

IN THE SUPREME COURT OF INDIA  
CIVIL APPELLATE JURISDICTION

CIVIL APPEAL NO. 4603 OF 2016  
(Arising out of SLP (C) No.11060 of 2016)

RAIJIBHAI BHIKHABHAI PARMAR AND ORS

APPELLANTS

VERSUS

RELIANCE INDUSTRIES LTD. (FORMERLY KNOWN AS  
INDIAN PETROCHEMICALS CORPORATION LTD.) AND ANR. RESPONDENTS

J U D G M E N T

KURIAN, J.

1. Leave granted.

2. The limited grievance of the appellants is on the direction to deposit the amounts already received by them at the time of the alleged cessation of employment with the respondents as a pre-condition for the Labour Court to enter adjudication on the grievance raised by the employees.

3. Having heard Mr. R.P.Bhatt, learned senior counsel appearing for the appellants and Mr. C.U.Singh, learned senior Counsel appearing for the respondents, in the peculiar facts and circumstances of the case, we are of the view that the interest of justice would be advanced if the direction of the High Court to deposit the amounts already received by

appellants at the time of cessation, is partly modified.

4. Accordingly, we dispose of the appeal permitting the appellants to deposit 50% of the gross VRS amount (which does not include P.F. Gratuity, etc.) within a period of three months from today.

5. The Labour Court, Vadodara will decide the Reference within a period of three months from the date of deposit as above.

6. The appeal is disposed of as above. No costs.

.....J.  
[KURIAN JOSEPH]

.....J.  
[ROHINTON FALI NARIMAN]

NEW DELHI;  
APRIL 29, 2016

S U P R E M E C O U R T O F I N D I A  
R E C O R D O F P R O C E E D I N G S

Petition(s) for Special Leave to Appeal (C) No(s). 11060/2016  
(Arising out of impugned final judgment and order dated 29/01/2016  
in CA No. 9087/2014 passed by the High Court of Gujarat at  
Ahmedabad)

RAIJIBHAI BHIKHABHAI PARMAR AND ORS

Petitioner(s)

VERSUS

RELIANCE INDUSTRIES LTD. (FORMERLY KNOWN AS  
INDIAN PETROCHEMICALS CORPORATION LTD.) AND ANR.

Respondent(s)

Date : 29/04/2016 This petition was called on for hearing today.

CORAM :

HON'BLE MR. JUSTICE KURIAN JOSEPH  
HON'BLE MR. JUSTICE ROHINTON FALI NARIMAN

For Petitioner(s) Mr. R.P. Bhatt, Sr.Adv.  
Mr. Prakash Thakkar, Adv.  
Mr. Kailash Pandey, Adv.  
Mr. Ranjeet Singh, Adv.  
Mr. Himanshu Wailwal, Adv.  
Mr. K. V. Sreekumar, Adv.

For Respondent(s) Mr. Chander Uday Singh, Adv.  
Mr. K. R. Sasiprabhu, Adv.  
Mr. Keyar Gandhi, Adv.  
Mr. Aswin Dave, Adv.  
Mr. Melanie D'souza, Adv.  
Mr. Vishnu Sharma, Adv.  
Mr. Gaurav Thakur Adv.  
Mr. Rishi Gautam, Adv.

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

Leave granted.

The appeal is disposed of in terms of signed  
non-reportable Judgment.

Pending application (s) shall stand disposed of.

(Rajni Mukhi)  
SR. P.A.

(Renu Diwan)  
COURT MASTER

(Signed non-reportable judgment is placed on the file)