


GJRJ160001292025 	Received on :	12.02.2001		
	Registered on :	12.02.2001		
	Decided on :	16.04.2026		
	Duration :	25 Yrs.	02 Mths.	04 Days

Before the Hon'ble Member and Presiding Officer of Industrial
Tribunal at Rajkot.

Ref. (I. T. C.) No.68/2025

[Old Ref. (I.T.C.) No.04/2001]

- First Parties::**
1. The Chief General Manager,
Telecom Department,
Seva Sadan Building, 1st floor,
Bhadra, Ahemdabad – 380001,
Gujarat.
 2. The Telecom District Manager,
Telecom Department,
Near Alankar Talkies,
Surendranagar – 363001.

V/S

- Second Party::**
1. Rameshbhai M. Panara,
Address: Village: Kothariya,
Taluka: Wadhwan city,
District: Surendranagar.

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Reference under sec.10 of the I. D. Act.

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For First Parties : Ld. advocate Mr. G. K. Bhatt.

For Second Party : Ld. advocate Mr. P. M. Vora.

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: Award :

(1). The first party herein is the Chief Manager and District Manager of the Telecom department which then after is converted to Bharat Sanchar Nigam Limited (BSNL) as well as the second party is the employee. The above first as well as second party for the sake of brevity and deciding this industrial dispute are referred as '*the opponents*' and '*the applicant*', respectively.

(2). The present industrial dispute was forwarded for adjudication by the Ministry of Labour under the Government of India to the then Industrial Tribunal, Rajkot, as the conciliation proceeding before it could not fructify, *vide* letter dtd.18.01.2001, as per it's order No.L-40012/443/2000-IR(DU) and the exact terms of reference are as under:

“Whether the action of the Management of Telecom Deptt., Surendranagar/Ahemdabad in terminating/discontinuing the services of Sh. Rakeshbhai M. Panara, casual labour w.e.f. dt.21.01.2000 is just, valid and legal? If not, to what relief the

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workman is entitled to and what directions are necessary in the matter?"

Date : 16.04.2026

Parvezahemad A. Malaviya

Place: Rajkot

Member,

Industrial Court, Rajkot.

Code No. GJ00837.

Note : Today the final award is passed in this matter and the Industrial Tribunal herein has sent copies of the said award to the Assistant Labour Commissioner who has the authority to publish it and has informed that necessary steps be taken as per Section-17 of the Industrial Disputes Act, No.14 of 1947 regarding the publication of the said award so after this office is informed about the publication of the said award, a copy of the complete award of the present case will be uploaded.
