

IN THE HIGH COURT OF KARNATAKA AT BENGALURU

DATED THIS THE 5TH DAY OF MARCH, 2021

PRESENT

THE HON'BLE MR. JUSTICE SATISH CHANDRA SHARMA

AND

THE HON'BLE MR. JUSTICE V.SRISHANANDA

WRIT APPEAL NO.443/2019 (S-RES)

C/W

WRIT PETITION NO.23629/2019 (S-R)

IN W.A. NO.443/2019

BETWEEN

1. NATIONAL CONFEDERATION OF
EX- EMPLOYEES ASSOCIATION
NO 207,1ST STAGE, BEML LAYOUT
BASAVESHWARANAGARA
BENGALURU - 560079
REPRESENTED BY ITS HONORARY
WORKING PRESIDENT, SRI M NAGARAJ
2. SRI K V HIRIYANNAIAH
S/O SRI K N VENKATARAMAIAH
AGED 61 YEARS
NO 362, 5TH STAGE,
BEML LAYOUT, R R NAGAR
BANGALORE - 560098
3. SRI S GURUPRAKASH
S/O SRI S SUBRAMANYAM
AGED 68 YEARS
NO RB-2, SANTARAMAGAN PLACE
OFF BANNERGHATTA ROAD,
CHIKKAKAMMANAHALLI, SOS POST,
(NEXT TO MARUTHI DENTAL COLLEGE)
BANGALORE - 560076

4. SRI N S KUMAR
S/O SRI R S BHAGAVAN
AGED 67 YEARS
1297, 5TH CROSS,
5TH STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
5. SRI B S JAGANNATHA
S/O B N SRINIVASIAH
AGED 63 YEARS, NO 110,
6TH MAIN, BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
6. SRI M S RANGANATHA RAO
S/O SRI M SURAPPA
AGED 68 YEARS
NO 7, ANUGRAHA,
CHANDRASHEKARAN ROAD,
BEML LAYOUT, 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
7. SRI FREDERICK D' MELLO
S/O MARCEL D' MELLO
AGED 67 YEARS
H. NO. 3740, SHANTHINAGAR
BANGARPET - 563114
8. SRI N SHIVASHANKARAI AH
S/O SRI NANJUNDAIAH
AGED 66 YEARS
NO 1343, BEML LAYOUT,
3RD STAGE ,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
9. SRI K SUDHAKER
S/O RAMACHANDRA RAO
AGED 68 YEARS
310, SHIVASHREE GARDEN
APARTMENTS, BLOCK II,
1ST MAIN ROAD,
4TH CROSS ROAD,
CHANDASHEKHAR BLOCK,
BEML LAYOUT, 5TH STAGE,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098

10. SRI KESHAVAN R C
S/O SRI K V RAMACHANDRAN,
AGED 68 YEARS,
NO 149, NEHRU ROAD,
BEML LAYOUT, 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
11. SRI K GOPALAKRISHNA
S/O LATE SRI N KRISHNAPPA
AGED 66 YEARS
'SHARADA', 297, 1ST 'B' CROSS,
4TH MAIN, 6TH BLOCK,
2ND PHASE, BSK 3RD STAGE
BANGALORE - 560085
12. SRI B SRINIVASACHARYA
S/O SRI B VENKATACHARYA
AGED 68 YEARS
294, 11TH MAIN , 3RD STAGE,
BEML LAYOUT, RAJARAJESHWARI
NAGAR, BANGALORE - 560098
13. SRI VISWANATHA RAO
S/O SRI M V RAMA RAO
AGED 67 YEARS
1543, 1ST CROSS, 6TH MAIN ROAD,
1ST PHASE, BEML 5TH STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
14. SRI SHANKARA C N
S/O NARASIMHA SHASTRY
AGED 67 YEARS
#1059, SUKRUTHI , 5TH STAGE,
2ND PHASE, 4TH CROSS,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
15. SRI V RAMAMURTHY
S/O SRI V SAMBAIAH
AGED 67 YEARS,
NO 760, 2ND MAIN, 5TH CROSS,
BEML LAYOUT, 3RD STAGE,
RAJARAJESHWARI NAGAR
BANGALORE - 560098

16. SRI M GANGAIAH
S/O SRI MUNISIDDAIAH
AGED 67 YEARS
NO 203, 2ND CROSS, 7TH MAIN,
BEML 5TH STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
17. SR M KALEGOWDA
S/O SRI MUNINARAYANAPPA
AGED 66 YEARS
NO 1614, 2ND MAIN,
BEML LAYOUT, 5TH STAGE
1ST PHASE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
18. SRI V JAYAKUMAR
S/O LATE SRI P VENUGOPAL
AGED 66 YEARS
NO 109, 1ST CROSS,
BEML LAYOUT, 4TH STAGE,
1ST PHASE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
19. SRI K S MADHAVA RAO
S/O SRI K SRINIVASA RAO
AGED 68 YEARS
701, BEML LAYOUT,
4TH STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
20. SRI A VISWANATHA
S/O SRI SESHAGIRIYAPPA
AGED 68 YEARS
974, 2ND CROSS,
9TH MAIN ROAD,
BEML LAYOUT 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
21. SRI VAIDYANATH G N
S/O NAGAPPA G R
AGED 69 YEARS
205, VARAGARDENS,
KRISHNA RESIDENCY,II BLOCK
CHENNASANDRA
RAJARAJESHWARI NAGAR,
BANGALORE - 560098

22. SRI G S SATYAPRAKASH
S/O SRI G A SEETHARAMAN
AGED 66 YEARS
NO 4, RISHAB BLESSINGS APARTMENT,
2D, 1ST CROSS, IDEAL HOMES,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
23. SRI B KOTEGOWDA
S/O SRI BORALINGEGOWDA,
AGED 67 YEARS,
90, SAMRUDHI,
2ND PHASE, 7TH STAGE
OPP TO VASTHULAVENDER (APMNT)
MYLASANDRA, BANGALORE - 560059
24. SRI SHARABHA CHARY
S/O SRI SHANKARAPPA
AGED 68 YEARS
94, 1ST PHASE, 5TH STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE - 560098
25. SRI ABDULKHADER BAIG
S/O LATE SRI ABDULRAVOOF BAIG
AGED 67 YEARS
NO 2063, DR VENUGOPAL ROAD,
CAMPING GROUND,
BANGARPET - 563114
26. SRI R NATARAJAN
(SINCE DEAD BY LR)
SMT.DHANALAKSHMI
W/O LATE SRI NATARAJAN
AGED 61 YEARS
NO 2863, 13TH MAIN ROAD,
E BLOCK, 2ND STAGE,
RAJAJINAGAR
BANGALORE - 560010
27. SRI M K VASUDEVAN
S/O K KUNCHAN
AGED 68 YEARS
NO 363, 9TH CROSS,
MAHALAXMI LAYOUT
BANGALORE - 560086

28. DR K C VASUDEV SETTY
S/O SRI. K V CHINNA SWAMY SETTY
140, 1ST 'E' CROSS,
5TH MAIN, 2ND PHASE,
4TH BLOCK, BSK 3RD STAGE
BANGALORE - 560085
29. SRI RAJASHEKARAIHAH
S/O SRI THIMME GOWDA
AGED 67 YEARS
#A109, SLR COMFORTS APARTMENT,
OPP ADITHYA BAKERY,
KENGARI TO UTTARAHALLI MAIN ROAD,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
30. SRI D N KRISHNA KUMAR
S/O SRI D N IYENGAR
AGED 66 YEARS
31. SRI G A RAMAIAH
S/O SRI G R ANANTASWAMY IYER
AGED 67 YEARS
32. SRI ANTHONY CRUZE S
S/O SRI SAVERYAPPAN
AGED 67 YEARS
33. SRI S MANJUNATHA
S/O SRI Y C S SASTRY
AGED 67 YEARS
34. SRI Y N S KUMAR
S/O SRI Y S NARAYANA RAO
AGED 66 YEARS
NO 3C HILLCREST MANOR
38, SHANKAR MUTT ROAD,
SHANKARAPURAM
BANGALORE - 560004
35. SRI B PRAKASH
S/O LATE SRI BASAVALINGE GOWDA
AGED 68 YEARS
NO 769, 17TH CROSS,
16TH MAIN ROAD, 2ND STAGE
BANASHANAKRI
BANGALORE - 560070
- AS PER ORDER DT: 5.9.2019,
DELETED

36. SRI VASANT SHAMARAO KULKARNI
S/O SRI S N KULKARNI
AGED 68 YEARS
HOUSE NO 1324,
7TH MAIN, BEML 3RD STAGE,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
37. SRI C R NATARAJAN
S/O LATE SRI N RAMA IYER
AGED 68 YEARS
NO 46/A, 4TH CROSS, NAVODAYANAGAR,
KOTHANUR DINNE MAIN ROAD,
J P NAGAR, 7TH PHASE,
BANGALORE - 560076
38. SRI P V SATHYANARAYANA
S/O LATE SRI P N VENKATESHAIAH
AGED 68 YEARS
36/22, F-2, SRIRAM APARTMENT
3RD MAIN, PAPU COTTAGE
KANAKAPURA ROAD,
BASAVANAGUDI
BANGALORE - 560004
39. SRI N SOMASHEKAR
S/O SRI B M NARASIMHASWAMY
AGED 65 YEARS
NO 346, 6TH MAIN ROAD,
1ST STAGE, KHB COLONY,
BASAVESHWARANAGAR
BANGALORE - 560079
40. SRI INDRASENA RAJ
S/O LATE SRI H B SURAPPA JAIN
AGED 69 YEARS
NO 160, ABHINANDANA,
8TH MAIN ROAD, BEML LAYOUT,
BASAVESHWARANAGAR
BANGALORE - 560079
41. SRI SHRIDHAR NARAYAN BHAT
S/O SRI N D BHAT
AGED 67 YEARS
NO 268, 13TH CROSS,
BEML LAYOUT,
BASAVESHWARANAGAR
BANGALORE - 560077
- AS PER ORDER DT: 5.9.2019,
DELETED
- AS PER ORDER DT: 5.9.2019,
DELETED

42. SRI KAMATH V J
S/O LATE SRI JANARDHAN KAMATH
AGED 67 YEARS
168, BEML LAYOUT,
8TH MAIN, BASAVESHWARANAGAR
BANGALORE - 560079
43. SRI N VINAYAGAMOORTHY
S/O LATE SRI G NATESHA MUDALIAR,
AGED ABOUT 69 YEARS,
NO.376,15TH CROSS, BEML LAYOUT,
BASAVESHWARANAGAR,
BANGALORE-560079
44. SRI R V SRINIVASAN
S/O SRI L VENKATAPPA,
AGED ABOUT 69 YEARS,
NO.177, 8TH MAIN,
BEML LAYOUT, BASAVESHWARANAGAR,
BANGALORE-560079
45. SRI NARAYANACHARYA GRAMAPUROHIT
S/O SRI SWAMIRACHARYAA GRAMAPUROHIT
AGED ABOUT 66 YEARS,
470, BEML LAYOUT,
16TH CROSS, WEST OF CHORD ROAD,
BASAVESHWARANAGAR,
BANGALORE-560079
46. SRI Y RAGHAVUDU
S/O SRI Y SUBRAMANYAM,
AGED ABOUT 68 YEARS,
NO.71, LIG 1ST STAGE,
5TH 'B' CROSS, KHB COLONY,
BASAVESHWARANAGAR,
BANGALORE-560079
47. SRI S MOHAN SUBRAMANI
S/O LATE SRI K SUBRAMANI,
AGED 67 YEARS,
ANUGRAHA, # 1619, 30TH CROSS,
HBR LAYOUT, 5TH BLOCK,
BANGALORE-560043
48. SRI J MOHAN RAO
S/O SRI N R JAGTAP,
AGED ABOUT 67 YEARS,

27/3, SHIVALAYA NEAR,
GOVT HIGH SCHOOL,
BEHIND KAKRI BAKERY,
IMMADIHALLI, WEST END,
IMMADIHALLI, BANGALORE-560066

49. SRI H VENKATESHA KAMATH
(SINCE DEAD BY LR)
SMT.LALITHA KAMATH
W/O LATE SRI VENKATESH KAMATH
AGED 64 YEARS
#534, MATHRUCHALY, 7TH MAIN,
BEHIND BALAJI TEMPLE,
BEML LAYOUT, THUBARAHALLI,
BANGALORE-560066
50. SRI RAMESH CHANDRA SUTHAR
S/O SRI RADHA KRISHNA,
AGED ABOUT 69 YEARS,
#261, 7TH MAIN, BEML LAYOUT,
6TH STAGE, THUBARAHALLI,
BANGALORE-560066
51. SRI P N VIDHU NARAYANAN
S/O LATE SRI PADMANABHAN,
AGED ABOUT 66 YEARS,
NO.13, BBMP 385, 8TH CROSS,
VIGNAN NAGAR, NEW THIPPASANDRA POST,
BANGALORE-560075
52. SRI P KUMAR
S/O SRI PANDURANGAM,
AGED ABOUT 67 YEARS,
FLAT NO.16, PSS PINNACLE,
NO.20, BHOOMI REDDY COLONY,
PARALLEL TO RAMA TEMPLE STREET,
NEW THIPPASANDRA MAIN ROAD,
HAL 3RD STAGE, BANGALORE-560075
53. SRI KRISHNAMURTHY A V
S/O SRI A V VEDACHALLAM,
AGED ABOUT 67 YEARS,
NO.1129, 1ST 'A' CROSS,
1ST BLOCK, HAL 3RD STAGE,
BANGALORE-560075

54. SRI SYED ZACKRIA
S/O SRI SYED ABDUL RAHIM,
AGED ABOUT 68 YEARS,
NO.132, FATHIMA LAYOUT,
14TH CROSS, GOVINDPURA MAIN ROAD,
ARABIC COLLEGE POST,
BANGALORE-560045
55. SRI A MARIA NESAN
S/O SRI S A AROKIASWAMY
AGED 69 YEARS,NO.1685, HAL 3RD STAGE,
9TH MAIN, 4TH A CROSS,
NEW THIPPASANDRA,
NEAR GANDHIJI PARK,
BANGALORE-560075
56. SRI THANKACHAN M G
S/O LATE SRI OOMMAN GEEVARGHESE,
NO.812, 5TH CROSS,
TULSI THEATRE ROAD,
NARAYANA REDDY LAYOUT,
MARTHAHALLI,
BANGALORE-560037
57. SRI P A PADMA RAJAN
S/O LATE SRI K A MAIMAL,
AGED ABOUT 69 YEARS,
NO.27, ASHIRWAD, 3RD CROSS,
DUGALAMMA TEMPLE STREET,
PEENYA 3RD PHASE,
BANGALORE-560058
58. SRI RAJAH CHANDRA MOHAN
S/O SRI RAJAN KETHARANARAYANA SETTY,
AGED 68 YEARS
FLAT NO.104,SWARAGANGA APARTMENTS,
1ST MAIN, 4TH CROSS,
JAKKASANDRA, KORAMANGALA ,
1ST BLOCK,
BANGALORE-560 034
59. SRI B S SHIVA KUMAR
S/O SRI M B SIDDAGANGAPPA,
AGED 67 YEARS
NO.1092, 6TH MAIN ROAD,
BEML LAYOUT
RAJARAJESHWARI NAGAR,
BANGALORE-560 098

60. SRI G V CHANDRASHEKAR
S/O SRI G VASUDEVA RAO,
AGED 66 YEARS,
NO.152,VIDYASHREE, 8TH CROSS,
2ND MAIN, KENGERI SATELLITE TOWN,
BANGALORE-560 060
61. SRI K KOMALA
S/O SRI H V KRISHNAPPA,
AGED 57 YEARS
NO.898, 3RD STAGE,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
62. SRI K R SWAMY
S/O SRI K RANGACHAR,
AGED 68 YEARS
NO.41, R.K.SHELTERS,
7TH MAIN, KUVEMPUNAGAR,
DOIDDAKALLASANDRA
BANGALORE-560 062
63. SRI A R SUBBA RAO
S/O SRI A V RAMACHANDRA RAO,
AGED 67 YEARS,
310,11TH MAIN,
3RD STAGE, BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-60 098
64. SRI V.K.L.N. PRASAD
S/O SRI V L KRISHNAMURTHY,
AGED 67 YEARS
NO.5/9, 3RD STAGE,
NEAR SHOPPING COMPLEX,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
65. SRI RAMACHANDRA REDDY K
S/O SRI SUBBARAMI REDDY K,
AGED 66 YEARS
NO.6/A, 5TH CROSS,14TH MAIN,
JYOTHI NAGAR,CHANDRA LAYOUT,
BANGALORE-560 072

