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Directors of the respondents on 08.08.2011. On the said date, the committee recommended pay band/Grade Pay equal to their counter parts in the professional stream. The recommendations was accepted in *toto* by the Board of Directors vide order dated 22.12.2011. However, the decision was not implemented compelling some employees to approach this Court by filing CWP No.6090 of 2013 titled as ***Manohar Lal Sharma and others Vs. Haryana State Industrial & Infrastructure Development Corporation Ltd. and another*** which was allowed on 29.01.2015 (Annexure P-34) which was challenged by the respondent-Corporation by filing LPA No.1252 of 2015 titled as ***Haryana State Industrial & Infrastructure Development Corporation Ltd. Vs. Manohar Lal Sharma and others***, whereby, the judgment of the Single Bench was affirmed by the Division Bench of this Court 27.08.2015 (Annexure P-36). Further, the SLP against the same was dismissed on 11.04.2023 (Annexure P-39). As such, the controversy involved in the present case has attained finality upto the level of the Hon'ble Supreme Court and the petitioners, thereafter, approached this Court by filing CWP No.26483 of 2023 titled as ***Ramesh Guru and others Vs. Haryana State Industrial and Infrastructure Development Corporation Ltd.*** which was disposed of vide order dated 06.08.2025 (Annexure P-43) with a direction to the respondents to consider the claim of the petitioners in the light of the judgment rendered in ***Manohar Lal Sharma's case (supra)*** and all subsequent orders passed up to the Hon'ble Supreme Court. As such, the Managing Director should have refrained from passing the speaking order while considering the claim in compliance with the order passed by this Court, as the Managing Director cannot, in any manner, overrule the



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decision taken by the highest decision-making body i.e. the Board of Directors.

3. Mr. Vikrant Pamboo, Advocate puts in appearance on behalf of respondents No.2 & 3 and is not in a position to controvert the fact that the judgment rendered by this Court in *Manohar Lal Sharma's case (supra)* has attained finality and the Division Bench of this Court in LPA No.1252 of 2015 and SLP (C) Nos.14434-14435 of 2017 was affirmed the judgment of the Single Bench on 27.08.2015 and 11.04.2023 (Annexures P-36 & P-39, respectively).

4. In view of the admitted facts, at this stage, the present civil writ petition is disposed of and the speaking orders dated 04.02.2026 (Annexure P-44) and 12.03.2024 (Annexure P-41) passed by the Managing Director, are hereby set aside with a direction to the Board of Directors to consider and decide the claim of the petitioners in the light of *Manohar Lal Sharma's case (supra)* after affording them an opportunity to be heard, within a period of 02 months from the date of receiving a certified copy of this order.

(HARPREET SINGH BRAR)
JUDGE

16.04.2026
Neha

Whether speaking/reasoned : Yes/No
Whether reportable : Yes/No