

**BEFORE THE UTTARAKHAND PUBLIC SERVICES TRIBUNAL
AT NAINITAL**

CLAIM PETITION NO. 48/NB/SB/2021

M.P.S.Rawat, aged about 62 years, s/o Late Sri Devendra Singh Rawat, r/o Shiv Vihar, Lane No. 12, Haldwani, District- Nainital.

.....Petitioner

vs.

1. State of Uttarakhand through Secretary, Environment and Forest, Secretariat, Dehradun.
2. Managing Director, Uttarakhand Forest Development Corporation, Aranya Vikas Bhawan, 73, Nehru Road, Dehradun.
3. Dr. G.C. Pant, s/o Late Sri Jeevanand Pant, r/o LohariasalMalla, Patni Parisar, Post Kathgharia, District Nainital.

.....Respondents

Present: Sri Yogesh Pant, Advocate for the petitioner.
Sri Kishore Kumar, A.P.O. for the Respondents

JUDGMENT

DATED: OCTOBER 20, 2022

Justice U.C.Dhyani (Oral)

By means of present claim petition, the petitioner seeks following reliefs:

“A- To direct the respondents to pay interest @ 18% per annum simple interest on the retirement dues i.e. Gratuity of Rs. 20,000,00/- (Twenty Lac Rupees), leave encashment of Rs. 17,98,720 (Seventeen Lac Ninety Thousand Seven Hundred Twenty Rupees) and Group Insurance of Rs. 1, 75,725/- (One Lac Seventy Five Thousand Seven Hundred Twenty Five) to the petitioner from 31.05.2019 till its payment on 11.01.2021.

B. To direct the respondents to pay the litigation expenses to the petitioner.

C. To grant such other reliefs which this Hon’ble Tribunal may deem fit and proper under the facts and circumstances of the case.”

2. Facts giving rise to present claim petition, as stated by the petitioner, are as follows:

2.1 The petitioner retired from the post of Regional Manager (Kumaon Region), Uttarakhand Forest Development Corporation, Haldwani, on 31.05.2019. After his retirement, the petitioner submitted a representation on 22.07.2019, to the then Regional Manager (Kumaon Region), Uttarakhand Forest Development Corporation, Haldwani, (Dr.G.C.Pant) for payment of his retirement dues *i.e.* leave encashment and gratuity. Allegedly, in order to delay the payment of retiral dues of the petitioner, the then Regional Manager, Kumaon Region, Dr. G.C. Pant, started raising unnecessary objections, as follows:

- a. Certain items which were given to the petitioner, have not been returned by him.
- b. 'No Objection Certificate' from the Etahawa (UP) Logging Division has not been submitted by the petitioner.
- c. The utilization certificate has not been accepted by the NMPB AYUSH Ministry of Government of India in regard to project no. Cons./UA-02/2017, Van Panchayat Munsiyari for allotted sum of Rs. 58.93 lac.
- d. The petitioner has disbursed the arrears for the period, 01.01.2016 to 31.12.2016, in consequence of the approval of 7th Pay Commission, but the said disbursement was done without following the G.O. no. 687/X-3-17-01(4)/2017 dated 22.09.2017.

2.2 In regard to the first objection, it is submitted by the petitioner that on 01.10.2019, the petitioner had already deposited Computer (Desktop), HP Printer and UPS. Thereafter, on 03.10.2019 Mobile Phone (Samsung Galaxy S8), and Laptop (Apple Mac pro) were deposited. Letter dated 13.11.2019 issued by the then Regional Manager (Kumaon Region), Dr. G.C. Pant, specially mentions that all the items have already been deposited by the petitioner in the office, but despite that the retiral dues of the petitioner were not paid till 11.01.2021. It is further submitted that the said objection amounts to misuse of power, inasmuch as *vide* letter dated 27.08.2019, the petitioner had already requested to the then Regional Manager (Kumaon Region), Dr.G.C.Pant, for releasing the retiral dues of the petitioner after deducting the amount of items which were

supplied to him during service. Thus, it is *prima facie* clear that undue pressure which was created for returning those items was not justified. Letter dated 13.11.2019, issued by Dr G.C. Pant, makes it clear that those items were returned, still, delay in payment of the retiral dues of the petitioneris not justified.

