



**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

CWP-22967-2018

Date of Decision : **26.11.2025**

**DIVISIONAL FOREST OFFICER TERRITORIAL FOREST
DIVISION MILL GATE AIRPORT ROAD HISAR**Petitioner

VERSUS

ANITA AND ANOTHERRespondents

CORAM: HON'BLE MR. JUSTICE KULDEEP TIWARI

Present : Mr. Kapil Bansal, DAG, Haryana,
for the petitioner.

Mr. Raman K. Sharma, Advocate and
Mr. Deepak Sonak, Advocate,
for respondent no.1

KULDEEP TIWARI, J.(Oral)

1. The Forest Department-Management, fetching grievance from the Award dated 16.03.2018 (Annexure P-10), passed by the learned Industrial Tribunal-cum-Labour Court, Hisar, has approached this Court, through the instant writ petition, cast under Articles 226/227 of the Constitution of India, whereby, the reference has been answered in favour of the respondent no.1-workman, and she has been granted the relief of re-instatement on the same post with continuity in service, and full back wages from the date of issuance of demand notice, i.e. 02.05.2016, and all other consequential benefits.
2. Before this Court proceed further, it is apt to record that earlier at the time of issuance of a notice of motion vide order dated

10.09.2018, the operation of the impugned Award was ordered to be stayed. However, before passing of such direction, respondent no.1-workman, had already been reinstated into service. In the similar matter i.e. CWP-22974-2018, upon a miscellaneous application having been filed, a clarification was issued by the co-ordinate bench vide order dated 31.10.2018.

3. The above fact of reinstatement of respondent no.1-workman into service, was not disputed by learned State counsel.

4. Further, at the outset, learned State counsel appearing for the petitioner, apprises this Court that respondent no.1-workman, post passing of the Award (*supra*), is working with the petitioner/Management-Forest Department, and therefore, the only issue, which requires consideration, is with regard to the payment of full back wages. He further informs this Court that a similar issue had arisen before a Coordinate Bench of this Court, in a bunch of petitions, lead case being CWP-22006-2017, which was decided vide order dated 05.09.2024, thereby, reducing the back wages from 50% to 30%. The relevant paragraph of the verdict (*supra*), is extracted hereinafter:-

“17. Considering the fact that workmen have already been re-engaged, they are working since their re-engagement and they had not worked during the period from retrenchment to reinstatement, this Court finds it appropriate to reduce the amount of back wages from 50% to 30%. The said amount shall be paid within three months from today and it would not carry interest.”

5. Learned counsel for the respondent no.1-workman does not dispute the judgment (*supra*), and submits that he has no objection, in case, the matter at hand is also disposed of, in similar terms.

6. In view of the above, the impugned award is modified, only to the extent that the back wages, as granted to respondent no.1-workman by the learned Industrial Tribunal concerned, are reduced to 30%.

7. Consequently, the instant writ petition is **disposed of**.

November 26, 2025
dharamvir

(KULDEEP TIWARI)
JUDGE

Whether speaking/reasoned.	:	Yes/No
Whether Reportable.	:	Yes/No