66. SRI A BADRINARAYANA
S/O SRI A RAMACHAR,
AGED 67 YEARS
SITE NO.531,FLAT NO.204,
RAJARAJESHWARI ENCLAVE,
NEAR B.R. TEMPLE, 27TH CROSS,
42ND MAIN, IDEAL HOME SECTOR "C"
BANGALORE-560 098
67. SRI BHASKAR PRASAD
S/O SRI G SRINIVASULU,
AGED 67 YEARS
NO.1354, 5TH STAGE,1ST PHASE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
68. SRI M NAGARAJ
S/O LATE SRI MALLAIAH M.S.
AGED 65 YEARS
NO.207,1ST STAGE, BEML LAYOUT,
10TH CROSS, BASAVESHWARANAGAR,
BANGALORE-560 079
69. SRI MURALIDHAR
S/O LATE SRI H L RAMACHANDRA RAO
AGED 67 YEARS
NO.155,2ND CROSS,2ND MAIN ROAD,
V.H.B.C.S.LAYOUT,
WEST OF CHORD ROAD,
2ND STAGE,BANGALORE-560 086
70. SRI M JAYARAMACHAR
S/O LATE SRI M BHEEMACHAR
AGED 66 YEARS
NO.273,4TH MAIN,
13TH CROSS, BEML LAYOUT,
1ST STAGE, BASAVASHWARANAGAR,
BANGALORE-560 079
71. SRI K P PADMANABHAN
S/O LATE SRI M GANGADHARAN
AGED 68 YEARS
NO.325/30, BECS MILLENNIUM
APARTMENT, 5TH MAIN, 10TH CROSS,
BASAVESHWARANAGAR,
BANGALORE-560 079

72. SRI S MASILAMANI
S/O SRI S SHIVANANTHAM
AGED 67 YEARS
NO.171,BEML LAYOUT, 8TH MAIN ROAD,
3RD STAGE,4TH BLOCK,
BASAVESHWARANAGAR,
BANGALORE-560 079
73. SRI K N NATARAJAN
S/O SRI K .H NARAYANA SETTY,
AGED 67 YEARS,
NO.23, 8TH CROSS, 3RD MAIN,
BEML LAYOUT,
1ST STAGE, BASAVESHWARANAGAR,
BANGALORE-560079.
74. SRI SATHYANARAYANA SETTY M M
S/O SRI MUNIKRISHNAIAH SETTY M V,
AGED 67 YEARS,
#14, NHCS LAYOUT,
15TH MAIN, 3RD STAGE,
4TH BLOCK, BASAVESHWARANAGAR,
BANGALORE-560079.
75. SRI K C MEDAPA
S/O LT.COL. K.M.CHENGAPA,
AGED 68 YEARS,
NO.276,17TH CROSS,
SADASHIVANAGAR,
BANGALORE-560080.
76. SRI M N SELVANARAYANAN
S/O LATE SRI. M.N.ALASINGARACHARI,
AGED 68 YEARS,
NO.325, BECS MELLENNIUM APARTMENT,
(FLAT NO.18), 5TH MAIN,
1ST STAGE, BEML LAYOUT,
BASAVESHWARANAGAR,
BANGALORE-560079.
77. SRI P BAYYA REDDY
S/O SRI PAPANNA,
AGED 67 YEARS,
NO.79,14TH "E" MAIN, 2ND PHASE,
WEST OF CHORD ROAD,
MAHALAKSHIPURAM,
BANGALORE-560086.

78. SRI T RAMACHANDRA MAYYA
S/O SRI.T.VISHUMOORTHY MAYYA,
AGED 67 YEARS,
NO.1047, "VISHNU KRUPA",
NEAR CORPORATION BANK,
10TH "A" CROSS, 5TH MAIN,
VIJAYANAGARA 1ST STAGE,
MYSORE-570017.
79. SRI R JANARDHANA
SRI K.N.RAMA SETTY,
AGED 65 YEARS,
NO.823, 6TH MAIN, 2ND CROSS,
ARAVINDA NAGAR,
MYSORE-570023.
80. SRI P C LINGANNA
S/O SRI SIDDAPPA,
AGED 69 YEARS,
NO.138/5, 4TH MAIN, 1/A CROSS,
1ST BLOCK,
RAMAKRIRSHNA NAGARA,
MYSORE-570022.
81. SRI RAMACHANDRA B
S/O SRI ANANTHARAMA BHAT,
AGED ABOUT 68 YEARS,
#170, 6TH CROSS, 'A & B' BLOCK
NAVILU RASTE, KUVEMPUNAGARA
MYSORE 570 023.
82. SRI S SOMU
S/O SRI M.L.SIDDACHAR,
AGED 69 YEARS,
#66, 1ST FLOOR, 2ND CROSS,
2ND STAGE,BEML LAYOT,
BASAVESHWARANAGAR,
BANGALORE-560079.
83. SRI J LAKSHME GOWDA
S/O SRI JAVARE GOWDA,
AGED 69 YEARS,
#1776, MATHRUSHREE NILAYA,
HAMPI CIRCLE ROAD,
HEBBAR 2ND STAGE,
MYSORE-570017.

84. SRI N R SRIVATHSALA
S/O SRI.N.D.RANGASWAMY SETTY,
AGED 66 YEARS,
NO.M1281, 6TH MAIN,
3RD CROSS, VIVEKANANDA NAGAR,
MYSORE-570023.
85. SRI J KASINATH
S/O LATE SRI K.JAGANNATH,
AGED 66 YEARS,
#271, UPSTAIRS,
J.H.B.C.S. LAYOUT,
2ND MAIN, KADIRANEHALLI,
J.P.NAGAR POST,
BANASHANKARI 2ND STAGE,
BANGALORE 560078.
86. SRI ANANTHA KUMAR
S/O SRI VENKANNA,
AGED 68 YEARS,
M.I.G.-23, 1ST "B" MAIN ROAD,
"E" AND "F" BLOCK,
RAMAKRISHNA NAGAR,
MYSORE-570022.
87. SRI K R SRINIVASA MURTHY
S/O SRI K.RAMABHATTA,
AGED 67 YEARS,
NO.3369, 20/E MAIN ROAD,
VIJAYANAGAR 2ND STAGE,
MYSORE-577116.
88. SRI.K.GOPALAKRISHNA RAO
S/O LATE SRI K.VENKATA RAO,
AGED 67 YEARS,
'SRI VAISHNAVI', # 10, BLOCK-9,
BEML LAYOUT, SRIRAMAPURA
2ND STAGE, MYSORE-570 023.
89. SRI.G.N.NAGARAJ
(SINCE DEAD BY LR)
SMT.T.R.LOKAMATHA
W/O LATE SRI G.NAGARAJ,
AGED 60 YEARS,
R/AT NRUSINMHA, #8, BLOCK-16,
BEML LAYOUT, 1ST STAGE,
SRIRAMPURA 2ND STAGE,
MYSORE-570 023.

90. SRI.K.N.VEERABHADRAPPA
S/O SRI.K.N.NANJAPPA,
AGED 67 YEARS,
#176/S, 25TH CROSS,
HEBBAL 2ND STAGE,
(NEAR SANKRANTHI CIRCLE)
MYSORE-570 017.
91. SRI.B.S.SHANKARA
S/O LATE SRI B.S.SRIKANTIAH,
AGED 68 YEARS,
NO.148, 3RD MAIN,
KUVEMPUNAGAR, 2ND STAGE,
MYSORE-570 023.
92. SRI.VISWESWARAIAH S.P.
S/O SRI PUTTANNAIAH,
AGED 66 YEARS,
MIG 115, 2ND MAIN, 5TH CROSS,
1ST BLOCK,
RAMAKRISHNA NAGARA,
MYSORE-570 022.
93. SRI.R.MURALIDHARA
S/O SRI V.RAMANNA,
AGED 66 YEARS,
NO.11, BLOCK NO.20,
"SRINIVASA", BEML LAYOUT,
SRIRAMAPURA 2ND STAGE,
MYSORE-570 023.
94. SRI.B.K.RAGHAVENDRA
S/O SRI B.KRISHNAMURTHY,
AGED 67 YEARS,
NO.21, BLOCK NO.24,
"ASHIRVADA", BEML LAYOUT,
SRIRAMAPURA 2ND STAGE,
MYSORE-570 023.
95. SRI.H.S.SRIDHARA MURTHY
S/O LATE SRI H.SRINIVASA MURTHY,
AGED 66 YEARS,
#3600, 1ST CROSS, 19TH MAIN,
BEHIND SRI GANESHA TEMPLE
VIJAYANAGAR 2ND STAGE,
MYSORE-570 017.

96. SRI.K.M.LALU
S/O SRI K.P.MANDAPPA,
AGED 66 YEARS,
NO.1797, 10TH MAIN,
VIJAYANAGAR 2ND STAGE,
MYSORE-570 017.
97. SRI.G.M.NATARAJAN
S/O LATE SRI S.MUNISWAMY IYER,
AGED 68 YEARS,
DOOR NO.181, 2ND MAIN,
10TH CROSS,
GOKULAM 3RD STAGE,
MYSORE-570 002.
98. SRI.A.V.RAJASHEKARA
S/O SRI A.R.VEERANNA,
AGED 68 YEARS,
D.NO.1451, "NIRANJANA KRUPA",
CHAMUNDESHWARI TEMPLE ROAD,
NEAR KAVERI CIRCLE,
HEBBAL 2ND STAGE,
MYSORE-570 017.
99. SRI.H.S.PRANESHA RAO
S/O SRI H.S.SHAMASUNDARIAH,
AGED 66 YEARS,
NO.183/21, "SHREERAKSHA",
MADHUVANA LAYOUT,
DEVAIAHNA HUNDI ROAD,
SHREERAMPURA
MYSORE-570 023.
100. SRI PRABHAKARA K.G.
S/O LATE SRI GUNDAPPA K,
AGED 66 YEARS,
#43, BLOCK 24, BEML LAYOUT,
SRIRAMAPURA, 2ND STAGE,
MYSORE-570 023.
101. SRI.K.V.SREENIVASAIAH,
S/O C.VENKATARAVANAIAH,
AGED 69 YEARS,
NO.5537, MIG, 1ST STAGE,
VIJAYANAGAR,
4TH CROSS, 3RD MAIN,
MYSORE-570 017.

102. SRI.R.ASHOKA
S/O LATE SRI.G.SREENIVASAMURTHY
AGED 68 YEARS,
NO.1051, "SRUSHTI",
BEML LAYOUT, 2ND STAGE,
RAJARAJESHWARI NAGAR,
MYSORE-570 022.
103. SRI RANGASAMY SETTY M
S/O LATE SRI YAMA SETTY H K
AGED 67 YEARS,
MIG 76,SHRADADEVI NAGARA
(NORTH), "SRI RANG",
MYSORE-570022
104. SRI SAMPATHKUMAR A
S/O SRI Y J ARTHUR
AGED 67 YEARS,
NO.1169, LALITHADRI ROAD,
3RD CROSS,
KUVEMPUNAGAR
MYSORE-570023
105. SRI M K BALAKRISHNA
S/O SRI M KUPPUSWAMY
AGED 66 YEARS,
MIG-68, 2ND MAIN
SHARADADEVI NAGAR (NORTH)
MYSORE-570022
106. SRI M V VENKATAGIRI
SRI M V VENKATACHALIAH
AGED 66 YEARS,
NO.306, 18TH CROSS, 2ND STAGE,
J P NAGAR
MYSORE-570031
107. SRI B N KRISHNAMURTHY
S/O LATE SRI B NARASIMHA MURTHY
AGED 67 YEARS,
NO.1430, 5TH CROSS,
5TH STAGE, 1ST PHASE
RAJARAJESHWARI NAGAR
BANGALORE-560098

108. SRI N G VENKATESHWARALU
S/O LATE SRI NAMA GOVINDIAH
AGED 67 YEARS,
1086, 3RD STAGE,
6TH MAIN, R KRISHNAPPA BLOCK,
BEML LAYOUT,
RAJAJESHWARI NAGAR
BANGALORE-560098
109. SRI S BASAVARAJ
S/O SRI S HUCHAPPA
AGED 68 YEARS,
62, 1ST MAIN,
BEML LAYOUT, 10TH STAGE,
CHANNASANDRA, RAJARAJESHWARI NAGAR
BANGALORE-560098
110. SRI H S NAGARAJA RAO
S/O SRI H SESHAGIRI RAO
AGED 68 YEARS,
NO.1466, 1ST PHASE, 5TH STREET,
7TH MAIN, 3RD CROSS,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560098
111. SRI N R REVANNA
S/O SRI R TEVANASIDDAIAH
AGED 68 YEARS,
1471, 8TH MAIN, 3RD CROSS,
1ST PHASE, 5TH STAGE,
BEML LAYOUT
RAJARAJESHWARI NAGAR
BANGALORE-560098
112. SRI M L PHANIRAJ
S/O SRI M R LINGAPPA SETTY
AGED 68 YEARS,
NO.691, 3RD CROSS, 2ND MAIN,
BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098
113. SRI A NARAYANA SWAMY
S/O SRI G ASHWATHAPPA
AGED 69 YEARS,
NO.1111, 5TH MAIN, BEML LAYOUT,
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098

114. SRI K RAMAKRISHNA
S/O SRI K CHANDRASEKHARACHAR
AGED 69 YEARS,
NO.469/29, "HOMBELAKU",
KALIDASA LAYOUT
2ND MAIN, 3RD CROSS,
KATTIGENA HALLY
YELAHANKA
BANGALORE-560064
115. SRI N SHIVASWAMY
S/O LATE SRI BASAPPA
AGED 66 YEARS,
NO.475, J NEHRU ROAD,
OPP: SUB REGISTRAR'S OFFICE,
BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098
116. SRI S G JAGAJAMPI
S/O LATE SRI GURULINGAPPA
AGED 69 YEARS,
152, 1ST CROSS, 4TH MAIN,
BEML 10TH STAGE,
NEAR SRINIVASAPURA CROSS
RAJARAJESHWARI NAGAR
BANGALORE-560098
117. SRI KRISHNAMURTHY RAO N
S/O SRI MARASIMHAMURTHY RAO N
AGED 66 YEARS,
702, VADIRAJA KRUPA
JAWAHARLAL NEHRU MAIN ROAD
4TH STAGE, BEML LAYOUT
RAJARAJESHWARI NAGAR
BANGALORE-560098
118. SRI C GUNDANNA
S/O LATE SRI R C SASTRY
AGED 67 YEARS,
NO.868, 6TH MAIN,
9TH CROSS, 3RD STAGE
BEML LAYOUT, RAJARAJESHWARI NAGAR
BANGALORE-560098
119. SRI S V GOPAL
S/O SRI S V VENKATARAMANIAH

AGED 69 YEARS,
NO.1190, KALINA HEIGHT,
FLAT NO.F-1, 1ST MAIN, 5TH STAGE,
RAJARAJESHWARI NAGAR
BANGALORE-560098

120. SRI K VENKANNA
S/O SRI K KUMARASWAMY
AGED 67 YEARS,
DOOR NO.969, 8TH CROSS,
SWARNA NAGAR, ROBERTSONPET
K G F 563122
121. SRI K R SADANANDAN
S/O SRI RAMAN
AGED 66 YEARS,
NO.1700, 6TH CROSS, 5TH STAGE
BEML LAYOUT, RAJARAJESHWARI NAGAR
BANGALORE-560098
122. SRI G RAMANNA
S/O SRI H N NAGESHA RAO,
AGED 68 YEARS,
NO.1705, 5TH CROSS, BEML LAYOUT,
5TH STAGE, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
123. SRI N.R. NARAYANA MURTHY
S/O LATE N R RAMACHANDRACHAR,
AGED 63 YEARS,
5, 3RD MAIN, 1ST CROSS,
4TH STAGE, 2ND PHASE, BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
124. SRI G SRINIVASAN
S/O LATE SRI V.S.GOVINDA IYER
AGED 66 YEARS, NO.382, 5TH CROSS,
7TH A MAIN, 5TH STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
125. SRI B K DATTATRI
S/O SRI B.V. KRISHNA MURTHY,
AGED 68 YEARS,
NO.226, 8TH MAIN, 3RD STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098

126. SRI K RANGANATHAN
S/O SRI K NAGARAJA IYER,
AGED 67 YEARS,
NO.59, N.R. LAYOUT,
KONENA AGRAHARA, H.A.L. POST,
BANGALORE-560 017
127. SRI GIRIMALLANAVAR R.K.
S/O SRI KALLAPPA,
AGED 67 YEARS,
#26 ARYAN, LAKE CITY TOWNSHIP
5TH CROSS, BASCO NAGAR,
T.C. PALYA, K.R.PURAM,
BANGALORE-560 036
128. SRI K JAYAPRAKASH
S/O SRI K KUPPASWAMY,
AGED 69 YEARS,
NO.1737, 6TH CROSS,
GOWTHAMANAGAR,
ROBERTSONPET POST,
KGF-563122
129. SRI C J THANDONI
S/O SRI C JAYACHAR,
AGED 68 YEARS,
NO.831, "SHAKUNTALA"
SIR M V NAGAR,
BEML NAGAR POST,
K.G.F.-563 115
130. SRI M KESHA REDDY
S/O SRI THIMMA REDDY,
AGED 68 YEARS,
NO.204/A, 1ST MAIN, 5TH LINK
BASAVESHWARANAGAR,
BELLARY-583 103
131. SRI M VELAYUDHAN
S/O SRI RAMAN,
AGED 69 YEARS,
MARAKKAN THODI HOUSE,
"SOUMA" MUNDIYAN MADU ROAD,
VELIMUKKU POST,
MALAPPURAM DISTRICT
KERALA-696 317

