



2559-2023

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**IN THE HIGH COURT OF JUDICATURE AT BOMBAY**  
**NAGPUR BENCH, NAGPUR.**

**WRIT PETITION NO. 2559 OF 2023**

**(The Sub-Area Manager, Ballarpur Vs. Appellate Authority & Deputy Chief Labour  
Commissioner, Nagpur & Ors.)**

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Office Notes, Office Memoranda of Coram,  
appearances, Court's orders of directions  
and Registrar's Orders.

Court's or Judge's orders.

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Shri P.V. Ghare, Counsel for the petitioner.  
Ms A.S. Athalye, Counsel for respondent nos. 1 and 2.  
Shri N.A. Chawhan, Counsel for respondent no.3.

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**CORAM : ANIL L. PANSARE, J.**  
**JULY 23, 2024**

Heard for some time.

2] Respondent no.3 has been discharged from services. The learned Counsel for respondent no.3 submits that discharge and removal/termination are two distinct phraseology. If an employee is discharged after conducting enquiry, he/she will be entitled for payment of gratuity.

3] The learned Counsel for the petitioner seeks time to place on record certain judgments on the point that discharge, in a given case, would amount to removal/termination of service.

4] Stand over to 24/7/2024.

**(ANIL L. PANSARE, J.)**

Sumit