

2025:PHHC:154220



IN THE HIGH COURT OF PUNJAB & HARYANA
AT CHANDIGARH

120

CWP-32400-2025

Date of decision: November 10, 2025

RANBIR

...Petitioner

Versus

STATE OF HARYANA AND OTHERS

...Respondents

CORAM: HON'BLE MR. JUSTICE TRIBHUVAN DAHIYA

Present: Mr. Mazlish Khan, Advocate
for the petitioner.

Mr. Amit Sahni, Additional Advocate General, Haryana.

TRIBHUVAN DAHIYA, J. (ORAL)

On the last date of hearing, the following order was passed:

It is *inter alia* contended that the petitioner was appointed as Chowkidar/Watchman in the College vide letter dated 21.11.2014, Annexure P-1 and joined pursuant thereto by submitting a joining report dated 22.11.2014, Annexure P-2. He has worked there ever since without any complaint. Vide office order dated 03.10.2025, Annexure P-5, his duties as watchman for the month were also notified. Pursuant thereto, he went to the College next day at 09:30 am, but was refused entry. The petitioner immediately objected to it by sending a letter dated 04.10.2025, Annexure P-6. Only thereafter, the impugned order dated 04.10.2025, Annexure P-7, was passed by respondent no.3 relieving him from duty with effect from that day. The order is without notice and opportunity of hearing to the petitioner. This makes it unsustainable, being violative of the Principles of Natural Justice.



2. Mr. Amit Sahni, Additional Advocate General, Haryana appearing on advance notice, seeks an adjournment to get instructions.

3. Adjourned to 10.11.2025.

2. Learned State counsel, on instructions from respondent no.4/ Dr. Seema Thakran, Officiating Principal, submitted that the petitioner was not issued any show cause notice before relieving him from service as Chowkidar/Watchman.

3. Accordingly, there is no denying the fact that the impugned relieving order dated 04.10.2025, has been passed in violation of Principles of Natural Justice and becomes unsustainable.

4. The petition is, therefore, disposed of by setting aside the relieving order dated 04.10.2025, giving liberty to the respondents to proceed against the petitioner, if required, only after affording him due opportunity of hearing in accordance with law. Consequently, he shall be permitted to rejoin and work on the existing terms and conditions.

November 10, 2025

Jaspreet Kaur

(TRIBHUVAN DAHIYA)
JUDGE

Whether speaking/reasoned : *Yes*

Whether reportable : *Yes/No*