



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

CWP-7813-2013

Date of Decision : **08.05.2026**

TOOR RICE MILLS

.....Petitioner

VERSUS

HARINDER SINGH AND ANOTHER

.....Respondents

CWP-12098-2013

HARINDER SINGH

.....Petitioner

VERSUS

**PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, PATIALA,
AND ANOTHER**

.....Respondents

CORAM: HON'BLE MR. JUSTICE KULDEEP TIWARI

Present : Mr. Ashok Bhardwaj, Advocate,
for the petitioner-workman in CWP-7813-2013
for respondent no.2-management in CWP-12098-2013

Mr. Kanchan Sindhu, Advocate,
for the petitioner-workman in CWP-12098-2013
for respondent no.1-workman in CWP-7813-2013

KULDEEP TIWARI, J.(Oral)

1. Both these petitions are amenable to be decided together, as a common Award dated 11.01.2013 passed by the learned Industrial Tribunal concerned, has been put to challenge, both, by the management and the workman.

2. Mr. Kanchan Sindhu, Advocate, who is appearing for the petitioner Harinder Singh, as a legal-aid-counsel, is also allowed to represent him in CWP-7813-2013 as well.

3. She will be paid the fee from the corpus of legal-aid-counsel of this High Court.

4. The reference was answered in favour of the workman, vide Award (*supra*), to the extent that his termination was held to be illegal, however, instead of granting reinstatement, only a meagre compensation of Rs.20,000/- was awarded. The relevant part of the Award is extracted hereinafter:-

“50. The reference is answered in favour of the workman to the extent that he is entitled to compensation of Rs.20000/-, because of his unjust and unfair termination on 15.12.1999 and the application is decided in favour of the workman to the extent that he is entitled for wages @ Rs.6000/- P.M. for the period from 01.09.1999 to 14.12.1999 i.e. Rs.21000/-. Respondent management is directed to pay the compensation and wages as above referred to the workman within 45 days of publication of the award/order, failing which the workman shall be entitled for the above said amount along with interest @ 6% per annum from the date of award/order till actual realization of above said amount. Copy of Award/order be placed on Application file.”

5. Learned counsel for the management, at the outset informs this Court that the unit has already closed way back on 31.03.2000, therefore, the question of reinstatement does not arise now. The only issue arises for adjudication of this Court, as to whether, the workman is entitled for the compensation as already awarded, or enhancement in the compensation as demanded by him?

6. It is surfaced from a perusal of the Award that the workman has worked for about 15 ½ months. Considering the period of service rendered by the workman with the management, this Court is of the considered view that the instant dispute can be given quietus by directing

the management to pay a lump-sum compensation of Rs.1,50,000/-, over and above the compensation, as awarded by the Tribunal.

7. The management is directed to deposit the aforesaid amount in the bank account of the petitioner, i.e. A/C No.31778154150, IFSC-BKID0006320, State Bank of India, Tarn Taran, within a period of six weeks from the date of this order. Failing which, the petitioner, shall be entitled for interest at the rate of 9% p.a. on account of delayed payment.

8. **Disposed of** accordingly.

9. A photocopy of this order be placed on the file of the connected case.

10. All pending application(s), if any, also stand **disposed** of accordingly.

May 08, 2026
dharamvir

(KULDEEP TIWARI)
JUDGE

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