

IN THE SUPREME COURT OF INDIA
CIVIL APPELLATE JURISDICTION

CIVIL APPEAL NO.....of 2025
(@SLP (C) No.908 of 2021)

ARATA CH. PARICHHA

APPELLANT

VERSUS

MANAGEMENT OF DIVISIONAL
FOREST OFFICER CUM WILDLIFE
WARDEN & ANR.

RESPONDENTS

WITH

C.A. No...../2025
(@SLP (C) No.5720 of 2021)

C.A. No...../2025
@SLP (C) No.5719 of 2021

O R D E R

1. Leave granted.

2. We have heard learned counsel for the parties.

3. The appellants in these three appeals were appointed as watchmen with the respondent(s). Their services were dispensed with without following the retrenchment procedure prescribed under Section 25F of the Industrial Disputes Act, 1947. An industrial dispute was raised, the Labour Court passed an

award on 21.09.2017 holding that retrenchment was in violation of the prescribed retrenchment procedure. However, instead of directing for reinstatement, the appellants were awarded compensation of Rs.45,000/- (Rupees Forty Five Thousand) and Rs.50,000/- (Rupees Fifty Thousand) plus interest @6%.

4. Aggrieved by the award passed by the Labour Court, respondents as well as the appellants filed petitions before the High Court. The High Court by the order impugned dismissed the petitions of both i.e., the management as well as the workmen. The management has not challenged the order passed by the High Court and, therefore, the award as against them to the extent it holds that retrenchment procedure was not followed before dispensing the services of the appellants, has attained finality.

5. The appellants submit that, firstly, the Labour Court ought to have directed for reinstatement and, secondly, the compensation ought not to have been limited to Rs.45,000/- (Rupees Forty Five Thousand) and Rs.50,000/- (Rupees Fifty Thousand) as directed by the Labour Court.

6. We have considered the submissions of the learned counsel for the parties and have perused the materials available on

record. Having regard to the nature of engagement of the appellants as also the period for which they were engaged, we do not deem it appropriate to interfere with the award to the extent it denies reinstatement and back wages. However, we are of the view that the compensation awarded to the appellants is on the lower side and, therefore, we deem it appropriate to enhance the compensation and direct that the respondents shall pay compensation to the appellants of Rs.2,50,000/- (Rupees Two Lakhs Fifty Thousand) each within three months from today, failing which, the compensation amount shall carry an interest @9% per annum.

7. The appeals stand disposed of in the aforesaid terms.

8. Pending application(s), if any, shall also stand disposed of.

.....J.
[MANOJ MISRA]

.....J.
[UJJAL BHUYAN]

New Delhi;
12th August, 2025

ITEM NO.26

COURT NO.14

SECTION XI-A

S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGS

Petition(s) for Special Leave to Appeal (C) No(s). 908/2021

ARATA CH. PARICHA

Appellant(s)

VERSUS

MANAGEMENT OF DIVISIONAL
FOREST OFFICER CUM WILDLIFE
WARDEN & ANR.

Respondent(s)

WITH

SLP (C) No.5720 of 2021 (XI-A)
FOR ADMISSION and I.R.

SLP (C) No.5719 of 2021 (XI-A)
FOR ADMISSION and I.R.

Date : 12-08-2025 This appeal was called on for hearing today.

CORAM :

HON'BLE MR. JUSTICE MANOJ MISRA
HON'BLE MR. JUSTICE UJJAL BHUYAN

For Appellant(s) :

Mr. Suchit Mohanty, Adv.
Mrs. Vandana Kaushal, Adv.
Mr. Samarth Mohanty, Adv.
Mr. Rahul Pratap, AOR

For Respondent(s) : Mr. Kiran Kumar Patra, AOR
Mr. Preetish Sahu, Adv.
Mr. Biswajit Patra, Adv.

Mr. Joby P. Varghese, AOR
Ms. Rashmi Goyal, Adv.

UPON hearing the counsel the Court made the following
O R D E R

1. Leave granted.
2. Appeals are disposed of in terms of the Signed Order placed on the file.
3. Pending application(s), if any, shall stand disposed of.

(RASHI GUPTA)
COURT MASTER (SH)

(SAPNA BANSAL)
COURT MASTER (NSH)