132. SRI M NARAYANAPPA
S/O SRI MUNIYAPPA,
AGED 68 YEARS,
NO.158, 1ST MAIN, 4TH CROSS,
AMARAVATHI NAGAR,
BANGARPET-563 114
133. SRI H V VENKATA RAO
S/O SRI H VENKATARAMAN RAO,
AGED 68 YEARS,
NO.36, 3RD STAGE 4TH MAIN
BEML LAYOUT, RAJARAJESWARI NAGAR,
BANGALORE-560 098
134. SRI C H ANJANEYA GOWDA
(SINCE DEAD BY LR)
SMT.K.RADHAMMA
W/O SRI C.H.ANJANEYA GOWDA,
AGED 63 YEARS,
NO.85, "MARUTHI NILAYA"
2ND MAIN, BYREGOWDA NAGAR,
BANGARPET ROAD, KGF 563 102
135. SRI K SOMASEKHAR
S/O SRI K.V.K. KRISHNAPPA,
AGED 69 YEARS,
A-76 BHARAT NAGAR, 2ND MAIN,
6TH CROSS, BEML NAGAR POST,
KGF -563 115
136. SRI B.H. CHOWDAPPA
S/O SRI B HANUMANTHAPPA,
AGED 66 YEARS,
NO.1000, 4TH BLOCK, KURUBARA VEEDHI,
TURUVANUR POST-577 517
137. SRI. K. DARMENDRA ACHARYA
S/O. SRI. ISHWARS ACHARYA,
AGED ABOUT 67 YEARS,
NO. 117, "PRATHIBHA NILAYA"
KAVERI NAGAR POST, KGF 563115
138. SRI. K.V.CHANDRA SEKHAR
S/O. SRI. KASI VISWESWARA IYER,
AGED ABOUT 66 YEARS,
NO.2153/5, 38TH CROSS, EAST END
C-MAIN ROAD, 9TH BLOCK, JAYANAGAR,
BANGALORE 560069

AS PER ORDER DT: 5.9.2019,
DELETED

139. SRI. K. GANGADHARA
S/O. SRI. K. SRINIVASA PURUSHA,
AGED ABOUT 69 YEARS,
B-35, "NISARGA"
2ND MAIN, 3RD CROSS,
BHARAT NAGAR, BEML NAGAR POST,
KGF 563115
140. SRI. K. NAGARAJ
S/O. SRI. K. VENKATARAMAIAH,
AGED ABOUT 68 YEARS,
NO. 941, 7TH CROSS, SWARNA NAGAR,
ROBERTSONPET,
KGF 563122
141. SRI. M.GILBERT RAJA
S/O. SRI. MUNISWAMY,
AGED 69 YEARS,
NO.1548, "RAVI ILLAM"
B.M. ROAD,
IRUDHAYA PURAM,
ROBERTSONPET, KGF 563122.
142. SRI. H. GUNDU RAO
S/O. SRI. H. KRISHNA MURTHY,
AGED 67 YEARS,
NO. 11, "PRASHANTHI BUILDING"
GANESH COLONY,
1ST CROSS, BETWEEN 1ST AND 2ND MAIN,
SATYANARAYANAPET,
BELLARI 583101
143. SRI. A. AROKIYASSWAMY
S/O. SRI. M. ANTHONY,
AGED ABOUT 67 YEARS,
NO. 1498, ST. ANTHONY'S ILLAM,
IRUDHAYAPURAM, NEW COLONY,
ROBERTSONPET,
KGF 563122
144. SRI. A DHINAGARAN
S/O. SRI. M. ARJUNAN,
AGED ABOUT 69 YEARS,
NO. 627, "ARJUNAN ILLAM"
B.M. ROAD, OPP TO INDUSTRIAL ESTATE,
ANDERSONPET POST, KGF 563113

145. SRI. P. SELVARAJ
S/O. SRI. PADAVTTAN,
AGED 68 YEARS,
NO.1, 5TH CROSS, 2ND MAIN,
SREE HARI COTTAGE/MINIYAPPA
K V GARDEN, NEW POLICE STATION ROAD,
K.R. PURAM, BANGALORE 560036
146. SRI. C. JAGANNATHAN
S/O. SRI. CHINNAPPAN,
AGED 68 YEARS,
B-97, "GOKULAM"
BHARAT NAGAR, BEML NAGAR POST,
KGF 563115
147. SRI. P. JAYARAMAN
S/O. SRI. PERUMAL,
AGED ABOUT 68 YEARS,
"UMA NILAYAM"
PRESS ROAD, ANDERSONPET,
KGF 563113
148. SRI. A WENCESLAUS
S/O. SRI. A. ALBERT,
AGED 67 YEARS,
NO. 12, 1ST 'A' CROSS, 6TH MAIN,
GAURAU NAGAR, J.P. NAGAR,
7TH PHASE, BANGALORE 560078
149. SRI. P. RAJA GOPAL
S/O. SRI. POOSANTHAN,
AGED 67 YEARS,
NO. 390, M.V. NAGAR,
BEML NAGAR POST, KGF 563115
150. SRI. M. DHASARATHAN
S/O. SRI. P.K. MUNISWAMY,
AGED 68 YEARS,
NO. 1223, 3RD CROSS EXTENSION,
PIPE LINE, ROBERTSONPET,
KGF 563122
151. SRI. R. THILAGARAN
S/O. SRI. K. RAMACHANDREN,
AGED 67 YEARS,
NO. 632, WATER TANK STREET,
CHAMRAJPET, ANDERSONPET POST,
KGF 563113

152. SRI. G. PALANICHAMY
S/O SRI. G.S. GURUSWAMY NADAR
AGED 67 YEARS,
NO.284, "ARUNAGANGA ILLAM"
12TH MAIN, 3RD CROSS, SOUTH
DASARAHOSAHALLI EXTENSION,
D.K. HALLI POST
BANGARPET 563114.
153. SRI. A.VADIRAJAN
S/O SRI APPADORAI
AGED 67 YEARS
NO.184, "KARTHIK ILLAM",
NARASIMHA LAYOUT
PIPE LINE EXTENSION, ROBERTSONPET
KGF 563 122.
154. SRI. DAYANAND
S/O SRI NARSING
AGED 68 YEARS
NO.1998, "VANDANA NILAYA",
VAPING GROUND
BANGARPET 563 114.
155. SRI. E. NARASIMHA REDDY
S/O SRI. PEDDA NARASIMHA REDDY
AGED 67 YEARS
NO.41, "OM SAKTHI NILAYAM",
SIR M.V. NAGAR, BEML NAGAR POST
KGF 563 115.
156. SRI D. SATYANARAYANA MURTHY
S/O SRI D. VENKATACHALAPATHI
AGED 66 YEARS
NO. 304, ROCK LAND MARK APARTMENT
NAGARAPPA REDDY LAYOUT
KAGGADASAPURA
BANGALORE 560 093.
157. SRI. M.G. SURYAVAMSHI
S/O SRI GANAPATHA RAO
AGED 68 YEARS
NO.460, HP NAGAR,
BEML NAGAR POST
KGF 563 115.

158. SRI D. GURUVAIAH
(SINCE DEAD BY LR)
SMT.D.CHANDRAKALA
W/O SRI D. GURUVAIAH
AGED 58 YEARS
NO.3258/2, KUPPA SWAMY MUDALIAR
LAYOUT, BEHIND VBR CHOULTRY
BANGARPET 563114.
159. SRI. O.U. DEVADASAN
S/O SRI ACHUTHAN
AGED 69 YEARS,
NO.80, "ARADHANA", KAVERI NAGAR
EXTENSION, BEML NAGAR POST
KGF 563 115.
160. SRI. CHARLES D' SOUZA
S/O SRI TERALED D' SOUZA
AGED 67 YEARS,
NO.2435, 2ND MAIN, VIVEKANANDA NAGAR,
BANGARPET 563 114.
161. SRI. S.L RAMA MURTHY
S/O SRI. T. LAKSHMAIAH SETTY
AGED 69 YEARS
NO.3527, "JAITHRA",
DR.DVG ROAD,
VIJAYA NAGAR, BANGARPET 563 114.
162. SRI. C.T.M. ANNADANAIAH
S/O SRI. T.M. CHANNABASIAH
AGED 68 YEARS
NO.2333, VIVEKANANDA NAGAR
BANGARPET 563 114.
163. SRI. R. SUBRAMANY
S/O SRI. C. RANGA SWAMY
AGED 67 YEARS,
NO.881, 5TH CROSS, SWARNA NAGAR
ROBERTSONPET
KGF 563 112.
164. SRI. T.S. ASWATHANARAYANA
S/O SRI T. SADASHIVA SASTRY
AGED 68 YEARS
A-2, "ARAVINDA NILAYA"
BHARAT NAGAR, BEML NAGAR POST
K.G.F. 563 115.

165. SRI. S.B. PAWAR
S/O SRI BHIMAJI
AGED 69 YEARS,
NO.27, NEAR BUNDYAMMA TEMPLE
GANDHINAGAR,
DHARWAD 580 004.
166. SRI K. NARAYANA
S/O SRI. K. SRINIVASA IYENGAR
AGED 67 YEARS
NO.807/93, 3RD MAIN, 4TH BLOCK
RAJAJINAGAR, BANGALORE-560 010.
167. SRI. ABDUL WAJID KHAN
S/O LATE SRI. ABDUL MAJEED KHAN,
AGED 69 YEARS,
NO.56, BTM LAYOUT 1ST STAGE,
NIMHANS LAYOUT, BANGALORE-560029
168. SRI. ASSADULLA KHAN
S/O LATE SRI. GAFFAR KHAN
AGED 67 YEARS,
NO.17/2, 2ND CROSS,
MUNIVENKATAPPA LAYOUT,
4TH MAIN, NAGAVARA, A.C.POST,
BANGALORE-560044
169. SRI. K.T.SHANTHA KUMAR
S/O SRI. K.THIMMA REDDY,
AGED 66 YEARS,
C/O B.K.RAMESH, VIJAYA SREE NILAYA,
ONKARESWARA EXTENSION,
GOLLARA HATTI ROAD,
JAGALURU-577528
170. SRI.S.PARIJATHAM
S/O SRI. SUBRAMANI,
AGED 68 YEARS,
NO.401, VIVEK NAGAR, 3RD CROSS,
ROBERTSONPET, KGF-563112
171. SRI.B. ANJANEYA GUPTA
S/O SRI. BHIMAPPASETTY,
AGED 68 YEARS,
NO.3, ACHARYA SANKEERNA,
2ND MAIN, 9TH CROSS, BTM 2ND STAGE,
BANGALORE-560076

172. SMT. PUSHPAVATHI
W/O SRI.K.PARAMESH,
AGED 68 YEARS,
NO.MIG 189, 'A' BLOCK, 6TH MAIN,
21ST CROSS, VIJAYANAGARA 3RD STAGE,
MYSORE-570 017
173. SMT RAJESWARI V
W/O LATE SRI.K.VAIDEESWARAN
AGED 56 YEARS,
NO.857, 'SREE GANESHA'
M.V.NAGAR, BEML NAGAR POST,
KGF-563115
174. SMT. A RAJALAKSHMI
W/O LATE SRI.T.N.ANGAPPAN
AGED 59 YEARS,
NO.38, G-1, SAI UDAY MOHAN APARTMENT,
APPAREDDY PALAYA,
BANGALORE-560038
175. SMT. VIJAYA RAMESH
W/O SRI. J.A.RAMESH
AGED 59 YEARS,
NO.29-30, DOOR NO.102,
SURAJ KIRAN APARTMENT,
3RD CROSS, SHANKARPURAM,
BANGALORE-560 004
176. SMT. RITA ANASUYA J
W/O LATE SRI. JOSEPH SAMPATH KUMAR
AGED 67 YEARS,
NO.46, GOVER ROAD, COX TOWN,
BANGALORE-560 005
177. SRI. NAGENDRA S
S/O SRI. SHAMA RAO
AGED 68 YEARS,
FLAT NO.4044
PRESTIGE SOUTH RIDGE APARTMENT
NO.125, HOSKEREHALLI CROSS,
BSK 3RD STAGE,
BANGALORE-560085
178. SRI. SUBBA RAO P
S/O SRI. PUTTANARASAPPA,
AGED 69 YEARS,
- AS PER ORDER DT:
5.9.2019, DELETED

NO.482, 13TH CROSS, 29TH MAIN,
J.P.NAGAR 1ST PHASE,
BANGALORE

179. SRI. S. RAJU
S/O SRI. S SETHU RAO
AGED 67 YEARS,
A-123, 3RD MAIN, 3RD CROSS,
BHARAT NAGAR, BEML NAGAR POST,
KGF-563115

... APPELLANTS

(BY SRI. S.N. MURTHY, SENIOR COUNSEL FOR
SRI. SOMASHEKAR, ADVOCATE)

AND:

1. THE SECRETARY
MINISTRY OF HEAVY INDUSTRIES AND
PUBLIC ENTERPRISES DEPARTMENT OF
PUBLIC ENTERPRISES BHAVAN,
BLOCK NO 14, CGO COMPLEX,
LODHI ROAD, NEW DELHI - 110002
2. THE SECRETARY
MINISTRY OF DEFENCE DEPARTMENT
OF DEFENCE PRODUCTION
GOVERNMENT OF INDIA
ROOM NO. 9A SOUTH BLOCK
NEW DELHI
3. THE CHAIRMAN & MANAGING DIRECTOR
BEML LIMITED,
BEML SOUDHA, S R NAGAR
BANGALORE - 560027

... RESPONDENTS

(BY SRI. H.JAYAKARA SHETTY, CGC FOR R1 & R2
SRI. N.S. NARASIMHA SWAMY, ADVOCATE- R3)

THIS WRIT APPEAL IS FILED UNDER SECTION 4 OF THE KARNATAKA HIGH COURT ACT PRAYING TO MODIFY THE ORDER OF THE LEARNED SINGLE JUDGE DATED 11/1/2019 IN WP 36530-36708/2016 BY DIRECTING THE THIR RESPONDENT TO PAY THE DIFFERENCE OF GRATUITY TO THE APPELLANTS ON THE BASIS OF CEILING LIMIT OF RS.10 LAKHS ALONG WITH 10% INTEREST FROM THE DATE ON WHICH GRATUITY ON CEILING OF RS.3.5 LAKHS WAS PAID TO THEM TILL DATE OF PAYMENT AND ETC.

