



IN THE HIGH COURT OF JUDICATURE AT BOMBAY
NAGPUR BENCH, NAGPUR.

WRIT PETITION NO. 3257 OF 2024

[Adani Infrastructure Management Service Ltd., Thr. Its Manager – Abhinav
Vinodkumar Patil Vs. Kamal S/o Sonumal Bhati and Ors.]

Office Notes, Office Memoranda of Coram,
appearances, Court's orders of directions
and Registrar's Orders.

Court's or Judge's orders.

Mr. M. V. Rai, Advocate for the petitioner.
Mr. Sagar Katkar, Advocate for the respondent no. 1.
Mr. H. R. Dhumale, AGP for respondent/State.

CORAM : SIDDHESHWAR S. THOMBRE, J.

DATE : 15/10/2025.

1. The learned counsel for the petitioner submitted that the Learned Labour Court passed the order dated 06.12.2018 in Complaint (ULP) No. 13/2018 without hearing the petitioner. I have gone through the impugned order, in that order specific observation was made by the learned Labour Court that the petitioner herein was the respondent before the Labour Court and deliberately avoided appearing to take service.

2. Despite this, to uphold the principles of natural justice, it is necessary to give one more opportunity to be heard. This opportunity, however, is subject to petitioner paying Rs. 2,50,000/- cost to be paid respondent employee, who has unnecessarily suffered because of the conduct on the part of the petitioner.

3. In view thereof, petition is partly allowed. Both the orders dated 17.01.2024 passed by the Member, Industrial Court, Akola in Revision ULP No. 18/2019 and order dated 06.12.2018 passed by the Judge, Labour Court, Akola in Complaint (ULP) No.

13/2018 are hereby set aside and the matter is remitted back to the Labour Court. Learned Labour Court to decide the same within a period of six months.

(Siddheshwar S. Thombre, J)

Shubham