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W.A.No.2354 of 2025



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED : 11.08.2025

CORAM

THE HONOURABLE MRS. JUSTICE J.NISHA BANU

AND

THE HONOURABLE MR. JUSTICE M.JOTHIRAMAN

Writ Appeal No.2354 of 2025

P.Vijayakumar
S/o Paramasivam

..Appellant

Vs.

The Management,
Tata Coffee Limited,
Anamallais Group Office,
Old Valparai Post,
Coimbatore - 642 127

..Respondent

Prayer: Writ Appeal filed under Clause 15 of Letters Patent to set aside the order dated 04.04.2025 in W.P.No.33977 of 2023 passed by this Court.

For Appellant : Mr.S.Saravanan

JUDGMENT

(The order of the Court was made by J.Nisha Banu,J.)

This Writ Appeal has been filed as against the order dated 04.04.2025 passed by this Court in W.P.No.33977 of 2023.

2. The writ petition has been filed challenging the award passed by the Labour Court in I.D.No.25 of 2021 dated 20.06.2023 and to direct



the respondent to reinstate the petitioner in service with full backwages and other attendant benefits from 27.01.2020.

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3. The case of the appellant/petitioner is that the appellant was employed as Assistant Factory Officer in the respondent management since 1994 and was terminated from service without conducting any domestic enquiry or issuing a second show cause notice for the alleged misconduct of involving in collection of pepper crop. The Labour Court held the termination as illegal, but erroneously denied reinstatement and instead, awarded a nominal retrenchment compensation of Rs.2,75,000/-. Aggrieved by the award, the petitioner filed a writ petition challenging the same and for reinstatement with full backwages and other attendant benefits. However, the learned Single Judge of this Court has dismissed the writ petition. Hence, the present writ appeal.

4. Heard the learned counsel for the appellant and perused the materials available on record.

5. Perusal of the records shows that as the appellant had admitted the charges, he was dismissed from service by the Management. Though the misconduct committed by the appellant is considered as a grave misconduct, the Labour Court, considering the long service of the appellant, had taken a lenient view and had granted retrenchment compensation of Rs.2,75,000/-. The Writ Court, considering the factual



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aspects of th case, has rightly dismissed the writ petition. This Court finds no infirmity or illegality to interfere with the order passed in the writ petition. Accordingly, the Writ Appeal stands dismissed. No costs.

[J.N.B.,J.] [M.J.R.,J.]
11.08.2025

vsi
Speaking order/Non-speaking order
Neutral Citation:Yes/No

To

The Management,
Tata Coffee Limited,
Anamallais Group Office,
Old Valparai Post,
Coimbatore - 642 127

J.NISHA BANU,J.
AND



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M.JOTHIRAMAN,J.

Vsi

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