



WEB COPY

WP No.25836 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 22/7/2026

CORAM

THE HON'BLE MR.JUSTICE K. SURENDER

WP No. 25836 of 2026

R. Anand

...

Petitioner

Vs

1. Hanbao Industries India Private Ltd
rep. By its Managing Director
New No.47 Old No.22, Medavakkam Tank Road
Ayanavaram
Chennai 600 012.

2. The Appellate Authority/
Special Joint Commissioner of Labour
Chennai 600 006.

...

Respondents

PRAYER: Writ Petition filed under Article 226 of Constitution of India seeking Writ of mandamus to direct the first respondent to implement and comply with the order dated 16/12/2025 passed in Appeal No.TNSE-I/22/2020 by the Appellate Authority/Special Joint Commissioner of Labour, Chennai/second respondent to reinstate the petitioner into service with immediate effect, to pay full back wages from the date of termination (1/3/2020) until the date of actual reinstatement to treat the period from 1/3/2020 till reinstatement as continuous service with all consequential benefits including seniority, promotions and retiral benefits to pay arrears of salary for the period from 1/4/2018 to 28/2/2020 at the rate of Rs.25,000/-p.m.



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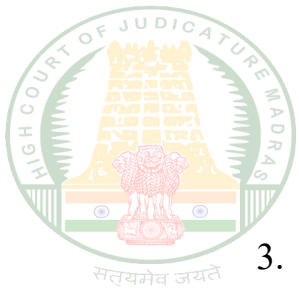
For petitioner

... Mr.M.Arikarasudan
for Mr.B.Hari Krishnan

ORDER

This Writ Petition has been filed to direct the first respondent to implement and comply with the order dated 16/12/2025 passed in Appeal No.TNSE-I/22/2020 by the Appellate Authority/Special Joint Commissioner of Labour, Chennai/second respondent to reinstate the petitioner into service with immediate effect, to pay full back wages from the date of termination (1/3/2020) until the date of actual reinstatement to treat the period from 1/3/2020 till reinstatement as continuous service with all consequential benefits including seniority, promotions and retiral benefits to pay arrears of salary for the period from 1/4/2018 to 28/2/2020 at the rate of Rs.25,000/-p.m.

2. The brief facts of the case are that the petitioner was appointed as a Senior Marketing Executive/Senior Sales Executive with the 1st respondent during March 2012 and was subsequently promoted to the post of Senior Sales Executive. His services were terminated vide order dated 1/3/2020, without any legal cause. No written termination order was issued, no domestic enquiry was conducted and no show cause notice was served on the petitioner.



3. Aggrieved by the said termination, the petitioner preferred an appeal under Section 41(2) of the Tamil Nadu Shops and Establishments Act, 1947, before the 2nd respondent Appellate Authority in Appeal No. TNSE-I/22/2020. By an order dated 16/12/2025, the Appellate Authority set aside the termination order and directed the 1st respondent to reinstate the petitioner with full back wages, continuity of service, and all consequential benefits.

4. The case of the petitioner is that despite the clear mandate of the Appellate Authority, and notwithstanding personal representations, registered communications, and a formal legal notice, the 1st respondent has failed to comply with the order or reinstate him. Hence, the petitioner has approached this Court by way of the present Writ Petition.

5. Heard the submissions made by the learned counsel appearing on either side and perused the materials available on record.

6. Since the petitioner has already obtained a favourable order from the Appellate Authority and the same is not appealed by the first respondent, the petitioner shall be reinstated forthwith.



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K.SURENDER,J

mvs.

7. With the above observation and direction, this writ petition is disposed of. No costs.

(K.SURENDER J)
22nd July, 2026

Index: Yes/No

Neutral Citation: Yes/No

mvs.

To

1. The Managing Director
Hanbao Industries India Private Ltd
New No.47 Old No.22, Medavakkam Tank Road
Ayanavaram
Chennai 600 012.
2. The Special Joint Commissioner of Labour
Chennai 600 006.

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