

HON'BLE SRI JUSTICE ABHINAND KUMAR SHAVILI

WRIT PETITION No. 18784 of 2002

ORDER:

This writ petition is filed seeking a writ of certiorari calling for the records in connection with I.D.No.144 of 2000 on the file of the 1st respondent-Labour Court and quash the award dated 25.09.2000 passed in the said I.D., only to the extent of denying back wages and attendant benefits and imposing punishment of deferment of one annual increment with cumulative effect.

Heard learned counsel for petitioner and learned Standing Counsel for the respondent corporation.

The brief facts are that the petitioner was appointed as Conductor in the respondent Corporation in 1981 and while he was discharging his duties on 03.01.1994 the officials of the respondent corporation conducted a check and found that he had indulged in cash and ticket irregularities. The respondent corporation construed his conduct as misconduct and after initiating disciplinary proceedings and after conducting a regular enquiry, the disciplinary authority imposed on him punishment of removal from service vide orders dated 28.06.1994. Challenging the said orders, he filed I.D.No.144 of 2000 on the file of the 1st respondent-Labour Court under Section 2-A(2) of Industrial Disputes Act, 1947. By award dated 25.09.2000, the Labour Court set aside the orders of removal and directed reinstatement of the petitioner into service with continuity of service

for all benefits, but without back wages and attendant benefits. The Labour Court further imposed punishment of deferment of one annual grade increment with cumulative effect. Challenging the same, he filed the present writ petition only to the extent of withholding of one annual grade increment with cumulative effect and denial of back wages and attendant benefits.

Learned counsel for the petitioner contended that the Labour Court cannot impose alternative punishment of withholding of one annual grade increment with cumulative effect while setting aside the orders of removal and further contended that the petitioner is also entitled for back-wages and attendant benefits.

Learned Standing Counsel for the respondent Corporation contended that the Labour Court had rightly modified the major punishment of removal to that of reinstatement of the petitioner into service with continuity of service, but without back wages and attendant benefits and withholding of one annual grade two increment with cumulative effect and, therefore, no interference is called for from this Court.

Having considered the rival contentions of the parties, this Court is of the considered view that while setting aside the orders of removal, the Labour Court ought not to have imposed the punishment of withholding of one annual grade increment with cumulative effect. Therefore, ends of justice would be met if the

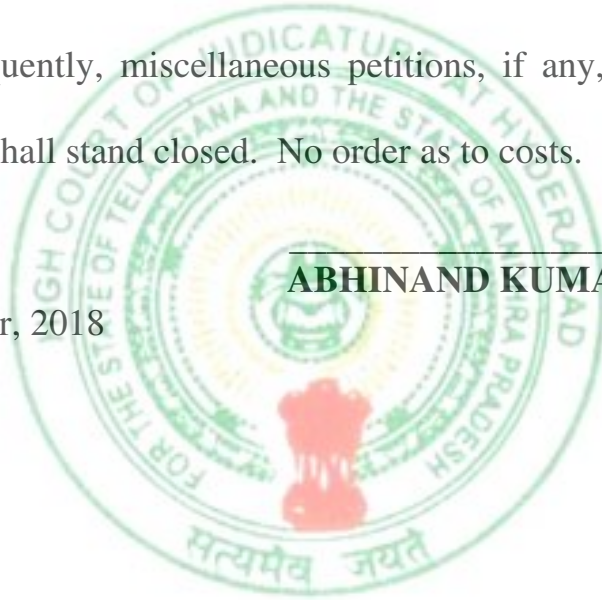
award of the Labour Court to the extent of withholding of one annual grade increment with cumulative effect is modified to that of without cumulative effect.

In view of the above, the Writ Petition is partly allowed and the award of the Labour Court to the extent of withholding of one annual grade increment with cumulative effect is modified to that of without cumulative effect and the respondent Corporation is directed to grant notional benefits to the petitioner without any monetary benefits.

Consequently, miscellaneous petitions, if any, pending in the writ petition shall stand closed. No order as to costs.

13th December, 2018
cbs

ABHINAND KUMAR SHAVILI, J



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Writ Petition No. 18784 of 2002
(partly allowed)

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