

PUBLIC GRIEVANCES COMMISSION
GOVT. OF NATIONAL CAPITAL TERRITORY OF DELHI
I.P. Estate (near ITO), Vikas Bhawan, M-Block, New Delhi-110110
Tel Nos. 011-23379900-01 Fax No.011-23370903
Order under Para 2(B) of the PGC Resolution No F.4/14/94-AR dated 25.9.97

Date of hearing: 21.10.2020

Complainant : Sh. Gajay Singh

Respondent : The Commissioner,
Labour Department,
through
Sh. Rahul Kumar, Labour
Inspector
(District West)

Grievance No. : PGC/2020/Labour/16

1. Brief facts of the case:

1.1 Sh. Gajay Singh has filed a grievance in PGC on 26.08.2020 regarding termination from job by M/s G4S Secure Solution India Pvt. Ltd. (No.16, C Block, Janakpuri, New Delhi – 110058) on August 2020, where he has worked since last 29 years as security officer.

2. Facts emerged during the proceedings

2.1 Sh. Rahul Kumar, Labour Inspector (Distt. West) was present in the hearing and has filed an Action Taken Report dated 19.10.2020 and the same is taken on record stating therein that:-

“The Labour Department issued notice dated 13.10.2020 to both the complainant and the management for hearing fixed on 19.10.2020, wherein, both the parties appeared before Labour Inspector. During the hearing, the management stated that Sh. Gajay Singh resigned from his service on 06.08.2020 and they have also given full and final payment of his dues and nothing is pending on the part of the management. The complainant submitted that he has received a sum of Rs.3,90,851/- as full and final payment of his legal dues. But, he demanded to be reinstated back in the service. Therefore, the complainant was asked to raise his claim before the appropriate authority.”

- 2.2 The complainant was present in the hearing and submitted that he has worked for last 29 years as security officer in the company and now, all of a sudden, the company has fired him from his job. He further stated that the management has coerced him into resigning from the job and threaten that they will not settle his full and final dues if he did not submit his resignation.
- 2.3 The departmental officer stated that the complainant has been given full and final dues by the management amounting to Rs. 3,90,851/- and nothing is pending on the part of the management. The same is confirmed by the complainant also. The complainant demanded that he may be taken back on duty. However, the management does not want to take him back.

3. **Directions**

- 3.1 The case stands disposed off in the Commission as the complainant has received all his full and final dues by the company. Further, as regards to his demand regarding reinstatement to his job, the same is not legally tenable as **the complainant worked in a private organization where there is no employment guarantee and terms and conditions for working is also not covered under any rules or regulations *per se***. Further, the complainant is at liberty to approach Labour Department as well as the Commission in case he has any further grievance with regard to his present complaint.

**(SMT. MADHU SHARAN)
MEMBER (PGC)**

No. PGC/2020/Labour/16

Dated:

Copy to:

1. The Commissioner, Labour Department, Govt. of NCT of Delhi, 5- Sham Nath Marg, New Delhi-110054.
2. Sh. A.K. Biruly, Dy. Labour Commissioner (West), Office of Joint Labour Commissioner (West), Labour Department, Govt. of NCT of Delhi, F-Block, Karampura, New Delhi - 110015.
3. Sh. Gajay Singh