

**Exh. No. O-1**

**IN THE INDUSTRIAL COURT, MAHARASHTRA,  
(BHANDARA BENCH), BHANDARA.**

**REVISION APPLICATION (ULP) NO. 30/2025**

(CNR NO. - MHIC360001142025)

Grampanchayat Akot,  
through it's Secretary and one,

**- V E R S U S -**

Kamlesh Vinod Lanjewar,

**ORDER BELOW EXH. C-2**  
(Passed on 6<sup>th</sup> March, 2026)

This application is preferred by the appellant for grant of interim relief by way of stay to the effect and operation of judgment and order dated 12/11/2025 passed by the learned Labour Court, Bhandara in Complaint (ULP) No. 11/2023. The application is supported by an affidavit being executed by one Vijay Natthuji bhure. Perused the application.

02. Say of the respondent has been called. The respondent has filed his say at Exh. U-3 and strongly opposed the application.

03. I have heard learned Advocate Mr. N. S. Talmale for the applicants and learned Advocate Mrs. R. S. Ramteke for the respondent.

04. The main revision petition is preferred challenging judgment and order dated 12/11/2025 passed by the Labour Court, Bhandara in Complaint (ULP) No. 11/2023. Several grounds are raised in revision petition. Vide judgment dtd. 12/11/2025, the learned trial Court has passed an order thereby setting aside termination order dtd. 01/06/2023.

05. Learned Advocate Mr. N. S. Talmale for the applicants has pointed out that in the main complaint there was neither pleading nor challenge to termination order dtd. 01/06/2023 coupled with D. D. of Rs.78,100/- i.e. wages till 31/05/2023 plus retrenchment allowance plus one month notice pay. As such, it was argued that the trial Court has exceeded it's jurisdiction when there was no such pleading. From the judgment and evidence of original complainant Kamlesh V. Lanjewar, my attention was drawn to the part wherein the complainant has admitted that in view of document Exh. U-25, which of dtd. 13/03/2023, there is only mention about handing over of the charge. He has also admitted that prior to 01/06/2023, he was not terminated from the service. The copy of complaint is placed on record wherein the prayer clause clarifies that the complainant is seeking declaration about alleged termination since 13/03/2023, but prima facie from the order passed, the trial Court has set aside the termination dtd. 01/06/2023.

06. Several other grounds are raised in the main revision about admission given in the cross-examination by the complainant, wherein no legal procedure was adopted before appointing the complainant. Learned Advocate Mrs. R. S. Ramteke appearing on behalf of the original complainant fairly conceded that the complainant has received the cheque. So also, the complainant has received salary for the period from 01/03/2023 to 31/05/2023. So, if March 2023 salary is paid, then in the complaint there is prayer about the alleged termination dtd. 13/03/2023 itself shows about certain ambiguity and error being committed.

07. For all these purposes, a detailed hearing is required for main revision and even record and proceeding has to be called for. Meanwhile,

when the issue no. 1 speaks of the aspect regarding complainant proving illegal termination from 13/03/2023 and the Court setting aside termination order dtd. 01/06/2023 itself shows about patent illegality, which also needs to be considered after verifying record and proceeding.

08. Under these circumstances, the submission of learned Advocate Mrs. R. S. Ramteke that stay should not be granted cannot be considered because the Court has granted declaration with regard to termination order dtd. 01/06/2023. Therefore, it is necessary to stay effect and operation of impugned judgment and order dtd. 12/11/2025 passed in Complaint (ULP) No. 11/2023 by the learned Labour Court, Bhandara. Hence, I pass the following order.

**ORDER**

01. The application Exh. C-2 is hereby allowed and made absolute in terms of prayer clause.
02. Record and proceeding be called from learned Labour Court, Bhandara immediately.
03. The revision application is hereby expedited.

BHANDARA.  
Date :- 06/03/2026.

(Kishore M. Jaiswal)  
Member,  
Industrial Court, Bhandara.

Argued on : 05/03/2026  
Dictated on : 06/03/2026  
Typed on : 07/03/2026  
Checked & Signed on : 07/03/2026.  
MSH/-