2.3 The second objection which was raised by the then Regional Manager (Kumaon Region) Dr. G.C. Pant, Haldwani, *vide* letter dated 11.09.2019, was that the petitioner did not file 'No objection certificate' from the Etahwa (U.P.) Logging Division. In this regard, it is submitted that no such objection was ever raised by the Etahwa Logging Division, but even without having any locus to raise such an objection, the retiral dues were delayed deliberately.

2.4 The third objection raised by the then Regional Manager (Kumaon Division), Dr. G.C. Pant, was that the utilization certificate has not been accepted by the NMPBAYUSH Ministry of Government of India, in regard to project no. Cons/UA-02/2017, Poting Van Panchayat Munsiyari for allotted sum of Rs. 58.93/- lac. This objection was not sustainable in the eye of law because even before his retirement, the petitioner has already submitted the audited expenditure account of the project to NMPB and thereafter on 30.05.2019 (date of retirement of the petitioner), the petitioner had transferred his responsibilities in the said project to then then Regional Manager (Kumaon Region), Mr. G.C. Pant and thereafter it was his responsibility to do the needful in relation to the said project, which was also clarified by the Managing Director (Dehradun) *vide* letter dated 27.12.2019.

2.5 The fourth objection raised by the then Regional Manager (Kumaon Division), Dr.G.C.Pant that the petitioner has disbursed the arrears for the period of 01.01.2016 to 31.12.2016 in consequence of the approval of 7th pay commission but the said disbursement was done without following the Government Order no. 687/X-3-17-01(4)/2017 dated 22.09.2017, which is wrong and misconceived because the disbursement of the said arrears was

done in the light of G.O. no, 202/XXVII(7)30(7)2016, which was received in the office of the petitioner vide letter no. 4451/satvanvetan/ date 10.11.2017, by which it was clearly directed to disburse the amount for the period, 01.01.2016 to 31.12.2016. It was informed to the petitioner that the said arrears have already been disbursed in office of the Managing Director (Dehradun) and the General Manager (Kumaon). Thus delaying the retiral dues of the petitioner on this ground is nothing but misuse of powers by the then Regional Manager (Kumaon Region) Dr. G. C. Pant.

2.6 The objections were thus raised with the intention of delaying the retiral dues of the petitioner which is also very much clear from the letter dated 18.11.2020 of the Regional Manager (Kumaon Division) Uttarakhand Forest Development Corporation, Sri K.N. Bharti, to show that the petitioner has not committed any default/irregularity. Replies to all the above objections were given by the petitioner to the concerned authorities, as and when required, but without considering the replies submitted by the petitioner, the retiral dues of the petitioner were delayed.

2.7 It is very important to mention here that, till the time Dr. G. C. Pant remained on the post of the Regional Manager (Kumaon Region), the retirement dues of the petitioner were not paid. It is only when new Regional Manager (Kumaon Region), Sri K.N. Bharti joined, the objections raised by Dr. G. C. Pant were rejected and 'no-dues certificate' was issued on 03.12.2020. The retiral dues were, thereafter, paid on 11.01.2021. Therefore, the petitioner is entitled to receive interest 18% per annum on the retiral dues from the date they became due i.e. 31.05.2019 till final payment on 11.01.2021, along with litigation expenses.

2.8. Relevant documents have also been filed by the petitioner in support of the claim petition.

3. Written Statement has been filed on behalf of respondent no. 2 by Sri K.N.Bharti, Regional Manager (Kumaon Region), Uttarakhand Forest

Development Corporation, Haldwani. In the Counter Affidavit thus filed, it has been stated that the petitioner did not submit 'No Objection Certificate' in time. Letters were written to him to return Computer (Desktop), HP Printer and UPS, Mobile Samsung Galaxy and Laptop Apple, which the petitioner deposited on 01.10.2019/03.10.2019. 'NOC' was thereafter issued by Uttarakhand Forest Development Corporation, Haldwani on 03.12.2020. In this way, deponent has stated, in para 15 of the Counter Affidavit, that the departmental articles which were issued to the petitioner were deposited by him on 01.10.2019/03.10.2019 and has also stated, in para 16 of the said Counter Affidavit, that the 'NOC' was issued to him by the Regional Manager (Kumaon Region) on 03.12.2020. Thereafter, according to para 17 of the Counter Affidavit, amount of Gratuity Rs.20,00,000.00 and Leave Encashment amounting to Rs. 17,98,720/- were released to the petitioner on 28.12.2020. [final payment was made on 11.01.2021]

Relevant documents have also been filed in support thereof.