IN W.P. NO.23629/2019**BETWEEN**

1. NATIONAL CONFEDERATION OF
EX- EMPLOYEES ASSOCIATION
NO 207,1ST STAGE, BEML LAYOUT
BASAVESHWARANAGARA
BENGALURU - 560079
REPRESENTED BY ITS HONORARY
WORKING PRESIDENT, SRI M NAGARAJ
2. SRI K V HIRIYANNAIAH
S/O SRI K N VENKATARAMAIAH
AGED 61 YEARS
NO 362, 5TH STAGE,
BEML LAYOUT, R R NAGAR
BANGALORE - 560098
3. SRI S GURUPRAKASH
S/O SRI S SUBRAMANYAM
AGED 68 YEARS
NO RB-2, SANTARAMAGAN PLACE
OFF BANNERGHATTA ROAD,
CHIKKAKAMMANAHALLI, SOS POST,
(NEXT TO MARUTHI DENTAL COLLEGE)
BANGALORE - 560076
4. SRI N S KUMAR
S/O SRI R S BHAGAVAN
AGED 67 YEARS
1297, 5TH CROSS,
5TH STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
5. SRI B S JAGANNATHA
S/O B N SRINIVASAIAH
AGED 63 YEARS
NO 110,6TH MAIN, BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
6. SRI M S RANGANATHA RAO
S/O SRI M SURAPPA
AGED 68 YEARS
NO 7, ANUGRAHA,
CHANDRASHEKARAN ROAD,

BEML LAYOUT, 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098

7. SRI FREDERICK D' MELLO
S/O MARCEL D' MELLO
AGED 67 YEARS
H. NO. 3740, SHANTHINAGAR
BANGARPET - 563114
8. SRI N SHIVASHANKARAIHAH
S/O SRI NANJUNDAIAH
AGED 66 YEARS
NO 1343, BEML LAYOUT,
3RD STAGE ,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
9. SRI K SUDHAKER
S/O RAMACHANDRA RAO
AGED 68 YEARS
310, SHIVASHREE GARDEN
APARTMENTS, BLOCK II,
1ST MAIN ROAD,
4TH CROSS ROAD,
CHANDASHEKHAR BLOCK,
BEML LAYOUT, 5TH STAGE,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
10. SRI KESHAVAN R C
S/O SRI K V RAMACHANDRAN,
AGED 68 YEARS,
NO 149, NEHRU ROAD,
BEML LAYOUT, 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
11. SRI K GOPALAKRISHNA
S/O LATE SRI N KRISHNAPPA
AGED 66 YEARS
'SHARADA' ,297, 1ST 'B' CROSS,
4TH MAIN, 6TH BLOCK,
2ND PHASE, BSK 3RD STAGE
BANGALORE - 560085
12. SRI B SRINIVASACHARYA
S/O SRI B VENKATACHARYA

AGED 68 YEARS
294, 11TH MAIN , 3RD STAGE,
BEML LAYOUT, RAJARAJESHWARI
NAGAR, BANGALORE - 560098

13. SRI VISWANATHA RAO
S/O SRI M V RAMA RAO
AGED 67 YEARS
1543, 1ST CROSS, 6TH MAIN ROAD,
1ST PHASE, BEML 5TH STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
14. SRI SHANKARA C N
S/O NARASIMHA SHASTRY
AGED 67 YEARS
#1059, SUKRUTHI , 5TH STAGE,
2ND PHASE, 4TH CROSS,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
15. SRI V RAMAMURTHY
S/O SRI V SAMBAIAH
AGED 67 YEARS,
NO 760, 2ND MAIN, 5TH CROSS,
BEML LAYOUT, 3RD STAGE,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
16. SRI M GANGAIAH
S/O SRI MUNISIDDAIAH
AGED 67 YEARS
NO 203, 2ND CROSS,
7TH MAIN, BEML 5TH STAGE,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
17. SR M KALEGOWDA
S/O SRI MUNINARAYANAPPA
AGED 66 YEARS
NO 1614, 2ND MAIN,
BEML LAYOUT, 5TH STAGE
1ST PHASE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
18. SRI V JAYAKUMAR
S/O LATE SRI P VENUGOPAL

AGED 66 YEARS
NO 109, 1ST CROSS,
BEML LAYOUT, 4TH STAGE,
1ST PHASE, RAJARAJESHWARI NAGAR
BANGALORE - 560098

19. SRI K S MADHAVA RAO
S/O SRI K SRINIVASA RAO
AGED 68 YEARS
701, BEML LAYOUT,
4TH STAGE, RAJARAJESHWARI NAGAR
BANGALORE - 560098
20. SRI A VISWANATHA
S/O SRI SESHAGIRIYAPPA
AGED 68 YEARS
974, 2ND CROSS,
9TH MAIN ROAD,
BEML LAYOUT 3RD STAGE
RAJARAJESHWARI NAGAR
BANGALORE - 560098
21. SRI VAIDYANATH G N
S/O NAGAPPA G R
AGED 69 YEARS
205, VARAGARDENS,
KRISHNA RESIDENCY,II BLOCK
CHENNASANDRA
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
22. SRI G S SATYAPRAKASH
S/O SRI G A SEETHARAMAN
AGED 66 YEARS
NO 4, RISHAB BLESSINGS APARTMENT,
2D, 1ST CROSS, IDEAL HOMES,
RAJARAJESHWARI NAGAR,
BANGALORE - 560098
23. SRI B KOTEGOWDA
S/O SRI BORALINGEGOWDA,
AGED 67 YEARS,
90, SAMRUDHI,
2ND PHASE, 7TH STAGE
OPP TO VASTHULAVENDER (APMNT)
MYLASANDRA, BANGALORE - 560059

24. SRI SHARABHA CHARY
S/O SRI SHANKARAPPA
AGED 68 YEARS
94, 1ST PHASE, 5TH STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE - 560098
25. SRI ABDULKHADER BAIG
S/O LATE SRI ABDULRAVOOF BAIG
AGED 67 YEARS
NO 2063, DR VENUGOPAL ROAD,
CAMPING GROUND,
BANGARPET - 563114
26. SMT.DHANALAKSHMI
W/O LATE SRI NATARAJAN
AGED 61 YEARS
NO 2863, 13TH MAIN ROAD,
E BLOCK, 2ND STAGE,
RAJAJINAGAR
BANGALORE - 560010
27. DR K C VASUDEV SETTY
S/O SRI. K V CHINNA SWAMY SETTY
140, 1ST 'E' CROSS,
5TH MAIN, 2ND PHASE,
4TH BLOCK, BSK 3RD STAGE
BANGALORE - 560085
28. SRI RAJASHEKARAIHAH
S/O SRI THIMME GOWDA
AGED 67 YEARS
#A109, SLR COMFORTS APARTMENT,
OPP ADITHYA BAKERY,
KENGARI TO UTTARAHALLI MAIN ROAD,
RAJARAJESHWARI NAGAR
BANGALORE - 560098
29. SRI Y N S KUMAR
S/O SRI Y S NARAYANA RAO
AGED 66 YEARS
NO 3C HILLCREST MANOR
38, SHANKAR MUTT ROAD,
SHANKARAPURAM
BANGALORE - 560004
30. SRI B PRAKASH
S/O LATE SRI BASAVALINGE GOWDA

AGED 68 YEARS
NO 769,17TH CROSS,
16TH MAIN ROAD, 2ND STAGE
BANASHANAKRI
BANGALORE - 560070

31. SRI C R NATARAJAN
S/O LATE SRI N RAMA IYER
AGED 68 YEARS
NO 46/A, 4TH CROSS, NAVODAYANAGAR,
KOTHANUR DINNE MAIN ROAD,
J P NAGAR, 7TH PHASE,
BANGALORE - 560076
32. SRI P V SATHYANARAYANA
S/O LATE SRI P N VENKATESHAIAH
AGED 68 YEARS
36/22, F-2, SRIRAM APARTMENT
3RD MAIN, PAPU COTTAGE
KANAKAPURA ROAD,
BASAVANAGUDI
BANGALORE - 560004
33. SRI N SOMASHEKAR
S/O SRI B M NARASIMHASWAMY
AGED 65 YEARS
NO 346, 6TH MAIN ROAD,
1ST STAGE, KHB COLONY,
BASAVESHWARANAGAR
BANGALORE - 560079
34. SRI INDRASENA RAJ
S/O LATE SRI H B SURAPPA JAIN
AGED 69 YEARS
NO 160, ABHINANDANA,
8TH MAIN ROAD,BEML LAYOUT,
BASAVESHWARANAGAR
BANGALORE - 560079
35. SRI SHRIDHAR NARAYAN BHAT
S/O SRI N D BHAT
AGED 67 YEARS
NO 268, 13TH CROSS,
BEML LAYOUT,
BASAVESHWARANAGAR
BANGALORE - 560077

36. SRI KAMATH V J
S/O LATE SRI JANARDHAN KAMATH
AGED 67 YEARS
168, BEML LAYOUT,
8TH MAIN, BASAVESHWARANAGAR
BANGALORE - 560079
37. SRI N VINAYAGAMOORTHY
S/O LATE SRI G NATESHA MUDALIAR,
AGED ABOUT 69 YEARS,
NO.376,15TH CROSS, BEML LAYOUT,
BASAVESHWARANAGAR,
BANGALORE-560079
38. SRI R V SRINIVASAN
S/O SRI L VENKATAPPA,
AGED ABOUT 69 YEARS,
NO.177, 8TH MAIN,
BEML LAYOUT, BASAVESHWARANAGAR,
BANGALORE-560079
39. SRI Y RAGHAVUDU
S/O SRI Y SUBRAMANYAM,
AGED ABOUT 68 YEARS,
NO.71, LIG 1ST STAGE,
5TH 'B' CROSS, KHB COLONY,
BASAVESHWARANAGAR,
BANGALORE-560079
40. SRI S MOHAN SUBRAMANI
S/O LATE SRI K SUBRAMANI,
AGED 67 YEARS,
ANUGRAHA, # 1619, 30TH CROSS,
HBR LAYOUT, 5TH BLOCK,
BANGALORE-560043
41. SRI J MOHAN RAO
S/O SRI N R JAGTAP,
AGED ABOUT 67 YEARS,
27/3, SHIVALAYA NEAR,
GOVT HIGH SCHOOL,
BEHIND KAKRI BAKERY,
IMMADIHALLI, WEST END,
IMMADIHALLI, BANGALORE-560066
42. SMT.LALITHA KAMATH
W/O LATE SRI VENKATESH KAMATH
AGED 64 YEARS

#534, MATHRUCHALY, 7TH MAIN,
BEHIND BALAJI TEMPLE,
BEML LAYOUT, THUBARAHALLI,
BANGALORE-560066

43. SRI RAMESH CHANDRA SUTHAR
S/O SRI RADHA KRISHNA,
AGED ABOUT 69 YEARS,
#261, 7TH MAIN, BEML LAYOUT,
6TH STAGE, THUBARAHALLI,
BANGALORE-560066
44. SRI P N VIDHU NARAYANAN
S/O LATE SRI PADMANABHAN,
AGED ABOUT 66 YEARS,
NO.13, BBMP 385, 8TH CROSS,
VIGNAN NAGAR, NEW THIPPASANDRA POST,
BANGALORE-560075
45. SRI P KUMAR
S/O SRI PANDURANGAM,
AGED ABOUT 67 YEARS,
FLAT NO.16, PSS PINNACLE,
NO.20, BHOOMI REDDY COLONY,
PARALLEL TO RAMA TEMPLE STREET,
NEW THIPPASANDRA MAIN ROAD,
HAL 3RD STAGE, BANGALORE-560075
46. SRI KRISHNAMURTHY A V
S/O SRI A V VEDACHALLAM,
AGED ABOUT 67 YEARS,
NO.1129, 1ST 'A' CROSS,
1ST BLOCK, HAL 3RD STAGE,
BANGALORE-560075
47. SRI SYED ZACKRIA
S/O SRI SYED ABDUL RAHIM,
AGED ABOUT 68 YEARS,
NO.132, FATHIMA LAYOUT,
14TH CROSS, GOVINDPURA MAIN ROAD,
ARABIC COLLEGE POST,
BANGALORE-560045
48. SRI A MARIA NESAN
S/O SRI S A AROKIASWAMY
AGED 69 YEARS, NO.1685, HAL 3RD STAGE,
9TH MAIN, 4TH A CROSS,
NEW THIPPASANDRA,

NEAR GANDHIJI PARK,
BANGALORE-560075

49. SRI THANKACHAN M G
S/O LATE SRI OOMMAN GEEVARGHESE,
NO.812, 5TH CROSS,
TULSI THEATRE ROAD,
NARAYANA REDDY LAYOUT,
MARTHAHALLI,
BANGALORE-560037
50. SRI P A PADMA RAJAN
S/O LATE SRI K A MAIMAL,
AGED ABOUT 69 YEARS,
NO.27, ASHIRWAD, 3RD CROSS,
DUGALAMMA TEMPLE STREET,
PEENYA 3RD PHASE,
BANGALORE-560058
51. SRI RAJAH CHANDRA MOHAN
S/O SRI RAJAN KETHARANARAYANA SETTY,
AGED 68 YEARS
FLAT NO.104,SWARAGANGA APARTMENTS,
1ST MAIN, 4TH CROSS,
JAKKASANDRA, KORAMANGALA ,
1ST BLOCK,
BANGALORE-560 034
52. SRI B S SHIVA KUMAR
S/O SRI M B SIDDAGANGAPPA,
AGED 67 YEARS
NO.1092, 6TH MAIN ROAD,
BEML LAYOUT
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
53. SRI G V CHANDRASHEKAR
S/O SRI G VASUDEVA RAO,
AGED 66 YEARS,
NO.152,VIDYASHREE, 8TH CROSS,
2ND MAIN, KENGERI SATELLITE TOWN,
BANGALORE-560 060
54. SRI K KOMALA
S/O SRI H V KRISHNAPPA,
AGED 57 YEARS
NO.898, 3RD STAGE,
BEML LAYOUT,

RAJARAJESHWARI NAGAR,
BANGALORE-560 098

55. SRI K R SWAMY
S/O SRI K RANGACHAR,
AGED 68 YEARS
NO.41, R.K.SHELTERS,
7TH MAIN, KUVEMPUNAGAR,
DOIDDAKALLASANDRA
BANGALORE-560 062
56. SRI A R SUBBA RAO
S/O SRI A V RAMACHANDRA RAO,
AGED 67 YEARS,
310,11TH MAIN,
3RD STAGE, BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-60 098
57. SRI V.K.L.N. PRASAD
S/O SRI V L KRISHNAMURTHY,
AGED 67 YEARS
NO.5/9, 3RD STAGE,
NEAR SHOPPING COMPLEX,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
58. SRI RAMACHANDRA REDDY K
S/O SRI SUBBARAMI REDDY K,
AGED 66 YEARS
NO.6/A, 5TH CROSS,14TH MAIN,
JYOTHI NAGAR,CHANDRA LAYOUT,
BANGALORE-560 072
59. SRI A BADRINARAYANA
S/O SRI A RAMACHAR,
AGED 67 YEARS
SITE NO.531,FLAT NO.204,
RAJARAJESHWARI ENCLAVE,
NEAR B.R. TEMPLE, 27TH CROSS,
42ND MAIN, IDEAL HOME SECTOR "C"
BANGALORE-560 098
60. SRI BHASKAR PRASAD
S/O SRI G SRINIVASULU,
AGED 67 YEARS
NO.1354, 5TH STAGE,1ST PHASE,

BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098

61. SRI M NAGARAJ
S/O LATE SRI MALLAIAH M.S.
AGED 65 YEARS
NO.207,1ST STAGE, BEML LAYOUT,
10TH CROSS, BASAVESHWARANAGAR,
BANGALORE-560 079
62. SRI MURALIDHAR
S/O LATE SRI H L RAMACHANDRA RAO
AGED 67 YEARS
NO.155,2ND CROSS,2ND MAIN ROAD,
V.H.B.C.S.LAYOUT,
WEST OF CHORD ROAD,
2ND STAGE,BANGALORE-560 086
63. SRI M JAYARAMACHAR
S/O LATE SRI M BHEEMACHAR
AGED 66 YEARS
NO.273,4TH MAIN,
13TH CROSS, BEML LAYOUT,
1ST STAGE, BASAVASHWARANAGAR,
BANGALORE-560 079
64. SRI K P PADMANABHAN
S/O LATE SRI M GANGADHARAN
AGED 68 YEARS
NO.325/30, BECS MILLENNIUM
APARTMENT, 5TH MAIN, 10TH CROSS,
BASAVESHWARANAGAR,
BANGALORE-560 079
65. SRI S MASILAMANI
S/O SRI S SHIVANANTHAM
AGED 67 YEARS
NO.171,BEML LAYOUT, 8TH MAIN ROAD,
3RD STAGE,4TH BLOCK,
BASAVESHWARANAGAR,
BANGALORE-560 079
66. SRI K N NATARAJAN
S/O SRI K .H NARAYANA SETTY,
AGED 67 YEARS,
NO.23, 8TH CROSS, 3RD MAIN, BEML LAYOUT,
1ST STAGE, BASAVESHWARANAGAR,
BANGALORE-560079.

67. SRI SATHYANARAYANA SETTY M M
S/O SRI MUNIKRISHNAIAH SETTY M V,
AGED 67 YEARS,
#14, NHCS LAYOUT,
15TH MAIN, 3RD STAGE,
4TH BLOCK, BASAVESHWARANAGAR,
BANGALORE-560079.
68. SRI K C MEDAPA
S/O LT.COL. K.M.CHENGAPA,
AGED 68 YEARS,
NO.276,17TH CROSS,
SADASHIVANAGAR,
BANGALORE-560080.
69. SRI M N SELVANARAYANAN
S/O LATE SRI. M.N.ALASINGARACHARI,
AGED 68 YEARS,
NO.325, BECS MELLENNIUM APARTMENT,
(FLAT NO.18), 5TH MAIN,
1ST STAGE, BEML LAYOUT,
BASAVESHWARANAGAR,
BANGALORE-560079.
70. SRI P BAYYA REDDY
S/O SRI PAPANNA,
AGED 67 YEARS,
NO.79,14TH "E" MAIN, 2ND PHASE,
WEST OF CHORD ROAD,
MAHALAKSHIPURAM,
BANGALORE-560086.
71. SRI T RAMACHANDRA MAYYA
S/O SRI.T.VISHUMOORTHY MAYYA,
AGED 67 YEARS,
NO.1047, "VISHNU KRUPA",
NEAR CORPORATION BANK, 10TH "A" CROSS,
5TH MAIN, VIJAYANAGARA 1ST STAGE,
MYSORE-570017.
72. SMT.RADHA
W/O SRI R JANARDHANA
SRI K.N.RAMA SETTY,
AGED 65 YEARS,
NO.823, 6TH MAIN, 2ND CROSS,
ARAVINDA NAGAR,
MYSORE-570023.

