



IN THE HIGH COURT OF KARNATAKA AT BENGALURU

DATED THIS THE 27TH DAY OF MARCH, 2026

BEFORE

THE HON'BLE MR. JUSTICE S.R.KRISHNA KUMAR

WRIT PETITION NO. 122 OF 2024 (S-RES)

BETWEEN:

G. N. JAYAKUMAR
S/O LATE NAGARAJ
AGED ABOUT 40 YEARS,
R/A SANTHE GATE,
BHOVI COLONY,
KOLAR – 563 101

...PETITIONER

(BY SRI. N. B. N. SWAMY, ADVOCATE)

AND:

1. THE GENERAL MANAGER
UNION BANK OF INDIA
CENTRAL OFFICE,
UNION BANK BHAVAN 239
VIDHANA BHAAN MARG
MUMBAI – 400 021
MAHARASHTRA
2. THE ASSISTANT GENERAL MANAGER (EBO)
HR DEPARTMENT
EMPLOYEES BENEFIT DIVISION
UNION BANK OF INDIA
CENTRAL OFFICE
UNION BANK BHAVAN 239
VIDHANA BHAVAN MARG
MUMBAI – 400 021
MAHARASHTRA
3. THE CHIEF MANAGER
HR DEPARTEMNT
EMPLOYEES BENEFIT DIVISION
UNION BANK OF INDA

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signed by
CHANDANA
B M
Location:
High Court of
Karnataka



CENTRAL OFFICE
UNION BANK BHAVAN 239
VIDHANA BHAVAN MARG
MUMBAI – 400 021
MAHARASHTRA

4. THE BRANCH MANAGER
UNION BANK OF INDIA
KOLAR BRANCH
KOLAR – 563 101

...RESPONDENTS

(BY SRI. VIGNESH S. SHETTY, ADVOCATE)

THIS W.P. IS FILED UNDER ARTICLES 226 AND 227 OF CONSTITUTION OF INDIA PRAYING TO QUASH THE ORDER PASSED BY RESPONDENT NO.3 WIDE COMMUNICATION LETTER/ ENDORSEMENT NO. HR.EBD.CA.11719/2023 DATED 03/06/2023 WHICH IS NOT IN ACCORDANCE WITH LAW AT ANNEXURE-A THEREBY REJECTING THE APPLICATION / REQUEST LETTER DATED 19/03/2021 OF THE PETITIONER SEEKING FOR APPOINTMENT OF THE PETITIONER ON COMPASSIONATE GROUNDS IN THE R1 BANK AND ETC.,

THIS PETITION, COMING ON FOR ORDERS, THIS DAY, ORDER WAS MADE THEREIN AS UNDER:

CORAM: HON'BLE MR. JUSTICE S.R.KRISHNA KUMAR

ORAL ORDER

In this petition, petitioner seeks for the following reliefs:

- “a) *Issue a writ; in the nature of mandamus or any other appropriate writ or order and quash the order passed by respondent No.3 wide communication letter/endorsement No. HR;EBD;CA;11719;2023 dated 03-06-2023 Which is not in accordance with law at ANNEXURE-A thereby rejecting the application/request letter dated 19-3-2021 of the*



petitioner seeking for appointment of the petitioner on compassionate grounds in the respondent No.1 Bank and

- b) Quash the order passed by Respondent No.2 vide endorsement No.HR;EBD;F-2212;N-0632;2023, dated 3-2-2023 which is not in accordance with law which is at ANNEXURF-B and*
- c). Direct the respondent 1 TO 3 to consider the application/request letter dated 19-3-2021 of the petitioner for appointment of the petitioner on compassionate grounds in the Respondent No.1 Bank, which is at ANNEXURE-G and*
- d). Issue any other writ or order or direction that this Hon'ble Court is deems fit in the facts and circumstances in the ends of justice."*

2. Heard learned counsel for the petitioner and learned counsel for the respondents and perused the material on record.

3. In addition to reiterating the various contentions urged in the petition and referring to the material on record, learned counsel for the petitioner has invited my attention to the impugned communication at Annexure - B dated 03.02.2023 issued by the respondent - Bank rejecting the request/application of the petitioner for compassionate appointment on the ground that the



petitioner - applicant was not a wholly dependent family member in terms of the scheme. In this context, learned counsel for the petitioner submits that the impugned communication is a cryptic, laconic, non speaking and unreasoned order and in the absence of any valid reasons stated in the impugned communication, the same deserves to be set aside and the matter may be remitted back to the respondent for reconsideration of the application for compassionate appointment in accordance with law.

4. Per contra, learned counsel for the respondent submits that there is no merit in the petition and the same is liable to be dismissed.

5. Before averting to the rival submissions, it would be necessary to extract Annexures- A and B.

“Annexure-A

Ref No. HR:EBD:CA:11719:2023 Date: 03.06.2023

*To,
Shri G N Jayakumar
Son of Late Mr. Nagraj
Santhe gate, Bhavi Colony,
Kolar Karnataka 563101.*

Dear Sir,



*Reference: Complaint No: PMOPG/D/2023/0089408
Appointment on Compassionate ground.*

We refer to your subject complaint in the Government Portal regarding appointment on Compassionate ground. In this context, we wish to inform that, decision of the Competent Authority of the Bank on your application for compassionate appointment has been taken in accordance with the scheme / guidelines for Compassionate appointment.

The decision of the competent Authority has already been conveyed to you vide letter reference no. HR:EBD:F-2213:N-0632:2023 dated 09-02-2023.

A copy of the aforesaid letter is enclosed once again for your information in the matter.

Yours Faithfully,

*Sd/-
Chief Manager"*

Annexure-B

HR:EBD:F-2212:N-0632:2023

03-02-2023

*Mr.G N Jayakumar
Son of Late Mr. Nagaraj,
Santhe gate, bhovi colony,
Kolar Karnataka 563101Nayak*

Sir,

*Sub: Your Application for Appointment on
Compassionate Grounds*



With reference to your application on the captioned subject, we have to inform you that, the matter was placed before the Competent Authority and in terms of the Government of India guidelines and as per the Scheme of Compassionate Appointment, your request for compassionate appointment has not been considered favorably by the Bank in terms of the Scheme on following grounds:

Applicant is not wholly dependent family member in terms of the Scheme.

Yours faithfully,

*Sd/-
Asst. General Manager
(EBD)"*

6. As can be seen, the aforesaid impugned communications are cryptic, laconic, non speaking and unreasoned order without assigning proper or cogent reasons as to why the request of the petitioner was being rejected by the respondent. In fact, except stating that the petitioner was not a wholly dependent family member under the scheme, no material particulars or details as to why the petitioner who was undisputedly the son of late Nagaraj, who died during service is not forthcoming in the communication, which deserves to be set aside and the matter is remitted back for reconsideration of the



petitioner's application/request for compassionate appointment within a stipulated time frame.

7. Under the aforesaid facts and circumstances of the case, I deem it just and appropriate to dispose of the petition by issuing certain directions. In the result, I pass the following:

ORDER

- i) The petition is hereby disposed of.
- ii) The impugned orders at Annexures-A and B dated 03.06.2023 and 03.02.2023 respectively are hereby set aside.
- iii) The matter is remitted back for reconsideration of petitioner's application/request for compassionate appointment afresh by passing a speaking order and in accordance with law within a period of three months from the date of receipt of copy of this order.
- iv) All rival contentions on all aspects of the matter are kept/left open and no opinion is expressed on merits/demerits of the rival contentions.

**Sd/-
(S.R.KRISHNA KUMAR)
JUDGE**