4. Rejoinder Affidavit has been filed against the Counter Affidavit filed by respondent no. 2. The facts pleaded in the claim petition have been reiterated. Documents have also been filed along with the R.A. It has been stated, in para 4 of the R.A., that the petitioner had made a representation to the Regional Manager (Kumaon Region) on 27.08.2019 for payment of retiral dues after deducting amount in lieu of items not submitted by him, as the petitioner was not present in India, without yielding any result.On coming to India, the petitioner submitted those items on 01.10.2019/03.10.2019, but then also no payment of retiral dues was made till 11.01.2021.

5. No departmental proceedings are or were pending against the petitioner. Learned counsel for the petitioner submitted that retiral dues were unnecessarily withheld by the respondents and as per various decisions of the Hon'ble Supreme Court, the petitioner is entitled to the interest on delayed payment of gratuity and leave encashment. Learned

Counsel for the respondents submitted that departmental articles were deposited by the petitioner late and therefore, retiral dues were not paid to him in the absence of NOC.

The Tribunal agrees with the submission of Ld. Counsel for the petitioner in view of the following landmark decisions of Hon'ble Supreme Court:

(i) Hon'ble Apex Court has held in the decision of **State of Kerala and others vs. M.Padmanabhan Nair, 1985 (1) SLR 750**, that:

“Pension and gratuity are no longer any bounty to be distributed by the Government to its employees on their retirement but have become, under the decisions of this Court, valuable rights and property in their hands and any culpable delay in settlement and disbursement thereof must be visited with the penalty of payment of interest at the current market rate till actual payment .

2. **Usually the delay occurs by reason of non-production of the L.P.C. (Last Pay Certificate) and the N.L.C. (No Liability Certificate) from the concerned Departments but both these documents pertain to matters, records whereof would be with the concerned Government Departments. Since the date of retirement of every Government servant is very much known in advance we fail to appreciate why the process of collecting the requisite information and issuance of these two documents should not be completed atleast a week before the date of retirement so that the payment of gratuity amount could be made to the Government servant on the date he retires or on the following day and pension at the expiry of the following month.** The necessity for prompt payment of the retirement dues to a Government servant immediately after his retirement cannot be over-emphasised and it would not be unreasonable to direct that the liability to pay penal interest on these dues at the current market rate should commence at the expiry of two months from the date of retirement.

3. **The instant case is a glaring instance of such culpable delay in the settlement of pension and gratuity claims due to the respondent** who retired on 19.5.1973. His pension and gratuity were ultimately paid to him on 14.8.1975, i e., more than two years and 3 months after his retirement and hence after serving lawyer's notice he filed a suit mainly to recover interest by way of liquidated damages for delayed payment. The appellants put the blame on the respondent for delayed payment on the ground that he had not produced the requisite L.P.C. (last pay certificate) from the Treasury Office under Rule 186 of the Treasury Code. But on a plain reading of Rule 186, the High Court held-and in our view rightly-that a duty was cast on the treasury Officer to grant to every retiring Government servant the last pay certificate which in this case had been delayed by the concerned officer for which neither any justification nor explanation had been given. **The claim for interest was, therefore, rightly, decreed in respondent's favour.**

4. Unfortunately such claim for interest that was allowed in respondent's favour by the District Court and confirmed by the High Court was at the rate of 6 per cent per annum though interest at 12 per cent had been claimed by the respondent in his suit. However, since the respondent acquiesced in his claim being decreed at 6 per cent by

not preferring any cross objections in the High Court it could not be proper for us to enhance the rate to 12 per cent per annum which we were otherwise inclined to grant.

