

(2012) 08 CAL CK 0098
In the Calcutta High Court
Case No : Writ Petition No. 18799 (W) of 2012

Sankar Nath Das

APPELLANT

Vs

The State of West Bengal and Others

RESPONDENT

Date of Decision : 31-08-2012

Acts Referred:

Payment of Gratuity Act, 1972 — Section 8

Citation : (2012) 08 CAL CK 0098

Hon'ble Judges : Jayanta Kumar Biswas, J

Bench : Single Bench

Advocate : Biswadeb Ray Chaudhuri and Mr. Saurav Chaudhuri, for the Appellant; Pantu Deb Roy and Mr. S. Guha Biswas for CTC, for the Respondent

Judgement

Jayanta Kumar Biswas, J.—The petitioner in this WP under art.226 dated August 21, 2012 is alleging that for undisclosed reasons the respondents liable to pay him gratuity, leave salary, etc. and not disputing his entitlement and their liability have not paid the benefits. It is not disputed that the petitioner retired from services of Calcutta Tramways Company (in short CTC) on October 31, 2011, and that CTC incurred an obligation to pay him gratuity, leave salary, etc. on November 1, 2011. Nor is it disputed that CTC has not paid him the benefits.

2. Mr Deb Roy appearing for CTC submits that the petitioner was paid in excess of his entitlement; that the amount payable could not be paid for acute financial crisis; and that for gratuity the petitioner had a remedy under s.8 of the Payment of Gratuity Act, 1972. He has relied on an unreported Division Bench decision dated March 27, 2012 in MAT No. 112 of 2012 (The Managing Director, CTC Ltd. & Ors. v. Munshi Abdul Rouf & Ors.).

3. In my opinion, financial crisis, if any, of CTC is not a ground to say that it was or is entitled to withhold the petitioner's gratuity, leave salary, etc. It was under an obligation to pay the benefits on November 1, 2011. By withholding the benefits it has caused irreparable loss and harassment to the petitioner. This is a litigation it has generated without any valid reason.

4. The plea that for gratuity the petitioner had a remedy under s. 8 of the Payment of Gratuity Act, 1972 is without any merit. Availability of a statutory remedy such as the one under s. 8 of the Payment of Gratuity Act, 1972 is not a bar to seek the art.226 remedy. Besides, the petitioner's entitlement to gratuity and liability of CTC to pay gratuity both are undisputed.

5. In my opinion, CTC should be ordered to pay the petitioner all the benefits to which he is entitled. The relied on Division Bench decision does not entitle CTC to withhold the benefits or pay them in the manner it wishes. It is liable to pay interest. I think interest, if ordered at the rate of 7% p.a., will be fair and reasonable. For these reasons, I dispose of the WP directing CTC to pay the petitioner gratuity, leave salary, etc. according to law with interest at the rate of 7% p.a. from November 1, 2011, within four weeks from the date this order is served on it. No costs. Certified xerox.