



WEB COPY

WA No. 1066 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 17-04-2026

CORAM

THE HON'BLE MR JUSTICE S. M. SUBRAMANIAM

AND

THE HON'BLE MR.JUSTICE C.KUMARAPPAN

WA No. 1066 of 2025

and

CMP No. 8532 of 2025

and

CMP No. 22448 & 22450 of 2025

The Management of Vijaya Medicals And
Educational Trust
Rep. by S.Gopi, HR Manager, S.S.K. Road,
Vadapalani, Chennai - 026.

..Appellant(s)

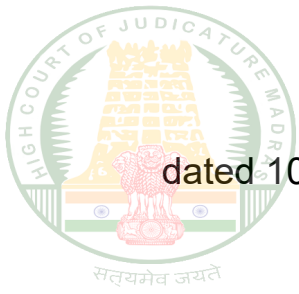
Vs

1. The Assistant Commissioner Labour - 3
(Conciliation)
Kuralagam, Chennai – 108.
2. Baby Shabeena
Labour I.D.No.2910, No.20, 2nd Street,
Nambi Nagar, Poonamalle,
Chennai - 056.

..Respondent(s)

WA No. 1066 of 2025

To allow the writ appeal and to set aside the order passed in WP No.23955 of 2024 dated 22.08.2024 and consequently set aside the impugned order of the 1st respondent passed in Na.Ka.No.A/269/2020 dated 15.03.2024 passed in approval petition number AA/361/2020 filed by the appellant/petitioner u/s 32(2)(b) of ID Act, 1947 and to approve the dismissal of the 2nd respondent passed by the appellant petitioner



dated 10.12.2020.

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For Appellant(s): Mr.R.Ganesan

For Respondent(s): Mr.T.Chandrasekaran,
Spl.G.P. for R1
Mr.V.Subramani for R2

Judgment

(Judgment of the Court was delivered by S.M.Subramaniam J.)

The parties have successfully settled the issues and had entered into Settlement Agreement before the Tamil Nadu Mediation and Conciliation Centre. The Settlement Agreement dated 26.03.2026 entered into between the parties is extracted hereunder.

SETTLEMENT AGREEMENT

This SETTLEMENT AGREEMENT entered into on 26th March, 2026

between

The Management of Vijaya Medicals and Educational Trust, Rep. by

Mr.S. Gopi, HR Manager, N.S.K. Salai, Vadapalani, Chennai - 600 026

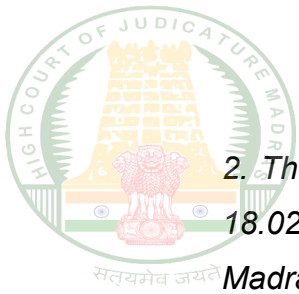
And

Smt. Baby Shabeena, Labour I.D.No.2910, No.20, 2nd Street, Nambi

Nagar, Poonamallee, Chennai-600 056.

WHEREAS

1. Disputes and differences had arisen between the Parties hereto and Writ Appeal in W.A.No.1066 of 2025 and CMP No. 8532, 224488 & 22450/2025 was filed on 25.03.2025 before the Hon'ble High Court of Madras.



2. The matter was referred to mediation/conciliation vide an order dated 18.02.2026 passed by the 3rd Hon'ble Division Bench, High Court of Madras.

3. The parties agreed that Mr. S. Arunkumar would act as their Mediator/Conciliator.

4. Several meetings were held during process of Mediation/Conciliation from 18.02.2026 to 26.03.2026 and the parties have with the assistance of the Mediator/Conciliator voluntarily arrived at an amicable solution resolving the above mentioned disputes and differences.

5. The parties hereto confirm and declare that they have voluntarily and of their own free will arrived at this Settlement Agreement in the presence of the Mediator/Conciliator.

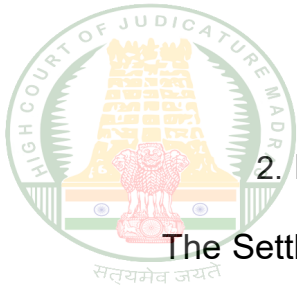
6. The following settlement has been arrived at between the Parties hereto:

A. The 1st Party(Appellant)herein, namely, The Management of Vijaya Medicals and Educational Trust, Rep. by Mr. S. Gopi, HR Manager, N.S.K. Salai, Vadapalani, Chennai 600 026 agreed to pay the sum of Rs.11,00,000/- (Rupees Eleven Lakhs only) including the gratuity to the 2nd Party(Respondent 2)i.e. Smt. Baby Shabeena, Labour I.D. No.2910, No.20, 2nd Street, Nambi Nagar, Poonamallee, Chennai - 600 056 in full quits of all her claims.

B. The 2 Party (Respondent2)has agreed to give up her claim for reinstatement in service and back wages due as per the order dated 15.03.2024 in Na.Ka. No.A/269/2020 by the Asst. Commissioner of Labour-3, (Conciliation), Kuralagam, Chennai and confirmed by order dated 22.08.2024 in W.P.No.23955/2024.

C. The 1stParty(Appellant): Today paid the above said agreed amount of Rs. 11,00,000/- (Rupees Eleven Lakhs only) including the gratuity by way of cheque bearing No.007191, dated 24/3/2026 Indian Overseas Bank Vijay Hospital branch Vadapalani in the name of the 2nd Party (Respondent 2).

7. By Signing this Agreement, Parties hereto state that they have no further claims or demands against each other with respect to the issue pending in W.A.No.1066/2025 and all disputes and differences in this regard have been amicably settled by the Parties hereto through the process of Conciliation/Mediation.



2. In view of the above Settlement, the Writ Appeal stands disposed of.

The Settlement Agreement dated 26.03.2026 shall form part of the record. No

costs. Consequently, connected miscellaneous petitions are closed.

(S.M.S.,J.) (C.K.,J.)
17-04-2026

Index: Yes/No

Speaking/Non-speaking order

Neutral Citation: Yes/No

VSI

To

The Assistant Commissioner Labour - 3 (Conciliation)

Kuralagam, Chennai - 108



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**S.M.SUBRAMANIAM J.
AND
C.KUMARAPPAN J.**

vsi

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