5. We are also of the view that the State Government is being rightly saddled with a liability for the culpable neglect in the discharge of his duty by the District Treasury Officer who delayed the issuance of the L.P.C. but since the concerned officer had not been impleaded as a party defendant to the suit the Court is unable to hold him liable for the decretal amount. It will, however, be for the State Government to consider whether the erring official should or should not be directed to compensate the Government the loss sustained by it by his culpable lapses. Such action if taken would help generate in the officials of the State Government a sense of duty towards the Government under whom they serve as also a sense of accountability to members of the public.”

[*Emphasis supplied*]

(ii). Hon’ble Apex Court, in the decision of **S.K.Dua vs. State of Haryana and Another (2008)1 Supreme Court Cases (L&S) 563**, has observed as below:

“.....

2. This appeal is directed against an order passed by the High Court of Punjab & Haryana at Chandigarh on July 7, 2005 in Writ Petition (C) No. 10025 of 2005. By the impugned order, the High Court dismissed the petition in limine relegating the appellant writ petitioner to avail a remedy by approaching a Civil Court.

3. Facts in brief are that the appellant was working as an Engineer-in-Chief in the Department of Irrigation, Haryana. According to him, he joined the service in Irrigation Department of the erstwhile State of Punjab in August, 1961 and was allocated to the Department of Irrigation and Power in the State of Haryana. He was promoted as Engineer- in-Chief on May 31, 1996 and worked in that capacity till he attained the age of superannuation in June, 1998. The appellant had an unblemished record of service for 37 years. During the course of his duties as Head of the Department, he submitted reports in or about April-May, 1998 to the Government highlighting certain irregularities and mal- practices said to have been committed by Mr. S.Y. Quraishi, the then Secretary, Irrigation & Power and requested the Government to make enquiry through Central Bureau of Investigation (CBI). According to the appellant, in pursuance of the complaint made by him, the Government removed Mr. Quraishi as Secretary, Irrigation allowing him to work only as Secretary, Department of Power.

4. The appellant has alleged that, as a measure of vendetta, Mr. Quraishi organized to send the appellant on deputation on May 15, 1998 to a lower and unimportant specially created post of Engineer-in-Chief, Command Area Development Agency by upgrading it just few weeks before his retirement. In addition to the said action, the appellant was served with three charge-sheets/ show cause notices in June, 1998, few days before his retirement. The appellant, however, retired on June 30, 1998 on reaching the age of superannuation. The appellant was paid provisional pension, but other retiral benefits were not given to him which included Commuted Value of Pension, Leave Encashment, Gratuity, etc. totaling to about Rs. 12 lakhs. They were withheld till finalization of disciplinary proceedings. The appellant submitted replies to the charge- sheets/ show cause notices, inter alia, denying allegations and asserting that they were uncalled for and were issued with mala fide intention and oblique motive. He further submitted that he had acted in public interest in salvaging damage likely to be caused to public exchequer. The replies submitted by the appellant were accepted by the authorities and the appellant was exonerated of all the charges. All retiral benefits were thereafter given to him between June 11 and July

18, 2002. Thus, according to the appellant though he retired in June, 1998, retiral benefits to which he was otherwise entitled, were given to him after four years of his superannuation.

5. The appellant has stated that, in the aforesaid circumstances, he was entitled to interest on the amount which had been withheld by the respondents and paid to him after considerable delay. He, therefore, made several representations. He also issued legal notice on June 3, 2005 claiming interest at the rate of 18% per annum for delayed payment. He had invited the attention of the Government to Administrative Instructions issued by the Government under which an employee is entitled to claim interest. Even otherwise, the action of non-payment of interest was arbitrary, unreasonable and violative of Articles 14 and 21 of the Constitution. There was, however, no reply whatsoever from the Government. The appellant as a senior citizen of 65 years of age then approached the High Court of Punjab & Haryana by filing a writ petition under Article 226 of the Constitution. But the High Court summarily dismissed the writ petition without even issuing notice to the respondents. The appellant has challenged the said order in the present appeal.

