

HIGH COURT OF ANDHRA PRADESH :: AMARAVATI**W.P.No.30910 of 2025****PROCEEDING SHEET**

Sl.No.	DATE	ORDER	OFFICE NOTE
	10.11.2025	<u>VN.J</u> Learned counsel for the Petitioner is permitted to take out personal notice to the Respondent(s) by registered post with acknowledgment due and file proof of service. The present Writ Petition is filed questioning the Proceedings of the Respondent No.2 issued vide File No.ITC53-11027/ 23/ 2025 – SR – CONS - APIS, dated 13.10.2025 relieving the Petitioner from his duties as 'Startup Associate', as illegal and arbitrary. The Petitioner was appointed as 'Startup Associate' on 30.06.2022 after a selection process with a salary of Rs.30,000/- per month by the Respondent No.2. While so, pursuant to the Fact Finding Committee Report dated 29.05.2025, the services of the Petitioner were terminated vide impugned proceedings. (P.T.O)	

		Learned counsel for the Petitioner submits that before passing the impugned order, no notice was issued to the Petitioner nor was a copy of the Fact Finding Committee Report furnished so as to enable the Petitioner to explain his innocence. Heard the respective counsel. Considering the fact that the impugned order was passed based on the Fact Finding Committee Report dated 29.05.2025 as mentioned in reference No.1 of the impugned order without putting the Petitioner on notice, the same, <i>prima facie</i>, appears to be in contravention with the principles of natural justice. Secondly, as even an outsourced/contract employee cannot be terminated on stigmatic grounds without an enquiry as held by the Division Bench of this Court in State of A.P., rep. By its Principal Secretary and others v. K. Madhu Phani and another¹, there shall be interim suspension of the impugned proceedings, dated 13.10.2025, pending further orders. Post on 09.12.2025. _____ VN,J eha	
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¹ 2018 (1) ALD 125

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