73. SRI P C LINGANNA
S/O SRI SIDDAPPA,
AGED 69 YEARS,
NO.138/5, 4TH MAIN, 1/A CROSS,
1ST BLOCK,
RAMAKRIRSHNA NAGARA,
MYSORE-570022.
74. SRI RAMACHANDRA B
S/O SRI ANANTHARAMA BHAT,
AGED ABOUT 68 YEARS,
#170, 6TH CROSS, 'A & B' BLOCK
NAVILU RASTE, KUVEMPUNAGARA
MYSORE 570 023.
75. SRI S SOMU
S/O SRI M.L.SIDDACHAR,
AGED 69 YEARS,
#66, 1ST FLOOR, 2ND CROSS,
2ND STAGE,BEML LAYOT,
BASAVESHWARANAGAR,
BANGALORE-560079.
76. SRI J LAKSHME GOWDA
S/O SRI JAVARE GOWDA,
AGED 69 YEARS,
#1776, MATHRUSHREE NILAYA,
HAMPI CIRCLE ROAD,
HEBBAR 2ND STAGE,
MYSORE-570017.
77. SRI N R SRIVATHSALA
S/O SRI.N.D.RANGASWAMY SETTY,
AGED 66 YEARS,
NO.M1281, 6TH MAIN,
3RD CROSS, VIVEKANANDA NAGAR,
MYSORE-570023.
78. SRI J KASINATH
S/O LATE SRI K.JAGANNATH,
AGED 66 YEARS,
#271, UPSTAIRS,
J.H.B.C.S. LAYOUT,
2ND MAIN, KADIRANEHALLI,
J.P.NAGAR POST,
BANASHANKARI 2ND STAGE,
BANGALORE 560078.

79. SRI ANANTHA KUMAR
S/O SRI VENKANNA,
AGED 68 YEARS,
M.I.G.-23, 1ST "B" MAIN ROAD,
"E" AND "F" BLOCK,
RAMAKRISHNA NAGAR,
MYSORE-570022.
80. SRI K R SRINIVASA MURTHY
S/O SRI K.RAMABHATTA,
AGED 67 YEARS,
NO.3369, 20/E MAIN ROAD,
VIJAYANAGAR 2ND STAGE,
MYSORE-577116.
81. SRI.K.GOPALAKRISHNA RAO
S/O LATE SRI K.VENKATA RAO,
AGED 67 YEARS,
'SRI VAISHNAVI', # 10, BLOCK-9,
BEML LAYOUT, SRIRAMPURA
2ND STAGE, MYSORE-570 023.
82. SMT.T.R.LOKAMATHA
W/O LATE SRI G.NAGARAJ,
AGED 60 YEARS,
R/AT NRUSINMHA, #8, BLOCK-16,
BEML LAYOUT, 1ST STAGE,
SRIRAMPURA 2ND STAGE,
MYSORE-570 023.
83. SRI.K.N.VEERABHADRAPPA
S/O SRI.K.N.NANJAPPA,
AGED 67 YEARS,
#176/S, 25TH CROSS,
HEBBAL 2ND STAGE,
(NEAR SANKRANTHI CIRCLE)
MYSORE-570 017.
84. SRI.B.S.SHANKARA
S/O LATE SRI B.S.SRIKANTIAH,
AGED 68 YEARS,
NO.148, 3RD MAIN,
KUVEMPUNAGAR, 2ND STAGE,
MYSORE-570 023.
85. SRI.VISWESWARAIAH S.P.
S/O SRI PUTTANNAIAH,

AGED 66 YEARS,
MIG 115, 2ND MAIN, 5TH CROSS,
1ST BLOCK,
RAMAKRISHNA NAGARA,
MYSORE-570 022.

86. SRI.R.MURALIDHARA
S/O SRI V.RAMANNA,
AGED 66 YEARS,
NO.11, BLOCK NO.20,
"SRINIVASA", BEML LAYOUT,
SRIRAMAPURA 2ND STAGE,
MYSORE-570 023.
87. SRI.B.K.RAGHAVENDRA
S/O SRI B.KRISHNAMURTHY,
AGED 67 YEARS,
NO.21, BLOCK NO.24,
"ASHIRVADA", BEML LAYOUT,
SRIRAMAPURA 2ND STAGE,
MYSORE-570 023.
88. SRI.H.S.SRIDHARA MURTHY
S/O LATE SRI H.SRINIVASA MURTHY,
AGED 66 YEARS,
#3600, 1ST CROSS, 19TH MAIN,
BEHIND SRI GANESHA TEMPLE
VIJAYANAGAR 2ND STAGE,
MYSORE-570 017.
89. SRI.K.M.LALU
S/O SRI K.P.MANDAPPA,
AGED 66 YEARS,
NO.1797, 10TH MAIN,
VIJAYANAGAR 2ND STAGE,
MYSORE-570 017.
90. SRI.G.M.NATARAJAN
S/O LATE SRI S.MUNISWAMY IYER,
AGED 68 YEARS,
DOOR NO.181, 2ND MAIN,
10TH CROSS,
GOKULAM 3RD STAGE,
MYSORE-570 002.
91. SRI.A.V.RAJASHEKARA
S/O SRI A.R.VEERANNA,
AGED 68 YEARS,

D.NO.1451, "NIRANJANA KRUPA",
CHAMUNDESHWARI TEMPLE ROAD,
NEAR KAVERI CIRCLE,
HEBBAL 2ND STAGE,
MYSORE-570 017.

92. SRI.H.S.PRANESHA RAO
S/O SRI H.S.SHAMASUNDARIAH,
AGED 66 YEARS,
NO.183/21, "SHREERAKSHA",
MADHUVANA LAYOUT,
DEVAIAHNA HUNDI ROAD,
SHREERAMPURA
MYSORE-570 023.
93. SRI PRABHAKARA K.G.
S/O LATE SRI GUNDAPPA K,
AGED 66 YEARS,
#43, BLOCK 24, BEML LAYOUT,
SRIRAMAPURA, 2ND STAGE,
MYSORE-570 023.
94. SRI.K.V.SREENIVASIAH,
S/O C.VENKATARAVANAIAH,
AGED 69 YEARS,
NO.5537, MIG, 1ST STAGE,
VIJAYANAGAR,
4TH CROSS, 3RD MAIN,
MYSORE-570 017.
95. SRI.R.ASHOKA
S/O LATE SRI.G.SREENIVASAMURTHY
AGED 68 YEARS,
NO.1051, "SRUSHTI",
BEML LAYOUT, 2ND STAGE,
RAJARAJESHWARI NAGAR,
MYSORE-570 022.
96. SRI RANGASWAMY SETTY M
S/O LATE SRI YAMA SETTY H K
AGED 67 YEARS,
MIG 76,SHRADADEVI NAGARA
(NORTH), "SRI RANG",
MYSORE-570022
97. SRI SAMPATHKUMAR A
S/O SRI Y J ARTHUR
AGED 67 YEARS,

NO.1169, LALITHADRI ROAD,
3RD CROSS,
KUVEMPUNAGAR
MYSORE-570023

98. SRI M K BALAKRISHNA
S/O SRI M KUPPUSWAMY
AGED 66 YEARS,
MIG-68, 2ND MAIN
SHARADADEVI NAGAR (NORTH)
MYSORE-570022
99. SRI M V VENKATAGIRI
SRI M V VENKATACHALIAH
AGED 66 YEARS,
NO.306, 18TH CROSS, 2ND STAGE,
J P NAGAR
MYSORE-570031
100. SRI B N KRISHNAMURTHY
S/O LATE SRI B NARASIMHA MURTHY
AGED 67 YEARS,
NO.1430, 5TH CROSS,
5TH STAGE, 1ST PHASE
RAJARAJESHWARI NAGAR
BANGALORE-560098
101. SRI N G VENKATESHWARALU
S/O LATE SRI NAMA GOVINDIAH
AGED 67 YEARS,
1086, 3RD STAGE,
6TH MAIN, R KRISHNAPPA BLOCK,
BEML LAYOUT,
RAJAJESHWARI NAGAR
BANGALORE-560098
102. SRI S BASAVARAJ
S/O SRI S HUCHAPPA
AGED 68 YEARS,
62, 1ST MAIN,
BEML LAYOUT, 10TH STAGE,
CHANNASANDRA, RAJARAJESHWARI NAGAR
BANGALORE-560098
103. SRI H S NAGARAJA RAO
S/O SRI H SESHAGIRI RAO
AGED 68 YEARS,
NO.1466, 1ST PHASE, 5TH STREET,

7TH MAIN, 3RD CROSS,
BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560098

104. SRI N R REVANNA
S/O SRI R TEVANASIDDAIAH
AGED 68 YEARS,
1471, 8TH MAIN, 3RD CROSS,
1ST PHASE, 5TH STAGE,
BEML LAYOUT
RAJARAJESHWARI NAGAR
BANGALORE-560098
105. SRI M L PHANIRAJ
S/O SRI M R LINGAPPA SETTY
AGED 68 YEARS,
NO.691, 3RD CROSS, 2ND MAIN,
BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098
106. SRI A NARAYANA SWAMY
S/O SRI G ASHWATHAPPA
AGED 69 YEARS,
NO.1111, 5TH MAIN, BEML LAYOUT,
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098
107. SRI K RAMAKRISHNA
S/O SRI K CHANDRASEKHARACHAR
AGED 69 YEARS,
NO.469/29, "HOMBELAKU",
KALIDASA LAYOUT
2ND MAIN, 3RD CROSS,
KATTIGENA HALLY
YELAHANKA
BANGALORE-560064
108. SRI N SHIVASWAMY
S/O LATE SRI BASAPPA
AGED 66 YEARS,
NO.475, J NEHRU ROAD,
OPP: SUB REGISTRAR'S OFFICE,
BEML LAYOUT
3RD STAGE, RAJARAJESHWARI NAGAR
BANGALORE-560098

109. SRI S G JAGAJAMPI
S/O LATE SRI GURULINGAPPA
AGED 69 YEARS,
152, 1ST CROSS, 4TH MAIN,
BEML 10TH STAGE,
NEAR SRINIVASAPURA CROSS
RAJARAJESHWARI NAGAR
BANGALORE-560098
110. SRI KRISHNAMURTHY RAO N
S/O SRI MARASIMHAMURTHY RAO N
AGED 66 YEARS,
702, VADIRAJA KRUPA
JAWAHARLAL NEHRU MAIN ROAD
4TH STAGE, BEML LAYOUT
RAJARAJESHWARI NAGAR
BANGALORE-560098
111. SRI C GUNDANNA
S/O LATE SRI R C SASTRY
AGED 67 YEARS,
NO.868, 6TH MAIN,
9TH CROSS, 3RD STAGE
BEML LAYOUT, RAJARAJESHWARI NAGAR
BANGALORE-560098
112. SRI S V GOPAL
S/O SRI S V VENKATARAMANAI AH
AGED 69 YEARS,
NO.1190, KALINA HEIGHT,
FLAT NO.F-1, 1ST MAIN, 5TH STAGE,
RAJARAJESHWARI NAGAR
BANGALORE-560098
113. SRI K VENKANNA
S/O SRI K KUMARASWAMY
AGED 67 YEARS,
DOOR NO.969, 8TH CROSS,
SWARNA NAGAR, ROBERTSONPET
K G F 563122
114. SRI K R SADANANDAN
S/O SRI RAMAN
AGED 66 YEARS,
NO.1700, 6TH CROSS, 5TH STAGE
BEML LAYOUT, RAJARAJESHWARI NAGAR
BANGALORE-560098

115. SRI G RAMANNA
S/O SRI H N NAGESHA RAO,
AGED 68 YEARS,
NO.1705, 5TH CROSS, BEML LAYOUT,
5TH STAGE, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
116. SRI N.R. NARAYANA MURTHY
S/O LATE N R RAMACHANDRACHAR,
AGED 63 YEARS,
5, 3RD MAIN, 1ST CROSS,
4TH STAGE, 2ND PHASE, BEML LAYOUT,
RAJARAJESHWARI NAGAR,
BANGALORE-560 098
117. SRI G SRINIVASAN
S/O LATE SRI V.S.GOVINDA IYER
AGED 66 YEARS,
NO.382, 5TH CROSS,
7TH A MAIN, 5TH STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
118. SRI B K DATTATRI
S/O SRI B.V. KRISHNA MURTHY,
AGED 68 YEARS,
NO.226, 8TH MAIN, 3RD STAGE,
BEML LAYOUT, RAJARAJESHWARI NAGAR,
BANGALORE-560 098
119. SRI K RANGANATHAN
S/O SRI K NAGARAJA IYER,
AGED 67 YEARS,
NO.59, N.R. LAYOUT,
KONENA AGRAHARA, H.A.L. POST,
BANGALORE-560 017
120. SRI GIRIMALLANAVAR R.K.
S/O SRI KALLAPPA,
AGED 67 YEARS,
#26 ARYAN, LAKE CITY TOWNSHIP
5TH CROSS, BASCO NAGAR,
T.C. PALYA, K.R.PURAM,
BANGALORE-560 036
121. SRI K JAYAPRAKASH
S/O SRI K KUPPASWAMY,
AGED 69 YEARS,

NO.1737, 6TH CROSS,
GOWTHAMANAGAR,
ROBERTSONPET POST,
KGF-563122

122. SRI C J THANDONI
S/O SRI C JAYACHAR,
AGED 68 YEARS,
NO.831, "SHAKUNTALA"
SIR M V NAGAR,
BEML NAGAR POST,
K.G.F.-563 115
123. SRI M KESHAVA REDDY
S/O SRI THIMMA REDDY,
AGED 68 YEARS,
NO.204/A, 1ST MAIN, 5TH LINK
BASAVESHWARANAGAR,
BELLARY-583 103
124. SRI M VELAYUDHAN
S/O SRI RAMAN,
AGED 69 YEARS,
MARAKKAN THODI HOUSE,
"SOUMA" MUNDIYAN MADU ROAD,
VELIMUKKU POST,
MALAPPURAM DISTRICT
KERALA-696 317
125. SRI M NARAYANAPPA
S/O SRI MUNIYAPPA,
AGED 68 YEARS,
NO.158, 1ST MAIN, 4TH CROSS,
AMARAVATHI NAGAR,
BANGARPET-563 114
126. SRI H V VENKATA RAO
S/O SRI H VENKATARAMAN RAO,
AGED 68 YEARS,
NO.36, 3RD STAGE 4TH MAIN
BEML LAYOUT, RAJARAJESWARI NAGAR,
BANGALORE-560 098
127. SMT.K.RATHNAMMA
W/O SRI C.H.ANJANEYA GOWDA,
AGED 60 YEARS,
NO.85, "MARUTHI NILAYA"
2ND MAIN, BYREGOWDA NAGAR,

BANGARPET ROAD,
KGF 563 102

128. SRI K SOMASEKHAR
S/O SRI K.V.K. KRISHNAPPA,
AGED 69 YEARS,
A-76 BHARAT NAGAR, 2ND MAIN,
6TH CROSS, BEML NAGAR POST,
KGF -563 115
129. SRI B.H. CHOWDAPPA
S/O SRI B HANUMANTHAPPA,
AGED 66 YEARS,
NO.1000, 4TH BLOCK,
KURUBARA VEEDHI,
TURUVANUR POST-577 517
130. SRI. K. DARMENDRA ACHARYA
S/O. SRI. ISHWARS ACHARYA,
AGED ABOUT 67 YEARS,
NO. 117, "PRATHIBHA NILAYA"
KAVERI NAGAR POST,
KGF 563115
131. SRI. K.V.CHANDRA SEKHAR
S/O. SRI. KASI VISWESWARA IYER,
AGED ABOUT 66 YEARS,
NO.2153/5,
38TH CROSS, EAST END
C-MAIN ROAD,
9TH BLOCK, JAYANAGAR,
BANGALORE 560069
132. SRI. K. GANGADHARA
S/O. SRI. K. SRINIVASA PURUSHA,
AGED ABOUT 69 YEARS,
B-35, "NISARGA"
2ND MAIN, 3RD CROSS,
BHARAT NAGAR, BEML NAGAR POST,
KGF 563115
133. SRI. K. NAGARAJ
S/O. SRI. K. VENKATARAMAIAH,
AGED ABOUT 68 YEARS,
NO. 941, 7TH CROSS, SWARNA NAGAR,
ROBERTSONPET,
KGF 563122