6. On October 28, 2005, notice was issued by this Court. Affidavits and further affidavits were filed thereafter and the Registry was directed to place the matter for final hearing. Accordingly, the matter has been placed before us for final disposal.

7. We have heard learned counsel for the parties.

8. The learned counsel for the appellant contended that the High Court was totally unjustified in dismissing the writ petition in limine and the said order is liable to be set aside. He submitted that no questions of fact, much less, disputed questions of fact were involved in the petition and the High Court was wrong in summarily dismissing it. **It is well settled law, submitted the counsel, that retiral benefits are not in the nature of bounty and an employee is entitled as of right to get those benefits immediately after superannuation unless they are withdrawn or withheld as a matter of punishment.** According to the appellant, he had always acted in the interest of the Government and saved public exchequer by inviting the attention to mal- practices committed by high ranking officers. As a measure of revenge against the appellant, charge-sheets were issued, **but after considering the explanation submitted by the appellant, all proceedings against him were dropped. In view of exoneration of the appellant, the Government ought to have paid interest on retiral benefits which were given to him after long time. As per the Guidelines and Administrative Instructions issued by the Government, the appellant was entitled to such benefit with interest.** The High Court ought to have allowed the writ petition of the appellant and ought to have awarded those benefits. **It was, therefore, submitted that the appeal deserves to be allowed by directing the respondents to pay interest on the retiral dues payable to the appellant which were actually paid to him after considerable delay.**

9. An affidavit in reply is filed by Special Secretary, Government of Haryana, Irrigation Department. In the counter affidavit which was filed in January, 2005, the deponent has stated that the appellant was paid all his retiral dues as soon as he was exonerated of the charges levelled against him. The deponent referred to the Haryana Civil Service (Punishment and Appeal) Rules, 1987 relating to benefits to which an employee is entitled and contended that after the charge-sheets were finally dropped, the appellant was paid all retiral benefits within three months from the date of dropping of the charge-sheets. But it was further stated that certain vigilance enquiries are "still pending" against the appellant. In the circumstances, **according to the deponent, the appellant was not entitled to interest and the action taken**

by the Government could not be said to be illegal or otherwise unreasonable. A prayer was, therefore, made to dismiss the appeal.

10. In rejoinder affidavit, the appellant reiterated what he had pleaded in the petition for leave to appeal and submitted that the stand taken by the Government in counter-affidavit is misconceived and he is entitled to the relief prayed in the petition before the High Court and in the present appeal.

11. Having heard the learned counsel for the parties, in our opinion, the appeal deserves to be partly allowed. **It is not in dispute by and between the parties that the appellant retired from service on June 30, 1998. It is also un-disputed that at the time of retirement from service, the appellant had completed more than three decades in Government Service. Obviously, therefore, he was entitled to retiral benefits in accordance with law.** True it is that certain charge- sheets/ show cause notices were issued against him and the appellant was called upon to show cause why disciplinary proceedings should not be initiated against him. It is, however, the case of the appellant that all those actions had been taken at the instance of Mr. Quraishi against whom serious allegations of mal- practices and misconduct had been levelled by the appellant which resulted in removal of Mr. Quraishi from the post of Secretary, Irrigation. The said Mr. Quraishi then became Principal Secretary to the Chief Minister. Immediately thereafter charge-sheets were issued to the appellant and proceedings were initiated against him. **The fact remains that proceedings were finally dropped and all retiral benefits were extended to the appellant. But it also cannot be denied that those benefits were given to the appellant after four years. In the circumstances, prima facie, we are of the view that the grievance voiced by the appellant appears to be well- founded that he would be entitled to interest on such benefits. If there are Statutory Rules occupying the field, the appellant could claim payment of interest relying on such Rules. If there are Administrative Instructions, Guidelines or Norms prescribed for the purpose, the appellant may claim benefit of interest on that basis. But even in absence Statutory Rules, Administrative Instructions or Guidelines, an employee can claim interest under Part III of the Constitution relying on Articles 14, 19 and 21 of the Constitution. The submission of the learned counsel for the appellant, that retiral benefits are not in the nature of “bounty” is, in our opinion, well-founded and needs no authority in support thereof.** In that view of the matter, in our considered opinion, the High Court was not right in dismissing the petition in limine even without issuing notice to the respondents.

