

(1)

IN COURT OF JUDICIAL MAGISTRATE FIRST CLASS,
[COURT NO.1], SAONER

Record of Summary Case No.2941/2025 tried under Chapter 22 of
the Bharatiya Nagarik Suraksha Sanhita, 2023

1. Date of the commission of offence : 29/09/2025.
2. Date of the report of the : 15/12/2025
complaint
3. Name of the complainant, with : **State of Maharashtra**
parentage, age, residence etc. Through Government Labour
Officer and Inspector, under the
Minimum Wages Act, 1948,
Office of Additional
Commissioner of Labour, New
Administrative Building No.2,
4th Floor, A-Wing, Civil Lines,
Nagpur
4. Name, parentage, age and : **1. Mr. Aditya Puri**
residence etc. of the Accused. **(Managing Director)**
ISGEC Heavy Engineering Ltd.,
A-4, Vindhyanal Marg, Near
HCL Technologies, Block-A,
Sector 24, Noida, (U.P.)
2. Mr. Rajesh Kamble
(Project Head)
SGEC Heavy Engineering Ltd.,
Koradi Thermal Power Station,
Near Guest House, Chhindwara
Road, Koradi, Nagpur.
5. **Particulars of the offence complained and explained to the accused:**
That on 29/09/2025 at SGEC Heavy Engineering Ltd., Koradi
Thermal Power Station, Near Guest House, Chhindwara Road, Koradi,
Nagpur, you accused were responsible for the conduct of business of
above establishment and in the inspection and visit of complainant you

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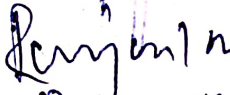
were found contravened the provisions of Payment of Wages Act, 1936 which are as follows i.e. you have failed to pay the wages to the workers as on or before 7th day of the month, failed to display the notice abstract of the Act and of rules made thereunder in the premises or at the entrance of establishment, failed to display the notice indicating the date of payment in a conspicuous place or near the main entrance of the establishment in English and in language of the majority of the persons employed therein, failed to display the notice indicating the rate of wages payable to all persons employed in such establishment, and thereby committed an offences punishable u/s. 5(1)(a) and 25 of the Payment of Wages Act, 1936 R/w Rules 8 and 20(2) respectively of the Maharashtra Minimum Wages Rules, 1963 which are punishable u/s 20 of the Payment of Wages Act, 1936 and within my cognizance.

6. Plea of the accused :

Q. No.1 Have you received the copies of the case papers ?
Ans : - YES.

Q. No.2 Have you understood the particulars of the offence now read over and explained to you in Marathi in open Court ?
Ans :- YES.

Q. No.3 Do you wish to plead guilty ?
Ans :- YES, I plead guilty.


(RANJAN KUMAR)

Signature of authorized person of Accused

Before me,



(Pradeepsingh P. Thakur)

Head of the Panel, Nationala Lok
Adalat, Saoner

Saoner

Date:- 14/03/2026.

JUDGMENT

Authorized person namely **Ranjan Kumar S/o S.N.P. Sinha (Manager HR and Admin.)** with his Ld. Advocate present before court. He has filed separate authority letters (Exh.2 and 3) given by both accused even to plead guilty. He have filed pursis (Exh.4) and voluntarily pleaded guilty. Considering the nature of offence and submission made, in my opinion, following order will meet the ends of justice. Hence, I pass following order. .


ORDER

- 1) The accused No.01 **Mr. Aditya Puri (Managing Director)** and accused No. 02 **Mr. Rajesh Kamble (Project Head)** are convicted for the offences punishable u/s. 5(1)(a) and 25 of the Payment of Wages Act, 1936 R/w Rules 8 and 20(2) respectively of the Maharashtra Minimum Wages Rules, 1963 *vide* Section 275 of the Bharatiya Nagarik Suraksha Sanhita, 2023.
- 2) Accused are hereby sentenced to pay collective fine of Rs.7,150/- (Seven Thousand One Hundred Fifty Rupees Only) in default to suffer simple imprisonment for 7 days.

(Judgment dictated and pronounced in open Court.)

Saoner

Date:- 14/03/2026.



(Pradeepsingh P. Thakur)

Head of the Panel, Nationala Lok Adalat,
Saoner

Deposited Rs. 7150/- (Collectively)
Vide fine / C.A. No. 342/26
Dt. 14/3/26 towards Fine

