



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

CWP-22983-2025

Date of decision: 22.08.2025

G4S Secure Solutions (India) Pvt. Ltd.

.... Petitioner

Vs.

Industrial Tribunal-cum Labour Court-I, and another

.... Respondents

CORAM: HON'BLE MR. JUSTICE KULDEEP TIWARI

Present: Mr. Pankaj Gupta, Advocate, for the petitioner.

Mr. Nikhil Sharma, Advocate, for

Mr. Rajvir Singh Sihag, Advocate, for respondent No.2.

KULDEEP TIWARI, J (Oral)

1. Through the instant petition, a challenge is thrown to the *ex parte* award dated 07.07.2021 (P-3), passed by the Industrial Tribunal-cum-Labour Court-I, Gurugram, whereby, reference was answered in favour of the workman-respondent No.2, and the management was directed to re-instate him along with 50% back wages.

2. On 08.08.2025, this Court had passed the order, hereinafter extracted below:

“Learned counsel for the petitioner, submits that claim of the workman can be settled by passing an order of lump sum amount, whereas, after eight years of the retrenchment order, learned Tribunal has passed the order of re-instatement, which is legally not sustainable. To support his submission, learned counsel for the petitioner has placed reliance upon the judgment of Division Bench of this Court, in LPA-1203-2021, titled ‘Sukhbir Singh vs. State of Haryana and another’ decided on 01.03.2023.

Learned counsel for the petitioner further submits that the petitioner is ready and willing to compensate the respondent No.2/workman, adequately, in view of the settled principles of law, instead of asking for the execution of the re-instatement.

Notice of motion to respondent No.2 only, at this stage.



Mr. Rajvir Singh Sihag, Advocate, has caused appearance on behalf of the respondent No.2, accepts notice and waives service. He seeks some time to have apt instructions from the quarter concerned, as to whether, the respondent No.2/workman is ready to accept the lump sum compensation amount, in view of the order dated 03.04.2025, passed by Coordinate Bench of this Court, in CWP-33500-2024, or not.

List this matter on 22.08.2025, in the urgent list.

No further request for adjournment shall be entertained.”

3. Today, learned counsel for the petitioner submits that since respondent No.2 had worked about 13 years, 6 months and 15 days, therefore, they are ready to compensate him by paying Rs.7.00 lakhs i.e. Rs.50,000/- for each year he had worked with the management.

4. The offer of the Management-petitioner is accepted by the contesting respondent No.2, who is being represented by Mr. Nikhil Sharma, Advocate, for Mr.Rajvir Singh Sihag, Advocate.

5. In view of the above settlement between the parties, the impugned award passed by the learned Industrial Tribunal-cum-Labour Court-I, Gurugram, is ordered to be set aside. The petitioner-Management is directed to deposit Rs.7.00 lakh, in the following account of respondent No.2, within five weeks from today.

“Harsh Chaturvedi,
State Bank of India,
A/c No.MSB 11752645056
IFSC : SBIN0011250
Ghazipur Branch.”

6. This Court further observe that in case the petitioner do not deposit the amount within the stipulated time period, the respondent No.2 would be at liberty to enforce the original award dated 07.07.2021 (P-3) by approaching the apt forum/Court.

7. **Disposed of**, accordingly.

(KULDEEP TIWARI)
JUDGE

22.08.2025

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Whether speaking/reasoned : Yes/No
Whether reportable : Yes/No