

(1)

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

Record of Summary Case No.2940/2025 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

were found contravened the provisions of Payment of Wages Act, 1936 which are as follows i.e. you have failed to pay extra wages for overtime work or double rate as compared to ordinary rate of wages, failed to maintain the Muster Roll-Cum-Wage register in form I and, failed to provide attendance Card-cum-wage-slip to his employees and entries of each day and at the end of month is not made by your or your representatives, and thereby committed an offence punishable u/s. 14(1), 18(1) and 18(3) of the Minimum Wages Act, 1948 R/w Rule 27(1), 27(2), 21(1)(i)(a) and 26(1) of the Maharashtra Minimum Wages Rule, 1963 which are punishable u/s 22-A of the Minimum Wages Act, 1948 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.

Ranjana
(RANJANA-KUMAR)

Signature of authorized person of Accused

Before me,

Pradeepsingh P. Thakur
(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. 14(1), 18(1) and 18(3) of the Minimum Wages Act, 1948 R/w Rule 27(1), 27(2), 21(1)(i)(a) and 26(1) of the Maharashtra Minimum Wages Rule, 1963 *vide* Section 275 of the Bharatiya Nagarik Suraksha Sanhita, 2023.
- 2) Accused are hereby sentenced to pay collective fine of Rs.2,000/- (Two Thousand 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. 2000/-
Vide Fine / C.A.C.D. No. 341/26
on 14/3/26 towards Fine


नाज़र
फौजदारी न्यायालय क रत
सावनेर