134. SRI. M.GILBERT RAJA
S/O. SRI. MUNISWAMY,
AGED 69 YEARS,
NO.1548, "RAVI ILLAM"
B.M. ROAD,
IRUDHAYA PURAM,
ROBERTSONPET, KGF 563122.
135. SRI. H. GUNDU RAO
S/O. SRI. H. KRISHNA MURTHY,
AGED 67 YEARS,
NO. 11, "PRASHANTHI BUILDING"
GANESH COLONY,
1ST CROSS, BETWEEN 1ST AND 2ND MAIN,
SATYANARAYANAPET,
BELLARI 583101
136. SRI. A. AROKIYASSWAMY
S/O. SRI. M. ANTHONY,
AGED ABOUT 67 YEARS,
NO. 1498, ST. ANTHONY'S ILLAM,
IRUDHAYAPURAM, NEW COLONY,
ROBERTSONPET,
KGF 563122
137. SRI. A DHINAGARAN
S/O. SRI. M. ARJUNAN,
AGED ABOUT 69 YEARS,
NO. 627, "ARJUNAN ILLAM"
B.M. ROAD, OPP TO INDUSTRIAL ESTATE,
ANDERSONPET POST, KGF 563113
138. SRI. P. SELVARAJ
S/O. SRI. PADAVTTAN,
AGED 68 YEARS,
NO.1, 5TH CROSS, 2ND MAIN,
SREE HARI COTTAGE/MINIYAPPA
K V GARDEN, NEW POLICE STATION ROAD,
K.R. PURAM, BANGALORE 560036
139. SRI. C. JAGANNATHAN
S/O. SRI. CHINNAPPAN,
AGED 68 YEARS,
B-97, "GOKULAM"
BHARAT NAGAR, BEML NAGAR POST,
KGF 563115

140. SRI. P. JAYARAMAN
S/O. SRI. PERUMAL,
AGED ABOUT 68 YEARS,
"UMA NILAYAM"
PRESS ROAD,
ANDERSONPET,
KGF 563113
141. SRI. A WENCESLAUS
S/O. SRI. A. ALBERT,
AGED 67 YEARS,
NO. 12, 1ST 'A' CROSS, 6TH MAIN,
GAURAU NAGAR, J.P. NAGAR,
7TH PHASE, BANGALORE 560078
142. SRI. P. RAJA GOPAL
S/O. SRI. POOSANTHAN,
AGED 67 YEARS,
NO. 390, M.V. NAGAR,
BEML NAGAR POST,
KGF 563115
143. SRI. M. DHASARATHAN
S/O. SRI. P.K. MUNISWAMY,
AGED 68 YEARS,
NO. 1223, 3RD CROSS EXTENSION,
PIPE LINE, ROBERTSONPET,
KGF 563122
144. SRI. R. THILAGARAN
S/O. SRI. K. RAMACHANDREN,
AGED 67 YEARS,
NO. 632, WATER TANK STREET,
CHAMRAJPET, ANDERSONPET POST,
KGF 563113
145. SRI. G. PALANICHAMY
S/O SRI. G.S. GURUSWAMY NADAR
AGED 67 YEARS,
NO.284, "ARUNAGANGA ILLAM"
12TH MAIN, 3RD CROSS, SOUTH
DASARAHOSAHALLI EXTENSION,
D.K. HALLI POST
BANGARPET 563114.
146. SRI. A.VADIRAJAN
S/O SRI APPADORAI
AGED 67 YEARS

NO.184, "KARTHIK ILLAM",
NARASIMHA LAYOUT
PIPE LINE EXTENSION, ROBERTSONPET
KGF 563 122.

147. SRI. DAYANAND
S/O SRI NARSING
AGED 68 YEARS
NO.1998, "VANDANA NILAYA",
VAPING GROUND
BANGARPET 563 114.
148. SRI. E. NARASIMHA REDDY
S/O SRI. PEDDA NARASIMHA REDDY
AGED 67 YEARS
NO.41, "OM SAKTHI NILAYAM",
SIR M.V. NAGAR, BEML NAGAR POST
KGF 563 115.
149. SRI D. SATYANARAYANA MURTHY
S/O SRI D. VENKATACHALAPATHI
AGED 66 YEARS
NO. 304, ROCK LAND MARK APARTMENT
NAGARAPPA REDDY LAYOUT
KAGGADASAPURA
BANGALORE 560 093.
150. SRI. M.G. SURYAVAMSHI
S/O SRI GANAPATHA RAO
AGED 68 YEARS
NO.460, HP NAGAR,
BEML NAGAR POST
KGF 563 115.
151. SMT.D.CHANDRAKALA
W/O SRI D. GURUVAIAH
AGED 58 YEARS
NO.3258/2, KUPPA SWAMY MUDALIAR
LAYOUT, BEHIND VBR CHOULTRY
BANGARPET 563114.
152. SRI. O.U. DEVADASAN
S/O SRI ACHUTHAN
AGED 69 YEARS,
NO.80, "ARADHANA", KAVERI NAGAR
EXTENSION, BEML NAGAR POST
KGF 563 115.

153. SRI. CHARLES D' SOUZA
S/O SRI TERALED D' SOUZA
AGED 67 YEARS,
NO.2435, 2ND MAIN, VIVEKANANDA NAGAR,
BANGARPET 563 114.
154. SRI. S.L RAMA MURTHY
S/O SRI. T. LAKSHMAIAH SETTY
AGED 69 YEARS
NO.3527, "JAITHRA",
DR.DVG ROAD,
VIJAYA NAGAR, BANGARPET 563 114.
155. SRI. C.T.M. ANNADANAIAH
S/O SRI. T.M. CHANNABASAI AH
AGED 68 YEARS
NO.2333, VIVEKANANDA NAGAR
BANGARPET 563 114.
156. SRI. T.S. ASWATHANARAYANA
S/O SRI T. SADASHIVA SASTRY
AGED 68 YEARS
A-2, "ARAVINDA NILAYA"
BHARAT NAGAR, BEML NAGAR POST
K.G.F. 563 115.
157. SRI. S.B. PAWAR
S/O SRI BHIMAJI
AGED 69 YEARS,
NO.27, NEAR BUNDYAMMA TEMPLE
GANDHINAGAR,
DHARWAD 580 004.
158. SRI K. NARAYANA
S/O SRI. K. SRINIVASA IYENGAR
AGED 67 YEARS
NO.807/93, 3RD MAIN, 4TH BLOCK
RAJAJINAGAR
BANGALORE-560 010.
159. SRI. ABDUL WAJID KHAN
S/O LATE SRI. ABDUL MAJEED KHAN,
AGED 69 YEARS,
NO.56, BTM LAYOUT 1ST STAGE,
NIMHANS LAYOUT, BANGALORE-560029

160. SRI. ASSADULLA KHAN
S/O LATE SRI. GAFFAR KHAN
AGED 67 YEARS,
NO.17/2, 2ND CROSS,
MUNIVENKATAPPA LAYOUT,
4TH MAIN, NAGAVARA, A.C.POST,
BANGALORE-560044
161. SRI. K.T.SHANTHA KUMAR
S/O SRI. K.THIMMA REDDY,
AGED 66 YEARS,
C/O B.K.RAMESH, VIJAYA SREE NILAYA,
ONKARESWARA EXTENSION,
GOLLARA HATTI ROAD,
JAGALURU-577528
162. SRI.S.PARIJATHAM
S/O SRI. SUBRAMANI,
AGED 68 YEARS,
NO.401, VIVEK NAGAR, 3RD CROSS,
ROBERTSONPET,
KGF-563112
163. SRI.B. ANJANEYA GUPTA
S/O SRI. BHIMAPPASETTY,
AGED 68 YEARS,
NO.3, ACHARYA SANKEERNA,
2ND MAIN, 9TH CROSS, BTM 2ND STAGE,
BANGALORE-560076
164. SRI.K.PARAMESH,
S/O B.KALACHAR
AGED 68 YEARS,
NO.MIG 189, 'A' BLOCK, 6TH MAIN,
21ST CROSS, VIJAYANAGARA 3RD STAGE,
MYSORE-570 017
165. SMT RAJESWARI V
W/O LATE SRI.K.VAIDEESWARAN
AGED 56 YEARS,
NO.857, 'SREE GANESHA'
M.V.NAGAR, BEML NAGAR POST,
KGF-563115
166. SMT. A RAJALAKSHMI
W/O LATE SRI.T.N.ANGAPPAN
AGED 59 YEARS,
NO.38, G-1, SAI UDAY MOHAN APARTMENT,

APPAREDDY PALAYA,
BANGALORE-560038

167. SMT. VIJAYA RAMESH
W/O SRI. J.A.RAMESH
AGED 59 YEARS,
NO.29-30, DOOR NO.102,
SURAJ KIRAN APARTMENT,
3RD CROSS, SHANKARPURAM,
BANGALORE-560 004
168. SMT. RITA ANASUYA J
W/O LATE SRI. JOSEPH SAMPATH KUMAR
AGED 67 YEARS,
NO.46, GOVER ROAD, COX TOWN,
BANGALORE-560 005
169. SRI. SUBBA RAO P
S/O SRI. PUTTANARASAPPA,
AGED 69 YEARS,
NO.482, 13TH CROSS, 29TH MAIN,
J.P.NAGAR 1ST PHASE,
BANGALORE
170. SRI. S. RAJU
S/O SRI. S SETHU RAO
AGED 67 YEARS,
A-123, 3RD MAIN, 3RD CROSS,
BHARAT NAGAR, BEML NAGAR POST,
KGF-563115
171. SRI ABHRAM GEORGE
AGED 71 YEARS
S/O GEORGE EA, D 702,
GINA SHACOM, OLD MADRAS ROAD,
BHATTARA HALLI,
BENGALURU 570049
- 172 . BALASUBRAMANYA K
AGED 70 YEARS
S/O KRISHNA MURTHY K,
NO.902, SWETHADRI,
6TH CROSS, 9TH MAIN,
TK LAYOUT, 4TH STAGE,
MYSURU 570009
173. SHIVA KUMAR M
AGED 70 YEARS

S/OSUNDARAM, NO.411,
A & B BLOCK, NAVEKU ROAD,
KUVEMPU NAGAR,
MYSURU 570023

174. VISHWANATH H.N.
AGED 70 YEARS
S/O NAGESHAIAH HB NO.221/1A,
5TH MAIN, 4TH BLOCK, RAJAJINAGAR,
BENGALURU 560010
175. ASHOKA S.N.
AGED 55 YEARS
S/O NAGABUSHANA D, NO.87,
12TH MAIN, 30TH CROSS,
BANASHANKAR II STAGE,
BENGALURU 560070
- 176 . D RAMA MURTHY
AGED 70 YEARS
S/O LATE DORAI SWAMY,
NO.1758, NEAR MORIAH ORPHANAGE,
B.M ROAD, ANDERSONPET POST,
KOLAR GOLD FIELDS 563113
- 177 . SRINIVASA S
AGED 70 YEARS
S/O SATYANARAYANA SASTRY,
C/O SV SHARMA, MURUGAMALLA,
CHINTHAMANI TALUK 563146
- 178 . MARIA LOUISE SAVARIE
AGED 72 YEARS
S/O SAVARIE, A 74,
BHARAT NAGAR, BEML NAGAR POST,
KOLAR GOLD FIELDS 563115
- 179 . K V KRISHNA
AGED 69 YEARS
S/O LATE KA VAIDIANATYH,
NO.257, 12TH MAIN NORTH,
2ND CROSS, DASARA HOSA HALLI,
DK HALLI POST 563162.
- 180 . GS SESHAGIRI RAO
AGED 70 YEARS
S/O G SRINIVASA RAO,
NO 249, SRI PRAMITHI 11TH MAIN,

1ST CROSS, KUVEMPU NAGAR,
DASARA HOSA HALLI,
DK HALLI POST 563162.

- 181 . RAMAKRISHNA Y
AGED 72 YEARS
S/O VENKATARAMAIAH,
2274, 5TH CROSS, VIVEKANANDA NAGAR,
BANGARPET 563114
- 182 . IQBAL PASHA
AGED 70 YEARS
JOGAL KASTI VILLAGE
KANNASANDRA POST
VIA-TAYALUR-563136
- 183 . PURUSHOTHAMA M.R.
AGED 70 YEARS
S/O LATE MG RANGA RAO
NO.32, TELECOM LAYOUT
1ST STAGE
MYSURU-570009
- 184 . SHANTHA RAM B.S.
AGED 70 YEARS
S/O LATE BV SURAPPA
SBM COLONY, SRIRAMPURA
2ND STAGE
MYSURU-570023
- 185 . H RAMA RAJU
AGED 70 YEARS
S/O LATE HNUMATHIAH
NO.9,. RESIDENCIPL LAYOUT
ISHWARA ROUAL , BOGADI 2ND STAGE,
MYSURU-570026
- 186 . SUNDARA
AGED 72 YEARS
S/O LATE GUNDAPPA
NO.112, VRUSHABHA, 2ND CROSS
BOGADI, 2ND STAGE NORTH
MYSURU-570026
- 187 . H.B. SHANKARAPPA
AGED 69 YEARS
S/O LATE BASAVALINGAIAH
M I G 171, A BLOCK, 6TH MAIN

21ST CROSS, VIJAYA NAGAR 3RD STAGE
MYSURU-570030

- 188 . M.K. PRAKASH
AGED 69 YEARS
S/O LATE MR KRISHNA MURTHY
NO.387, 13TH CROSS, A-1 BLOCK
VIJAYA NAGAR 3RD STAGE
MYSURU-570030
- 189 . A.P. JAGADEESHWARIAH
AGED 70 YEARS
S/O LTE M PUTTA SWAMAIAH
NO.3776, 20TH MAIN ROAD , 2ND STAGE
MYSURU-570017
- 190 . SHIVANNA GOWDA S.B.
AGED 70 YEARS
S/O LATE BORE GOWDA
316/S, 25TH CROSS, HEBBAL 2ND STAGE
MYSURU-570017
- 191 . DHANUSH KOTI S
AGED 73 YEARS
S/O SRIRAMULU
NO.4, CHANDRASHEKARAN ROAD
BEML LAYOUT, 7TH STAGE
RAJARAJESHWARI NAGAR
BENGALURU-560098
- 192 . SRINATH
AGED 71 YEARS
S/O RAMAKRISHNAPPA G
NO.383, 9TH CROSS 1ST BLOCK
JAYANAGAR
BENGALURU-560011
- 193 . ANANTHARAMU B.K.
AGED 71 YEARS
S/O KRISHNAPPA B.L
NO.33, 13TH CROSS, ULLAL MAIN ROAD,
MUNESWARA NAGAR
BENGALURU-560056
- 194 . PATTABIRAMAN N
AGED 70 YEARS
S/O NAGARAJAN K
NO.639, ABHIMAAN, 2ND MAIN

2ND CROSS, BEML LAYOUT, 3RD STAGE
RAJARAJESWARI NAGAR,
BENGALURU-560098

- 195 . R. VIJAYALAKSHMI
AGED 63 YEARS
W/O P C RANGANATHAN
P 196, 8TH MAIN LIC QTRS
JEEVAN BHEEMA NAGAR
BENGALURU-560075
- 196 . H. R. PRABHA
AGED 67 YEARS
W/O B S VENKATARAMU
739, 4TH MAIN, 4TH CROSS,
BEML LAYOUT , 3RD STAGE,
RAJARAJESWARI NAGAR
BANGALURU-560098
- 197 . BALAJI RAO W
AGED 71 YEARS
S/O LATE SHRI SRINIVASA RAO W
NO.43, PAJAKA 19TH C CROSS
18TH MAIN , PADMANABHA NAGAR
BENGALURU-560061
- 198 . H. S. RAGHUNATHA RAO
AGED 70 YEARS
S/O H SHAMACHAR
93, 4TH CROSS RAGHAVENDRA COLONY
5TH MAIN , CHAMARAJ PET,
BENGALURU-560018
- 199 . SUBRAMANYAM G
S/O SURYANARAYANA RAO H.N.
NO.1190, KALIMA HEIGHTS
FLAT NO.G-2, 1ST MAIN, BEML LAYOUT
5TH STAGE, RR NAGAR, BENGALURU-560098
BENGALURU-560098
- 200 . JAYAPRAKASH M.N.
AGED 71 YEARS
S/O LATE NAGESHA RAO M
NO. 375, 5TH STAGE 1ST PHASE, 7TH MAIN
BEML LAYOUT, RR NAGAR
- 201 . MUNIRAMAIAH V
AGED 70 YEARS

