HC-KAR

NC: 2026:KHC:60280
WP No. 16752 of 2026

CNR: KAHC010364542026

IN THE HIGH COURT OF KARNATAKA AT BENGALURU

DATED THIS THE 29TH DAY OF OCTOBER, 2026

BEFORE

THE HON'BLE MR. JUSTICE S SUNIL DUTT YADAV

WRIT PETITION NO. 16752 OF 2026 (S-RES)

BETWEEN:

1. SRI. RAVI CHANDRAN R
S/O. RAMASWAMY,
AGED ABOUT 65 YEARS
EX-STAFF NO. 09300G,
RESIDING AT NO.65, B BLOCK,
VINAYAKA NAGAR
BANGALORE NORTH
BENGALURU-560 017.

2. SRI. SURYANARAYANA.
S/O. VISHNU BHAT
AGED ABOUT 63 YEARS,
EX-STAFF NO. 14663 G,
RESIDING AT, G-7.Y.ROAD,
ITI COLONY. DOORAVANINAGAR
BENGALURU-560 016.

... PETITIONERS

(BY SRI. A G GURURAJ., ADVOCATE)

Digitally signed by VIDYA G R
Location: HIGH COURT OF KARNATAKA

AND:

1. THE CHAIRMAN AND MANAGING DIRECTOR
ITI LIMITED, ITI BHAVAN,
DOORAVANINAGAR,
BENGALURU-560 016.
2. THE PLANT HEAD,
BENGALURU PLANT,
ITI LTD., DOORAVANINAGAR,

BENGALURU-560 016.
REF. BY THE GENERAL MANAGER

… RESPONDENTS

(BY SMT. VARSHA HITTANAHALLI, ADVOCATE)

THIS W.P. IS FILED UNDER ARTICLE 226 OF THE CONSTITUTION OF INDIA, PRAYING TO ISSUE OF WRIT OF MANDAMUS DIRECTING THE RESPONDENTS TO SETTLE AND DISBURSE THE INTEREST OF DELAYED PAYMENT ON PRIVILEGE LEAVE ENCASHMENT ENTITLEMENT OF THE PETITIONERS AS ON THE DATE OF THEIR RESPECTIVE SUPERANNUATION AS PER ANNEXURE TO THEIR REPRESENTATION DATED 23-02-2026 AND 23-01-2026 VIDE ANNEXURE-F, F1 AND ETC.

THIS PETITION, COMING ON FOR PRELIMINARY HEARING, THIS DAY, ORDER WAS MADE THEREIN AS UNDER:

CORAM: HON'BLE MR. JUSTICE S SUNIL DUTT YADAV

ORAL ORDER

The present petition is filed seeking to direct the respondents to settle and disburse privilege leave and encashment entitlement of the petitioners which was not extended to them on the date of respective superannuation and the interest on the delayed payment. The petition has been filed by the petitioners, who were employees of respondent Company and have attained superannuation.

2. The case of the petitioners is that in terms of the Circulars bearing No.381 dated 27.05.1994, No.460 dated 24.08.2000, No.524 dated 22.08.2016, the petitioners were entitled to encash their privileged leave and that the respondents having failed to disburse the same, necessary direction is sought to the respondents to pay the said benefit to the petitioners along with interest.

3. Reliance is placed on the order dated 09.12.2024 passed in W.P.No.22160/2024 and connected petitions.

4. Learned counsel appearing for the respondents submit that in light of the financial condition of respondents, the said claim could not be honoured, but however, taking note of the order dated 09.12.2024 passed in W.P.No.22160/2024 and connected petitions, the claim of the petitioners would be settled within a period of three months from the date of receipt of certified copy of the order.

5. Learned counsel for the petitioners submits that the respondents are required to pay the said entitlement of the petitioners with prevailing bank rate of interest.

6. As regards such contention, learned counsel appearing for the respondents submits that in light of the order 09.12.2024 passed in W.P.No.22160/2024 and connected petitions under identical circumstances where identical benefit as claimed in the present matter was directed to be paid to the petitioners, the Court had granted 7% interest per annum and even in the present case, the petition may be allowed with a direction to make good the entitlement of petitioners along with interest at the rate of 7% per annum.

7. Learned counsel for the petitioners submits that the rate of interest may be ordered in terms of the order dated 09.12.2024 passed in W.P.No.22160/2024 and connected petitions. The said submission requires acceptance.

8. Accordingly, the present petition is allowed. The respondent No.2 is directed to settle and disburse the privilege leave and encashment entitlement of the petitioners and such entitlement is to be cleared by making payment with interest at the rate of 7% per annum on their entitlement which may be calculated from the date of superannuation as per representations of petitioners dated 23.02.2026 and 23.01.2026. The respondents are directed to make good such entitlement of the petitioners within a period of three months from the date of receipt of the copy of the order with interest at the rate of 7% per annum.

Sd/-
(S SUNIL DUTT YADAV)
JUDGE

VGR