

accordingly the preliminary issues were framed. However now the respondents have submitted that they have not conducted any enquiry against the complainant as he was a contract employee. Their written statement further contains pleadings that the complainant had remained unauthorized absent and he had committed past misconducts as well. The burden to prove the same is upon the respondents. The complainant has also pleaded in his complaint that he was not given any opportunity of hearing and defence and illegally was terminated from service. When the respondents themselves are submitting that no enquiry is conducted therefore there is no question of directing them to produce the enquiry proceedings on record. As far as their contention that they may be permitted to delete the pleadings relating to enquiry from the written statement, they are at liberty to take appropriate steps for the same. Accordingly, the application is disposed off. The matter to proceed further as per law.

PUNE

DATE :- 15/12/2025

SYK/-

(Smt. T. A. Sawant)
Judge,
First Labour Court, Pune.