S/O MUNIYAPPA
NO.67, 1ST MAIN, 1ST CROSS, 1ST PHASE
BEML LAYOUT, 5TH STAGE
RR NAGAR, BENGALURU-560098

- 202 . KUBENDRA RAO SALGAR
AGED 73 YEARS
S/O HEMOJI RAO SALGAR
NO.936, SRI RAGHAVENDRA KRUPPE
9TH CROSS, SRINIVASIAH KRUPPE
3RD STAGE, BEML LAYOUT
RR NAGAR, BENGALOURU 560098
- 203 . SAIRAM T.P.
AGED 69 YEARS
S/O LATE PONNUSWAMY
NO.58, SENTHIL NILAYAM CAR STREET
HALASURU
BENGALURU-560008
- 204 . JANARDHAN L
AGED 72 YEARS
S/O LATE LAXMAN
NO.42, RAMAKRISHNA MUTT ROAD
ULSOOR POST
BENGALURU-560008
- 205 . S RAJESHWARI
AGED 65 YEARS
W/O S RAMACHANDRA
536, 1ST CROSS, 5TH STAGE,
2ND PHASE, BEML LAYOUT,
RAJARAJESHWARI NAGAR
BENGALURU-560098
- 206 . SRI MADESHA
AGED 60 YEARS
S/O SRI MADALIAH
NO.270, 7TH MAIN, B S K 1ST STAGE
1ST BLOCK, SRINAGAR
BENGALURU-560050
- 207 . SMT NASEEM KHANUM
AGED 65 YEARS
W/O LATE SRI ASADULLA KHAN
NO.17/2, 2ND CROSS, MUNIVENKATAPPA
LAYOUT, IV MAIN, NAGAWARA, A C POST
BENGALURU-560045

- 208 . SRI SHIVAPPA
 AGED 70 YEARS
 S/O LATE SRI MADAPPA
 13/80, TEMPLE ROAD
 GANGOTHRI POST
 MYSORE-570006
- 209 . SRI C V SHIVARAMAIAH
 AGED 70 YEARS
 S/O LATE SRI VEERABHADRAIAH C
 382, 9TH CROSS, 5TH MAIN
 T K LAYOUT 4TH STAGE, KUVEMPUNAGAR
 MYSORE-570023
- 210 . SRI K R PRANADEVA
 AGED 71 YEARS
 S/O LATE SRI K RAMASWAMY
 896, R R NAGAR, BEML NAGAR 2ND STAGE
 BOGADI
 MYSORE-570002

...PETITIONERS

(BY SRI. S.N. MURTHY, SENIOR ADV. FOR
 SRI. SOMASHEKAR, ADVOCATE)

AND:

1. THE SECRETARY
 MINISTRY OF HEAVY INDUSTRIES AND
 PUBLIC ENTERPRISES DEPARTMENT OF
 PUBLIC ENTERPRISES BHAVAN,
 BLOCK NO 14, CGO COMPLEX,
 LODHI ROAD
 NEW DELHI - 110002
2. THE SECRETARY
 MINISTRY OF DEFENCE DEPARTMENT
 OF DEFENCE PRODUCTION
 GOVERNMENT OF INDIA
 ROOM NO. 9A SOUTH BLOCK
 NEW DELHI
3. THE CHAIRMAN & MANAGING DIRECTOR
 BEML LIMITED,
 BEML SOUDHA, S R NAGAR
 BANGALORE - 560027

... RESPONDENTS

(BY SRI. H.JAYAKARA SHETTY, CGC FOR R1 & R2
SRI. ASHOK HARANAHALLI, SR. ADV. FOR
SRI.N.S. NARASIMHA SWAMY, ADVOCATE- R3)

THIS WRIT PETITION IS FILED UNDER ARTICLES 226 & 227 OF THE CONSTITUTION OF INDIA PRAYING TO QUASH THE ENDORSEMENT DATED 21.03.2019 AT ANNEXURE-W TO THIS WRIT PETITION ISSUED BY THE R-3 AND ETC.

WRIT APPEAL AND WRIT PETITION HAVING BEEN HEARD AND RESERVED ON 22.02.2021, COMING ON FOR 'PRONOUNCEMENT' OF JUDGMENT THIS DAY, **SATISH CHANDRA SHARMA J.**, DELIVERED THE FOLLOWING:

JUDGMENT

The present writ appeal is arising out of the order dated 11.1.2019 passed in WP.Nos.36530-708/2016 and WP.No.53708/2013.

2. The facts of the case reveal that writ petitions bearing WP.Nos.36530-708/2016 were preferred by the National Confederation of Ex-employees Association as well as Ex-employees of BEML claiming gratuity to the tune of Rs.10 lakhs. It was contended by the appellants that the Government of India has issued a Office Memorandum dated 26.11.2008 regarding revision of pay scales w.e.f., 1.1.2007 for a period of 10 years and clause-13 pertains to enhancement of the ceiling limit of the gratuity to the Executives and non-unionised Supervisors to the tune of Rs.10 lakhs w.e.f, 1.1.2007 even though the Payment of

Gratuity Act provided for a ceiling of Rs.3.5 lakhs. The Government of India issued another Official Memorandum dated 2.4.2009 issuing directions to all the Public Sector Undertakings including BEML about the acceptance of revision of pay scales and benefits from 1.1.2007.

3. BEML, through its Board of Directors, in its 283rd meeting held on 29.4.2009, passed a resolution approving the implementation of the revised scales of pay with fitment benefits and also authorized the Chairman and Managing Director to take up the matter with the Ministry for issuance of Presidential Directives. The Ministry of Defence, vide letter dated 30.4.2009, on the basis of the resolution passed by the Board of Directors, informed the Chairman and Managing Director, BEML that the revision of pay scales and other benefits as contained in Office Memorandum dated 26.11.2008 and as amended from time to time, has been accepted and the Presidential Directives are issued for implementation w.e.f., 1.1.2007. The contention of the appellants is that the letter of the Secretary, Ministry of Defence, was accompanied by an order dated 30.4.2009 in respect of implementation through Presidential Directives.

4. Another important aspect of the case is that a letter dated 29.4.2009 was issued by the Chairman and Managing Director, BEML informing the Government of India and the Ministry of Defence that the Management and Board of Directors, after examining the affordability, had recommended for issuance of Presidential Directives and never indicated that gratuity ceiling limit of Rs.10 lakhs is not agreeable and they would retain it at Rs.3.5 lakhs. The Board's resolution dated 29.4.2009, makes it very clear that the Board has resolved to enhance the ceiling limit in respect of gratuity up to Rs.10 lakhs as recommended by the Government of India.

5. That finally, the Chairman and Managing Director, BEML ('CMD' for short), by an order dated 17.7.2009, revised the pay scales and allowances of all the Executives w.e.f., 1.1.2007. However, clause 13.1 in respect of enhancement of ceiling limit of gratuity payment to Rs.10 lakhs from 1.1.2007 was not retained as stipulated in clause 13 of the Office Memorandum dated 26.11.2008, meaning thereby the pay and other benefits were granted in terms of the Office Memorandum dated 26.11.2008 and the enhancement in respect of gratuity was not done, vide order dated 17.7.2009. The appellants' further contended that the action of CMD in not enhancing the ceiling limit of gratuity

payment to Rs.10 lakhs was contrary to the Presidential Directives issued on the subject. It was also pointed out that payment of arrears of wages and other allowances as per the revision w.e.f., 1.1.2007 was paid to all the appellants till the date of their retirement and it was only the gratuity which was not paid to them.

6. The appellants have contended by placing reliance upon the 46th Annual Report for the year 2009-2010 that a provision was made for payment of gratuity amounting to a sum of Rs.9505.80 lakhs. The appellants have also contended that in case of employees of M/s. Hindustan Aeronautics Limited, which also comes under the Ministry of Defence, a circular was issued on 28.5.2009 revising the pay scales and allowances and in clause 12.1 of the said Circular dated 28.5.2009, the ceiling limit in the matter of payment of gratuity to the Officers was enhanced to Rs.10 lakhs w.e.f, 1.1.2007.

7. The appellants have also contended that in respect of Gail (India) Limited, by an order dated 30.4.2009 the benefit was extended in respect of enhancement of gratuity. Also, in case of Neyveli Lignite Corporation, by an order dated 20.6.2009 the gratuity ceiling limit was enhanced to Rs.10 lakhs w.e.f.,

1.1.2007. The Steel Authority of India also by office order dated 21.11.2009 has revised the pay scale to all Officers and gratuity limit was also enhanced to Rs.10 lakhs. Another example was given in respect of an organization under the Ministry of Defence i.e., Bharat Electronics Limited, which is again a Public Undertaking and it was contended that said BEL has also enhanced the gratuity ceiling limit to Rs.10 lakhs by an order dated 31.7.2010.

8. It has also been contended that BEML is also a Public Sector Undertaking under the Ministry of Defence and it fulfills all the parameters provided under the Office Memorandum issued by the Government of India dated 26.11.2008. Therefore, a provision was rightly made for payment of gratuity on an enhanced ceiling limit w.e.f, 1.1.2007, meaning thereby Rs.9,505.50 lakhs were kept towards payment of gratuity as reflected from the balance sheet.

9. The appellants have further contended that during the pendency of the writ petitions, an order was passed by the Delhi High Court in WP(C).907/2013 and pursuant to said order the appellants' made representations, which were rejected by the

Defence Ministry by an order dated 24.8.2015. Therefore, writ petitions were filed before the learned Single Judge.

10. The respondents have opposed the prayer of the appellants/petitioners before the learned Single Judge and it was stated by the respondents that the employees working in BEML can be broadly classified into two categories viz., workmen and officers. The workmen are governed by the wage revision arrived at in the bi-partite meeting between the Unions of all the divisions and the Management of BEML. The officers are governed by wage revision adopted by the Management in terms of the wage revision recognized and accepted by the President of India. It was further contended that the Second Pay Revision Committee constituted by the Government of India under the Chairmanship of Hon'ble Mr. Justice Jagannadha Rao had submitted a report to the Government of India. Keeping in view the said report, the Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises issued Office Memorandum dated 26.11.2008, thereby accepting the revised scales of pay of Board level and below Board level Executives and non-unionised Supervisors in the Central Public Sector Undertakings w.e.f., 1.1.2007 for a period of 10 years. The respondents further contended before the learned Single Judge that as per the Office

Memorandum, pay revision was not required to be implemented as it is, but it was to be implemented taking into account the consideration the affordability, capacity to pay and sustainability of the Central Public Sector Establishments (CPSE for short).

11. The respondents have further contended that the Government of India in the Office Memorandum dated 9.2.2009 issued an addendum to the earlier Office Memorandum dated 26.11.2008 regarding payment of performance related pay to Executives and non-unionised Executives. It was further contended that subsequent to Office Memorandum dated 26.11.2008 and 9.2.2009, the Ministry of Heavy Industries and Public Enterprises, Government of India, issued another Office Memorandum dated 2.4.2009 and further guidelines were issued for considering the recommendations of the Committee of Ministers. It was provided therein that the benefit of Office Memorandum dated 26.11.2008 and 9.2.2009 are as per the maximum permissible limits. However, lower limits against these maximum permissible limits can be provided in the Presidential Directives, depending upon affordability, capacity to pay and sustainability of the concerned CPSE.

12. The respondents further contended that keeping in view the guidelines and the Office Memorandums, BEML decided to revise the pay scales to Board level and below Board level Executives with fitment in future of 25% on the Basic plus DA as against 30% as per the Office Memorandums and the revised pay scales were paid from 1.1.2007. Accordingly, the Board of BEML passed a resolution in its 283rd meeting held on 29.4.2009 to implement the pay revision and authorizing the CMD to take-up the matter with the Ministry for Presidential Directives. The respondents have further stated that subsequently the Ministry of Defence, vide order dated 30.4.2009, conveyed the Presidential Directives. The Presidential Directives were issued in exercise of powers conferred under Article 159 of the Articles of Association of BMEL, Bengaluru and the President has approved the pay scales, fitment, formal DA guidelines and ceiling perquisites, Etc., for Board level and below Board level Executives. The respondents have further stated that keeping in view the directives issued vide order dated 30.4.2009 the respondent-BEML evolved a detailed revision of scales of pay of Board level and below Board level Executives retaining the maximum ceiling limit of gratuity as Rs.3.5 lakhs in view of the provisions of Payment of Gratuity Act prevailing at that point of time. The

respondents have further stated that they have revised House Rent Allowance, Non Practicing Allowance, Transfer Grant, Performance Related pay, etc., however, gratuity was not revised.

13. The respondents have further stated that the Board has also passed a resolution in its 286th Meeting held on 30.7.2009 regarding the implementation of revision of pay scales. The respondents have further stated that the payment of Gratuity Act, 1972 was amended by substituting the words 'ten lakhs rupees' in place of 'three lakhs and fifty thousand rupees' in sub-section (3) of Section 4 of the Payment of Gratuity Act, 1972. The amendment was notified by the Ministry of law and justice vide Gazette Notification dated 8.5.2010. Consequently, the Ministry of Labour and Employment has issued a Gazette Notification dated 24.5.2010 notifying 24.5.2010 as the effective date of the amendment. The Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises issued an Office Memorandum dated 2.6.2010 informing 24.5.2010 as the effective date for the purpose of amendment to the Gratuity Act. It was stated before the learned Single Judge that the gratuity has been enhanced to Rs.10 lakhs, however, only w.e.f., 24.5.2010 and internal circular was also issued by BEML on 29.12.2010.

14. The respondents have further stated that the appellants in this appeal cannot claim enhanced gratuity as they have retired from 2007 to 2010 and under the payment of Gratuity Act, the ceiling limit was Rs.3.50 lakhs and the Office Memorandum issued by the Government of India enhancing the pay structure based upon the Second Pay Revision Committee dated 26.11.2008 was not made applicable in toto in respect of BEML. The respondents have categorically stated they never made any provision for payment of enhanced gratuity to be paid w.e.f., 1.1.2007 as stated by the appellants to the extent of Rs.9505.50 lakhs. It was further contended that BEML used to make provisions towards gratuity in all its Annual Financial Reports in terms of the Accounting Policy. It was further clarified that provision regarding gratuity for the year 2007-2008 was Rs.338.18 lakhs, for the year 2008-2009 it was Rs.535.19 lakhs and for the year 2009-2010 it was Rs.9505.80 lakhs.

15. The respondents have further stated that the Office Memorandum dated 26.11.2008 for enhancement of wage ceiling is only a guideline and the implementation is subject to the capability etc., It has been stated that keeping in view the Annual Financial Report, the Government of India has not granted

any approval for payment of enhanced gratuity. It was also contended before the learned Single Judge that in case the appellants are aggrieved in the matter of payment of gratuity, they do have a right to approach the controlling authority under the payment of Gratuity Act. The respondents have contended that the appellants cannot be granted enhanced gratuity as prayed for. Hence, a prayer was made for dismissal of the writ petitions.

16. A rejoinder was also filed in respect of the writ petitions stating categorically that appellants/petitioners before the learned Single Judge cannot approach the controlling authority under the Payment Of Gratuity Act as the maximum ceiling limit provided at the relevant point of time under the Payment of Gratuity Act was Rs.3.50 lakhs only. It was also stated by the appellants/petitioners that in terms of Office Memorandum dated 26.11.2008 there were only two conditions which BEML was required to satisfy viz., for implementation of the wage revision and to give other benefits to the employees.

17. It was stated that clause (3) of Office Memorandum dated 26.11.2008 provided for affordability of implementation of pay revision. The aforesaid clause provided that revised pay scale

would be adopted subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profit before tax (PBT). Similarly clause (16) provided that CPSE concerned has to bear the additional financial implication on account of pay revision from their own resources and no budgetary support would be provided.

18. The appellants by filing 46th Annual Report 2009-10 have made an attempt before the learned Single Judge that clause (3) permits in the case of BEML organization to grant enhancement of gratuity, however, in respect of the aforesaid fact, in all other organizations under the Ministry of defence, the gratuity was enhanced barring BEML organization.

19. The learned Single Judge, after hearing the parties at length, has remanded the matter back for reconsideration to BEML. Paragraphs 9 to 14 of the order passed by the learned Single Judge read as under:

"9. On the other hand, learned Counsels for the respondents would submit that in another case decided by the Uttarakhand High Court, the Division Bench has rejected similar contentions raised by employees. Reliance is placed on the judgment in the case of ***Bansidar Joshi and others Vs. Uttarakhand Seeds and Tarai Development Corporation Ltd. and others*** reported in **2016 LAB.I.C.791**. Reliance is also placed on another judgment of the High Court of Andhra Pradesh in the case of ***Electronics Corporation of India Limited, Post ECIL, Hyderabad 500 062, Rep. by***

Chairman & Managing Director Vs. The Controlling Authority under P.G.Act, 1972 and another reported in **2016 SCC OnLine Hyd 336**.

10. With regard to the case of **Bansidar Joshi** (supra), the learned Senior Counsel appearing for the petitioners submits that it is a case where the claim is made under the Gratuity Act and in the case of **Electronics Corporation of India** (supra), the Court came to the conclusion that the employer did not have the affordability in terms of the Official Memorandum and therefore, the decisions went against the employees. It is also submitted on behalf of the respondents that the Official Memorandum is, in fact, a general guideline and cannot be forced upon the employer.

