Director,
Yellanalli, The Nilgiris.

..Petitioner

Vs.

M.Desingrajan Emp.No.2404,
S/o.R.Murugan,
5/309, Kethorai Village,
Sogathurai (Post),
The Nilgiris.

.. Respondent

Writ Petition filed under Article 226 of the Constitution of India, praying for issuance of a Writ of Certiorari to call for the records connected with in I.D.O.P.No.05 of 2021 on the file of Presiding Officer, The Labour Court of the Nilgiris at Udhagamandalam and to quash the order dt.16.12.2022 made herein.

For Petitioner(s):

Mr.Sanjay Mohan for
M/s.S.Ramasubramaniam and Associates

For Respondent(s):

Mr.V.Parthiban for
M/s.Aiyar and Iyer Associates



ORDER

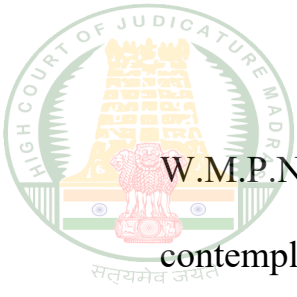
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This Writ Petition is filed praying for issuance of a Writ of Certiorari to call for the records connected with in I.D.O.P.No.05 of 2021 on the file of the Presiding Officer, The Labour Court of the Nilgiris at Udhagamandalam and to quash the order dated 16.12.2022 made therein.

2. Brief facts of the case are that the respondent herein was appointed as an Apprentice in the year 2000 and thereafter, his probation was confirmed in the year 2022. In the year 2012, a complaint was filed by one V.S.Kannan stating that the respondent caused damage to one of the machineries of the Company, which amounts to misconduct. A charge-sheet was accordingly issued and the reply of the respondent was found to be not satisfactory. An enquiry officer was appointed and he was tried. Pursuant to the enquiry officer's finding that the respondent was guilty, after having issued notices, the respondent was dismissed from service on 01.06.2013.

3. Thereafter, the respondent approached the Labour Court and filed I.D.O.P.No.5 of 2021. The Labour Court set aside the order of dismissal and ordered reinstatement of the respondent with back-wages.

4. Subsequently, the writ petitioner/Management filed the present Writ Petition, questioning the order passed in the said I.D.O.P. filed by the respondent. By way of an interim order, dated 15.06.2026 passed in



W.M.P.No.32930 of 2025, the Management was directed to pay the wages as contemplated under Section 17-B of the Industrial Disputes Act, pending disposal of the Writ Petition.

5. It is stated across the Bar that the entire back-wages had already been deposited by the Management before the Labour Court. The respondent-workman has also been reinstated in service. To that effect, the Management has produced a Letter dated 24.07.2026 addressed to the respondent-workman.

6. It is not in dispute that the entire back-wages had been paid/deposited before the Labour Court and the respondent is reinstated into service. Therefore, it is for the respondent-workman to withdraw the back-wages, which is deposited before the Labour Court of the Nilgiris at Udhagamandalam, in accordance with law by filing necessary application before the Labour Court.

7. Recording the above submissions of either side, this Writ Petition filed by the Management is closed.

There shall be no order as to costs. The Miscellaneous Petition is closed.

27-07-2026

cs

To
The Presiding Officer,
Labour Court,
The Nilgiris, Udhagamandalum.



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K.SURENDER, J.

CS

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