

IN THE HIGH COURT OF JUDICATURE AT PATNA
Civil Writ Jurisdiction Case No.12979 of 2013

1. Workmen of Bhartiya Jevan Bima Nigam Danik Majdoor Karmchari Sangh through its President, L.I.C. of India, Jeevan Prakash, Frazer Rod, Patna, P.S. Kotwali, District- Patna.
2. Sri Murari Prasad, S/O Sri Shyamdeo Prasad, R/O Village Bhagwanganj, P.S- Bhagwanganj, District- Patna, Presently Residing In The Office Of the Bhartiya Majdoor Sangh, Bihar Pradesh, Road No. 1, Q. N. 1 Gardanibagh, Patna- 80001, P.S- Gardanibagh, District- Patna And the President Of Bhartiya Jeevan Bima Nigam Dainik Majdoor Karmchari Sangh, L.I.C. Of India, Jeevan Prakash Frazer, Road, Patna.
3. Sri Ram Prasad, S/O Late Shyam Nandan Prasad, Resident Of Pump House, L.I.C. Of India (Jeevan Anand), Frazer Road, Patna, P.S- Gandhi Maidan, District- Patna, General Secretary, Bhartiya Jeevan Bima Nigam Dainik Majdoor Karmchari Sangh, L.I.C. Of India, Jeevan Prakash Fraser, Road, Patna.

... .. Petitioner/s

Versus

1. The Union of India through the Ministry of Labour and Employment, Government of India, New Delhi.
2. Secretary, Ministry of Labour and Employment, Govt. of India, New Delhi.
4. Management of The Life Insurance Corporation of India, Frazer Road, Patna- 800001, through its Senior Divisional Manager, L.I.C of India, Jeevan Prakash, Frazer Road, Patna- 800001.
5. Senior Divisional Manager, Life Insurance Corporation of India, Jeevan Prakash, Frazer Road, Patna-800001.
6. Manager, Officer Servicing (O.S), L.I.C. of India, Divisional Office, Jeevan Prakash, Frazer Road, Patna- 800001.
7. Manager, Personal Relation and Industrial Relation (P and IR), L.I.C. of India, Patna Divisional Office, Jeevan Prakash, Frazer Road, Patna-1.
8. Administrative Officer (A.O.), Office Servicing (O.S.) L.I.C. of India, Divisional Officer, Jeevan Prakash, Frazer Road, Patna-1.
9. Administrative Officer, Servicing/Estate (O.S./Estate), L.I.C. of India, Divisional Officer, Jeevan Prakash, Frazer Road, Patna-1.
10. Administrative Officer, Personal and Industrial Relation (P and IR), L.I.C. of India, Divisional Officer, Jeevan Prakash, Frazer Road, Patna-1.

... .. Respondent/s

Appearance :

For the Petitioner/s	:	Mr. Pramod Kumar Sinha, Advocate
For the Union Of India	:	Ms. Kanak Verma, CGC
		Mr. Amrendra Nath Verma, Advocate
For the Respondent/s No. 4 to 10:		Mr. Nilanjan Chatterjee, Advocate
		Mr. Ujjwal Raj, Advocate
		Mr. Anirvan Choudhari, Advocate
		Mr. Sahil Kumar, Advocate



CORAM: HONOURABLE MR. JUSTICE DR. ANSHUMAN
ORAL JUDGMENT

Date : 03-07-2026

Heard learned counsel for petitioners, learned counsel for Union of India and learned counsel for the respondent Nos. 4 to 10 (The Life Insurance Corporation of India).

2. The present writ petition has been filed for quashing of the part of the award dated 14.05.2012 passed by the learned Presiding Officer, Industrial Tribunal, Patna in reference to Case No. 72 of 2008 as notified in the Gazette of India dated September, 30 to October, 6, 2012 through the Ministry of Labour and Employment, Government of India.

3. Learned counsel for the petitioners submits that the part of the award which has been challenged is the monetary compensation amount, which is extremely low, and therefore, the said monetary compensation amount should be enhanced.

4. Learned counsel for the Union of India submits that, in this case, the Union of India is a formal party and the real contest is between the Life Insurance Corporation of India and the awardees, through whom the Union of India is



represented.

5. Learned counsel for the Life Insurance Corporation of India, on the other hand, submits that there is no need for any interference with the said award for the reason that the award is well reasoned and the reference has been decided completely in accordance with law. Counsel also submits that the monetary compensation amount, i.e., payment of Rs. 25,000/- (Rupees Twenty-Five Thousand) to each of the two employees separately, is already sufficient.

6. Upon hearing the arguments and upon meticulous reading of the award, this Court finds that a reasoned and speaking order has been passed after considering the position of law laid down under Sections 25B, 25F, 33(1) (b), and 33(2)(b) of the Industrial Disputes Act, as well as sub-regulations (2) and (3) of Regulation 39 of the LIC of India (Staff) Regulations, 1960. In addition to that, almost all the losses during the relevant period of time have been discussed. Therefore, on merits, this Court is not inclined to interfere with the said award.

7. However, this Court is of the view that the monetary compensation amount is extremely low, i.e., Rs. 25,000/- (Rupees Twenty-Five Thousand), and therefore, in the



interest of justice, the same is enhanced by 100%, i.e., by Rs. 25,000/- (Rupees Twenty-Five Thousand), making the total monetary compensation payable to each employee Rs. 50,000/- (Rupees Fifty Thousand).

8. As such, it is hereby directed that the Life Insurance Corporation of India shall pay a sum of Rs. 50,000/- (Rupees Fifty Thousand) to each employee, namely, Sri Murari Prasad (respondent No. 2) and Sri Ram Prasad (respondent No. 3), within one month from the date of this order.

9. Accordingly, the present writ petition stands disposed of.

(Dr. Anshuman, J.)

Rakesh/Aman/-

AFR/NAFR	
CAV DATE	NA
Uploading Date	07.07.2026
Transmission Date	NA