11. Having heard the learned Counsels and perusing the records and on going through the judgments cited by the learned Counsels, this Court is of the opinion that in the case on hand, the order passed by the Controlling Authority stating that the petitioners are not entitled to receive the difference in gratuity since the amendment to Section 4(3) was brought about in the year 2010, while the petitioners had retired well before the amendment came into force, cannot be countenanced. As held in the case of the Delhi High Court, the Presidential Directive, pursuant to the Official Memorandum dated 26.11.2008 and 02.04.2009, the concerned CPSEs were required to determine the affordability which again depended upon its percentage of profit but not more than 20% dip in 2007-2008 to implement the pay revision and gratuity.

12. The third respondent-BEML is required to reconsider its opinion in the light of the observations made by the Delhi High Court and having regard to its affordability as provided under Clause (3) of the Official Memorandum dated 26.11.2008, and pass an order on the requisition made by the petitioners herein.

13. The memorandum of writ petitions itself may be considered as a request made by the petitioners and the third respondent-BEML is directed to reconsider the prayer made by the petitioners, in the light of the observations made above. The petitioners have served the respondent-BEML for more than 30 years and have retired way back in the year 2007-2010. In that view of the matter, the third respondent-BEML is directed to consider the representation of the petitioners and pass orders within a period of three months from the date of

receipt of a certified copy of this order. If the third respondent eventually holds that the petitioners are to be given the difference in the gratuity amount, the third respondent shall also pay the same with interest at the rate of 10% p.a. till the date of actual payment.

14. The petitions are accordingly disposed of. No order as to costs."

The appellants/petitioners are aggrieved by the order passed by the learned Single Judge.

20. Heard the learned counsel for the parties at length and perused the record. The undisputed facts of the case reveal that appellant No.1 is a National Confederation of Ex-employees' Association and other appellants are Ex-employees of BEML. They are claiming gratuity to the tune of Rs.10 lakhs instead of Rs.3.50 lakhs which has been granted to them. The undisputed facts also reveal that in the year 2010, the Payment of Gratuity Act, 1972, has been amended and the ceiling limit of Rs.3.5 lakhs has been increased to Rs.10 lakhs. Therefore, the dispute is only in respect of those employees who have retired w.e.f., 1.1.2007 to 24.5.2010. The Government of India appointed a Pay Revision Committee headed by Hon'ble Justice Jagannadha Rao (retired Supreme Court Judge) as a Chairman and the Pay Revision Committee submitted a report to Government of India. The Government of India thereafter, issued various directions to all

Administrative Ministries and Public Sector Undertakings and the final implementation of the recommendations of the Pay Revision Committee was to take place after issuance of the Presidential Directives issued by the Administrative Ministries.

21. The Secretary, Ministry of Heavy Industries and Public Enterprises issued two Office Memorandums dated 26.11.2008 and 2.4.2009 in respect of revision of wages and for providing other benefits to Board level executives and Non Unionised Supervisors in the public sector enterprises and it was notified specifically that revision of pay scale and other benefits would come into effect from 1.1.2007. It was also made clear that clause 3 and 13 of the notification dated 26.11.2008 should be satisfied for ensuring the revised benefits including increase in the gratuity ceiling.

22. The relevant clauses of the Office Memorandum dated 26.11.2008 which are necessary for adjudication of the present writ appeal are reproduced as under:

"Article-2-Fitment Benefit:

(i) A uniform fitment benefit @ 30% on basic pay plus DA @ 68.8% as on 01.01.2007 would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised pay scale.

(ii) If any extra ordinary increment(s) and/or increase in the pay in respect of executives/non unionized

supervisors have been granted with retrospective effect, which affects the revision of pay as on 1.1.2007, such increment and/or increase in pay will be ignored for the purpose of fitment/pay revision.

(iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.

Article-3- The revised pay scales would be adopted, subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profit before tax (PBT) for the year 2007-08 of a CPSE in respect of executives as well as non-unionised supervisory staff taken together in a CPSE. CPSEs that cannot afford to pay full package, can implement with either part PRP or no PRP. These CPSEs may pay the full package subsequently, provided the dip in the profit (PBT) is fully recouped to the original level.

Article-7- House Rent Allowance: The House Rent Allowance to the employees of CPSEs will be at the following rates:

<i>Cities with population</i>	<i>Rates of HRA</i>
<i>50 lakhs and above</i>	<i>30% of Basic Pay</i>
<i>5 to 50 Lakhs</i>	<i>20% of Basic Pay</i>
<i>Less than 5 Lakh</i>	<i>10% of Basic Pay</i>

Article 13- Gratuity: The ceiling of gratuity of the executives and non-unionised supervisors of the CPSEs would be raised to Rs.10 lakhs with effect from 1.1.2007.

Article 16- Financial Implications: The CPSE concerned has to bear the additional financial implications on account of pay revision from their own resources and no budgetary support will be provided.

Article 17- Issue of Presidential Directive, effective date of implementation and payment of allowances etc. The revised pay scales would be implemented by issue of Presidential Directive in respect of each CPSE separately by the concerned Administrative Ministry/Department. The revised pay scales will be effective from 1.1.2007. The payment of HRA, perks and allowances based on the revised scales will, however, be from the date of issue of Presidential directive. The Board of Directors of each

CPSE would be required to consider the proposal of pay revision based on their affordability to pay and submit the same to the Administrative Ministry/Department for approval.

Annexure-III

(i) The PRP has been directly linked to the profits of the CPSEs/Units and performance of the executives.

Annexure-IV

(i) Long Term Incentives All CPSEs would formulate Employees Stock Option Plan (ESOP) and 10% to 25% of the PRP should be paid as ESOPs. In order to see that Enter prises are able to operate ESOPs scheme, the concerned Administrative Ministry/Department should encourage the CPSEs coming under its control to get them listed on the Stock Exchange."

23. The Memorandum of Articles of Association of BEML as contained under Article 159 provides for issuance of Presidential Directives. In the Office Memorandum dated 26.11.2008, clause 13 provided for enhancement of ceiling limit of gratuity to the executives and non unionized supervisors to Rs.10 lakhs w.e.f, 1.1.2007. Respondent No.1 - Secretary, Ministry of Heavy Industries and Public Enterprises issued another Office Memorandum dated 2.4.2009, which was issued to all Public Sector Undertakings about the acceptance of revision of pay scales and other benefits w.e.f, 1.1.2007 and the Board of Directors of BEML, in a meeting held on 29.4.2009 passed a resolution approving the implementation of revision of scale of pay with fitment benefits and also authorised the CMD to take up

the matter with the Ministry for issuance of Presidential Directives. The Ministry of Defence - respondent No.2, vide letter dated 30.4.2009, on the basis of the resolution, informed the BEML that the revision of pay scales and other benefits as contained in guidelines dated 26.11.2008, as amended from time to time, has been accepted and the Presidential Directives are issued for implementation w.e.f., 1.1.2007.

24. It is certainly true that a provision was also made by the respondent – BEML for gratuity in 46th Annual Report for the year 2009-10 by providing a sum of Rs.9505.50 lakhs, however, the enhanced gratuity was not paid. In case of other organizations, which are also under the Ministry of Defence i.e., Hindustan Aeronautics Limited, the gratuity was revised to Rs.10 lakhs w.e.f, 1.1.2007 by order dated 28.5.2009, in case of Steel authority of India by order dated 21.11.2009 the gratuity was revised and in case of BEL it was revised by order dated 31.7.2010.

25. The Office Memorandum dated 26.11.2008 regarding revision of pay scales w.e.f., 1.1.2007, for a period of 10 years, clearly lays down the requirement for employees to become entitled to the revision. Clause 3 and 13 have already been

reproduced earlier. It is clear from clause 3 and 13 that for giving effect to the pay revision and enhanced gratuity, after it is opted, additional outgo for such revision for a period of 12 months should not result in more than 20% dip in Profit Before Tax in the year 2007-2008.

26. Learned counsel for the appellants has drawn the attention of this Court towards 46th Annual Report and Sl.No.(c) deals with savings. The particulars in respect of savings under various categories right from the year 2002-03 to 2009-10 are reproduced as under:

Sl. No.	Particulars	Units	2009-10	2008-09	2007-08	2006-07	2005-06	2004-05	2003-04	2002-03
Our Savings										
1	PBDIT	Rs.Lakh	40070	44846	38880	33517	30680	29758	6995	6017
2	PBIT	Rs.Lakh	36848	42115	37110	32165	29268	27459	5166	4087
3	PBT	Rs.Lakh	31955	38747	34801	31604	28542	27280	5018	3787
4	PAT	Rs.Lakh	22285	26884	22565	20493	18693	17528	2417	2610

27. The aforesaid factual details have not been controverted by the Government of India or by respondent No.3 - BEML. The aforesaid chart makes it very clear that in case the revision of pay scales are adopted, the additional outgo on account of such revision in pay and gratuity for a period of 12 months will certainly not result in more than 20% dip in Profit Before Tax for the year 2007-2008.

28. It is nobody's case that BEML was not having financial capability in paying the enhanced gratuity to its employees. On the contrary, the Board of Directors, which is the Apex Body has already resolved to grant enhanced gratuity to its employees including the appellants. Therefore, the impugned order remanding the matter back to reconsider the prayer for grant of gratuity deserves to be set aside. In the considered opinion of this Court, once this Court has arrived at a conclusion that the appellants are entitled for the benefit flowing out of Office Memorandum dated 26.11.2008 including the benefit of enhanced gratuity, the question of remanding the matter does not arise.

29. The retired employees, who are appellants before this Court have attained the age of superannuation after serving BEML, which is a Public Sector Undertaking under the Ministry of Defence. In other Public Sector Undertakings under the same Ministry of Defence the benefit of higher pay scale w.e.f., 1.1.2007 has been granted. The benefit of higher pay scale has been granted to the appellants also. However, only gratuity has not been granted as per the recommendations of the Pay Commissioner Report in spite of the fact that Office Memorandum dated 26.11.2008 provided for grant of such benefit. The present

appellants cannot be discriminated vis-à-vis the employees of other Public Sector Undertakings under the same Ministry of Defence only in the matter of payment of gratuity.

30. The Hon'ble Supreme Court in the case of **D.S.Nakara vs. Union of India**, reported in (1983) 1 SCC 304, in paragraphs 13 to 15 has held as under:

"13. The other facet of Art. 14 which must be remembered is that it eschews arbitrariness in any form. Article 14 has, therefore, not to be held identical with the doctrine of classification. As was noticed in Maneka Gandhi's case in the earliest stages of evolution of the Constitutional law, Art. 14 came to be identified with the doctrine of classification because the view taken was that Art. 14 forbids discrimination and there will be no discrimination where the classification making the differentia fulfils the aforementioned two conditions. However, in E.P. Royappa v. State of Tamil Nadu, it was held that the basic principle which informs both Arts. 14 and 16 is equality and inhibition against discrimination. This Court further observed as under:

"From a positivistic point of view, equality is antithetic to arbitrariness. In fact, equality and arbitrariness are sworn enemies; one belongs to the rule of law in a republic while the other, to the whim and caprice of an absolute monarch. Where an act is arbitrary, it is implicit in it that it is unequal both according to political logic and constitutional law and is therefore violative of Art. 14, and if it affects any matter relating to public employment, it is also violative of Art. 16. Articles 14 and 16 strike at arbitrariness in State action and ensure fairness and equality of treatment."

14. Justice Iyer has in his inimitable style dissected Art. 14 in Maneka Gandhi case as under:

"That article has a pervasive processual potency and versatile quality, egalitarian in its soul and allergic to discriminatory diktats. Equality is the antithesis of arbitrariness and ex cathedra ipse dixit is the ally of demagogic authoritarianism. Only knight-errants of 'executive excesses'-if we may use current cliché - can fall in love with the Dame of despotism, legislative or administrative. If this Court gives in here it gives up the ghost. And so it is that I insist on the dynamics of limitations on fundamental freedoms as implying the rule of law; be you ever so high, the law is above you."

Affirming and explaining this view, the Constitution Bench in *Ajay Hasia etc. v. Khalid Mujib Sehravardi* held that it must, therefore, now be taken to be well settled that what Art.14 strikes at is arbitrariness because any action that is arbitrary must necessarily involve negation of equality. The Court made it explicit that where an act is arbitrary it is implicit in it that it is unequal both according to political logic and constitutional law and is, therefore, violative of Art. 14. After a review of large number of decisions bearing on the subject, in *Air India v. Nargesh Meerza* the Court formulated propositions emerging from an analysis and examination of earlier decisions. One such proposition held well established is that Art. 14 is certainly attracted where equals are treated differently without any reasonable basis.

15. Thus the fundamental principle is that Art. 14 forbids class legislation but permits reasonable classification for the purpose of legislation which classification must satisfy the twin tests of classification being founded on an intelligible differentia which distinguishes persons or things that are grouped together from those that are left out of the group and that differentia must have a rational nexus to the object sought to be achieved by the statute in question."

31. It has been held that Article 14 strikes at arbitrariness and the basic principle which informs both under Articles 14 and

16 is equality and inhibition against discrimination. The respondents cannot be permitted to discriminate between the employees of BEML and other similarly situated employees who have attained the age of superannuation from other Public Sector Undertakings under the Ministry of Defence. Therefore, the action of the respondents in not granting enhanced gratuity is certainly violative of Articles 14, 16 and 21 of the Constitution of India.

32. The Hon'ble Supreme Court in the aforesaid land mark judgment has held that the pension/gratuity is neither a bounty nor a matter of grace depending upon the sweet will of the employer, nor an ex-gratia payment. It is a payment for the service rendered. It is a social welfare measure rendering socio-economic justice to those who in their hey-day of their life ceaselessly toiled for the employer on an assurance that in their old age they would not be left in lurch.

33. In the considered opinion of this Court, pension as a retirement benefit is in consonance with and furtherance of the goals of the Constitution as held by the Hon'ble Supreme Court. The most practical *raison d'être* for pension is the inability to provide for oneself due to old age.

34. In the present case, on the basis of the recommendations of the expert body which is the Pay Commission it was resolved by the Board of Directors of BEML to grant revised pay scales as well as revised gratuity and revised pay scales have already been granted w.e.f., 1.1.2007 but only revised gratuity has not been granted to the employees of BEML. As has already been stated, the employees working in other Public Sector Undertakings under the same Ministry of Defence have been granted the benefit of revised gratuity. Therefore, as the criterion laid down under the Office Memorandum dated 26.11.2008 is fulfilled, the question of denying the benefit to the appellants does not arise.

35. In the present case, BEML has already granted enhanced pay scales based upon the recommendations of the Pay Commission, which is an expert body w.e.f., 1.1.2007 and the ceiling limit under the Payment Of Gratuity Act has already been enhanced to Rs.10 lakhs w.e.f, 24.5.2010. All employees, who have retired after 24.5.2010 have been paid enhanced gratuity to the tune of Rs.10 lakhs and have also been paid revised pay scales w.e.f, 1.1.2007. The petitioners are the only employees who have retired w.e.f., 1.1.2007 up to 24.5.2010 have been singled out only because formal orders were not passed by the

Government of India/ presidential order was not passed. In the considered opinion of this Court, the appellants cannot be discriminated vis-à-vis the other employees of other Public Sector Undertakings, who were standing on the same footing. The employees of other Public Sector Undertakings under the Ministry of Defence, to be more specific HAL, have been paid the gratuity on a higher rate keeping in view the recommendations under the Office Memorandum dated 26.11.2008. Therefore, the appellants are also entitled for payment of enhanced gratuity at par with the other employees, who have been granted the benefit of revised pay scale along with revised gratuity. In the net result, the writ appeal is allowed.

36. The learned Single Judge, while disposing of the writ petitions and while remanding the matter back to BEML, has arrived at a conclusion that in case the employees are held entitled for enhanced gratuity i.e., Rs.10 lakhs, they shall also be entitled for interest at the rate of 10% p.a., from the date of entitlement till the amount is actually paid. Therefore, in the considered opinion of this Court, the appellants/employees shall be entitled for enhanced gratuity along with interest at the rate of 8.5% p.m., from the date of entitlement till the amount is actually paid. The order passed by this Court be complied with within a

period of 90 days from the date of receipt of the certified copy of the judgment.

With the aforesaid, writ appeal stands allowed. No orders as to costs.

37. In the connected writ petition i.e., WP.23629/2019 the employees have challenged the order dated 23.1.2019 rejecting the claim of the petitioners for grant of revised gratuity. As this Court in the writ appeal has arrived at a conclusion that the employees/appellants in the said appeal are entitled for revised gratuity (Rs.10 lakhs), the impugned order dated 23.1.2019 is hereby quashed and the writ petition is allowed in terms of the judgment passed in writ appeal. No orders as to costs.

Pending applications, if any, stand disposed of.

Sd/-
JUDGE

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