12.”

13. The order passed by the High Court, therefore, must be quashed and set aside.

.....

Order accordingly.”

[Emphasis supplied]

(iii). In the decision of Civil Appeal No. 7113 of 2014, **D.D. Tiwari (D) vs. Uttar Haryana Bijli Vitran Nigam Ltd. & Others, 2014 (5) SLR 721**, Hon’ble Supreme Court has held as under:-

“2. Heard learned counsel on behalf of the parties. The appellant (since deceased) is aggrieved by the impugned order dated 14.03.2011 passed by the High Court of Punjab and Haryana at Chandigarh in LPA No. 1818 of 2010 in affirming the judgment of the learned single Judge passed in C.W.P. No. 1048 of 2010 **wherein he was not awarded interest for the delayed payment of pension and gratuity amount, for which he was legally entitled to. Therefore, the appellant**

approached this Court for grant of interest on the delayed payment on the retiral benefits of pension and gratuity payable to him by the respondents.

3. The appellant was appointed to the post of Line Superintendent on 30.08.1968 with the Uttar Haryana Bijli Vitran Nigam Ltd. In the year 1990, he was promoted to the post of Junior Engineer-I. During his service, the appellant remained in charge of number of transformers after getting issued them from the stores and deposited a number of damaged transformers in the stores. While depositing the damaged transformers in the stores, some shortage in transformers oil and breakages of the parts of damaged transformers were erroneously debited to the account of the appellant and later on it was held that for the shortages and breakages there is no negligence on the part of the appellant. On attaining the age of superannuation, he retired from service on 31.10.2006. **The retiral benefits of the appellant were withheld by the respondents on the alleged ground that some amount was due to the employer. The disciplinary proceedings were not pending against the appellant on the date of his retirement. Therefore, the appellant approached the High Court seeking for issuance of a direction to the respondents regarding payment of pension and release of the gratuity amount which are retiral benefits with an interest at the rate of 18% on the delayed payments.** The learned single Judge has allowed the Writ Petition vide order dated 25.08.2010, after setting aside the action of the respondents in withholding the amount of gratuity and directing the respondents to release the withheld amount of gratuity within three months without awarding interest as claimed by the appellant. The High Court has adverted to the judgments of this Court particularly, in the case of State of Kerala &Ors. Vs. M. Padmanabhan Nair, 1985 91) SLR 750, wherein this Court reiterated its earlier view holding that **the pension and gratuity are no longer any bounty to be distributed by the Government to its employees on their retirement, but, have become, under the decisions of this Court, valuable rights and property in their hands and any culpable delay in settlement and disbursement thereof must be dealt with the penalty of payment of interest at the current market rate till actual payment to the employees. The said legal principle laid down by this Court still holds good in so far as awarding the interest on the delayed payments to the appellant is concerned.** This aspect of the matter was adverted to in the judgment of the learned single Judge without assigning any reason for not awarding the interest as claimed by the appellant. That is why that portion of the judgment of the learned single Judge was aggrieved of by the appellant and he had filed L.P.A. before Division Bench of the High Court. The Division Bench of the High Court has passed a cryptic order which is impugned in this appeal. **It has adverted to the fact that there is no order passed by the learned single Judge with regard to the payment of interest and the appellant has not raised any plea which was rejected by him, therefore, the Division Bench did not find fault with the judgment of the learned single Judge in the appeal and the Letters Patent Appeal was dismissed. The correctness of the order is under challenge in this appeal before this Court urging various legal grounds.**

4. It is an undisputed fact that the appellant retired from service on attaining the age of superannuation on 31.10.2006 and the order of the learned single Judge after adverting to the relevant facts and the legal position has given a direction to the employer-respondent to pay the erroneously withheld pensionary benefits and the gratuity amount to the legal representatives of the deceased employee without awarding interest for which the appellant is legally entitled, **therefore, this Court has to exercise its appellate jurisdiction as there is a miscarriage of justice in denying the interest to be paid or payable by the employer from the date of the entitlement of the deceased employee till the date of payment as per the aforesaid legal principle laid down by this Court in the judgment referred to supra.** We have to award interest at the rate of 9% per annum both on the amount of pension due and the gratuity amount which are to be paid by the respondent.

