

IN THE SUPREME COURT OF INDIA
CIVIL APPELLATE JURISDICTION
CIVIL APPEAL NO. 1310 OF 2017

N.K. JOSHI

Appellant(s)

VERSUS

MODERN BAKERIES (I) LTD. NOW TAKEN OVER
BY M/S HINDUSTAN UNI LEVER LTD.

Respondent(s)

O R D E R

Heard the appellant who is appearing in-person and learned Senior Counsel for the respondent.

2. Basically, the challenge in the present appeal emanates from the order of termination passed by the respondent against the appellant. The said termination was challenged by the petitioner before the Labour Court. The Labour Court vide award dated 19.01.2000 held the termination to be illegal, however, instead of directing reinstatement and back wages, it awarded a lump sum compensation of Rs. 50,000/- (Rupees Fifty Thousand) in lieu of reinstatement. Aggrieved, the petitioner challenged the award of the Labour Court in W.P.(C) No. 780/2001 wherein the Single Judge of the High Court of Delhi vide order dated

31.07.2014 upheld the award while granting additional sum of Rs. 25,000/- (Rupees Twenty Five Thousand) with 15% interest. The Petitioner further challenged the order by filing LPA No. 565 of 2014 seeking reinstatement with full back wages instead of the lump sum compensation. The Division Bench of the High Court, vide impugned order dated 16.07.2025, refused to interfere and upheld the award of compensation.

3. Without going into the details, since notice was issued in the matter on 15th February, 2016, noting that it was only limited to the quantum of compensation, on a query to the learned Senior Counsel for the respondent with regard to what amount the respondent is agreeable to pay, the answer is that a sum of Rs. 5,00,000/- (Rupees Five Lakhs) would be proper.

4. The appellant submits that his termination itself is illegal.

5. On a response sought from the appellant with regard to the quantum, he said that the Court may enhance the same as the appellant has been illegally terminated way back in the year 1980 and has suffered adverse consequences due to such termination. He further submits that even the Provident Fund which was due and payable to him has not been paid and which is required to be paid along with the statutory interest thereon.

6. On a response sought, learned Senior Counsel for the respondent submits that whatever is due and admissible under the

head of Provident Fund, in accordance with law, shall be paid to the appellant without delay, if not already paid, after adjusting what may have already been paid

7. Having considered the matter, the appeal stands disposed of with a direction to the respondent to pay an amount of Rs. 7,50,000/- (Rupees Seven Lakhs Fifty Thousand) to the appellant as full and final compensation, within two weeks from today.

8. Within the same time, whatever may be due and admissible under the head of Provident Fund along with statutory interest thereupon, if any, shall also be cleared by the respondent and paid to the appellant within the same period.

9. Pending applications, if any, also stand disposed of.

.....J.
(AHSANUDDIN AMANULLAH)

.....J.
(MANMOHAN)

NEW DELHI
AUGUST 05, 2026.

ITEM NO.112

COURT NO.10

SECTION XIV-A

S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGS

Civil Appeal No(s) . 1310/2017

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Date : 05-08-2026 This appeal was called for hearing today.

CORAM : HON'BLE MR. JUSTICE AHSANUDDIN AMANULLAH
HON'BLE MR. JUSTICE MANMOHAN

For Appellant(s) : Appellant-in-person

For Respondent(s) : Mr. Sandeep Prabhakar, Adv.
Mr. P. S. Sudheer, AoR
Mr. Rishi Maheshwari, Adv.
Ms. Anne Mathew, Adv.
Mr. Bharat Sood, Adv.
Mr. Jashan Vir Singh, Adv.

O R D E R

Appeal stands disposed of in terms of the signed order placed on the file.

2. Pending application(s), if any, shall stand disposed of.

(SACHIN KUMAR SRIVASTAVA)
COURT MASTER (SH)

(ANJALI PANWAR)
ASSISTANT REGISTRAR