5. **It is needless to mention that the respondents have erroneously withheld payment of gratuity amount for which the appellants herein are entitled in law for payment of penal amount on the delayed payment of gratuity under the provisions of the Payment of Gratuity Act, 1972. Having regard to the facts and circumstances of the case, we do not propose to do that in the case in hand.**

6. For the reasons stated above, we award interest at the rate of 9% on the **delayed payment of pension and gratuity amount from the date of entitlement till the date of the actual payment**. If this amount is not paid within six weeks from the date of receipt of a copy of this order, the same shall carry interest at the rate of 18% per annum from the date of amount falls due to the deceased employee. With the above directions, this appeal is allowed. ”

[*Emphasis supplied*]

6. The next question which arises for consideration of this Tribunal is, what should be the interest payable on delayed payment of retiral dues.

7. It will be useful to reproduce the relevant part of the judgment rendered by this Tribunal in ***Ramnarayan Singh vs. State of Uttarakhand , 2019(1) UD 698***, herein below for convenience:

“22. In the backdrop of the above noted facts, the only other question, which is left for determination of this Tribunal now is—how much interest should be awarded to the petitioner for delayed payment of gratuity?”

23. In the decision of *D.D.Tiwari (D) Thr. Lrs. vs. Uttar Haryana Bijli Vitran Nigam Ltd. and Others, 2014 (5) SLR 721 (S.C.)*, it was held by Hon’ble Supreme Court that retiral benefit is a valuable right of employee and culpable delay in settlement/disbursement must be dealt with penalty of payment of interest. Regard may also be had to the decision of Hon’ble Apex Court in *S.K.Dua vs. State of Haryana and Another, (2008) 1 Supreme Court Cases (L&S) 563*, in this context.

24. The aforesaid decisions have been followed by this Tribunal in claim petition *No.30/DB/2013 Dwarika Prasad Bhatt vs. State and others, decided on 22.09.2016..* The direction given in claim petition No. 30/DB/2013 has also been carried out.

25. It is pointed out that Government Order No.979/XXVII(3)Pay/2004 dated 10.08.2004 has been issued by Government of Uttarakhand to regulate interest on delayed payment of gratuity etc. Respondents are, therefore, directed to pay the difference of gratuity, as admissible, and the amount of gratuity which has already been paid, to the petitioner, as per G.O. dated 10.08.2004. The rate of interest of gratuity shall be simple rate of interest payable on General Provident Fund till the date of actual payment.

26. Respondents are directed to pay the difference in the amount of gratuity along with admissible interest, as per G.O. dated 10.08.2004, on or before 30.06.2019.”

[*Emphasis supplied*]

8. It is admitted fact that petitioner deposited Computer (Desktop, HP Printer and UPS) on 01.10.2019 and Mobile Phone (Samsung Galaxy S8), Lap Top (Apple Mac pro) on 03.10.2019 and that is why letter dated 13.11.2019 issued by the Regional Manager, Kumaon Region, Dr. G.C. Pant mentioned that all the items have been deposited by the petitioner in the office. It is also an admitted fact that retiral dues of the petitioner were not paid till 11.01.2021. It will, therefore, be safe to hold that the petitioner is entitled to interest on delayed payment of retiral dues, from 03.10.2019 to 11.01.2021. The rate of interest should be simple rate of interest payable on General Provident Fund during the relevant period.

9. The Respondent Department is, therefore, directed to release the interest on delayed payment of retiral dues from 03.10.2019 to 11.01.2021, without unreasonable delay. The rate of interest shall be the simple rate of interest payable on General Provident Fund during the relevant period.

The claim petition thus stands disposed of. No order as to costs.

JUSTICE U.C.DHYANI
CHAIRMAN

DATED: OCTOBER 20, 2022
DEHRADUN.

VM