



न्यायालय मुख्य आयुक्त दिव्यांगजन

COURT OF THE CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES (DIVYANGJAN)

दिव्यांगजन सशक्तिकरण विभाग/Department of Empowerment of Persons with Disabilities (Divyangjan)

सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment

भारत सरकार/Government of India

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Case No: 14253/1023/2023

In the matter of-

Shri Deepak G. Sawant

...Complainant

Versus

The Chairman & Managing Director

M/s Pawan Hans Ltd.

...Respondent

RECORD OF PROCEEDINGS

1. Hearing (III): A hearing in the hybrid mode in the matter was conducted on 06-07-2026; wherein the following parties/representatives were present:

Sl No.	Name & Designation of the Attendees	On behalf of	Mode
1.	Shri Deepak G. Sawant	Complainant	Online
2.	Shri Param Saraswat Joint General Manager (HR), Western Region, Mumbai	Respondent	Online

2. Proceeding of the hearing:

2.1 At the outset, the Complainant submitted that he had been engaged by the Respondent on a contractual basis and raised grievances relating to his contractual engagement, payment of salary and settlement of other dues and benefits. He also referred to his disability and the issues allegedly arising in connection with his contractual employment.

2.2 During the hearing, the Complainant referred to judicial proceedings/orders concerning the subject matter before the Hon'ble High Court and the Hon'ble Supreme Court. However, the requisite

particulars and copies of the relevant judicial orders/proceedings were not available on record. The Court, therefore, considered it necessary to ascertain the precise nature and present status of such proceedings before proceeding further in the matter.

2.3 Respondent submitted that the legal matters pertaining to the case were generally dealt with by the Corporate Office and that the official who had earlier been handling the matter had since retired. He further stated that he had recently been entrusted with the responsibility of the matter and was acquainted with the relevant facts.

2.4 The Respondent's representative submitted that the Complainant had been engaged on a contractual basis and had completed the contractual tenure. Upon specific query by the Court, he stated that the Complainant had not been terminated during the subsistence of the contractual period and that the salary and other dues/benefits payable for the contractual tenure had been settled.

2.5 The Court observed that the aforesaid submissions, particularly those concerning payment and settlement of dues and compliance with applicable statutory obligations, are required to be substantiated by contemporaneous documentary evidence. Mere oral submissions would not be sufficient for proper examination of the grievance. The Respondent was, accordingly, directed to place the relevant records on the record of the case.

2.6 In view of the submissions made during the hearing, the Respondent is recommended to furnish, within **seven days**, the following documents/records:

- (i) complete records relating to the Complainant's contractual appointment/engagement;
- (ii) copies of the appointment letter/contractual agreement and details of the terms and duration of the contractual engagement;
- (iii) complete details of salary/remuneration and other payments made to the Complainant during the entire contractual period, duly supported by documentary evidence;
- (iv) documentary proof regarding payment/settlement of

applicable statutory dues and benefits, including gratuity and Provident Fund, as applicable;

(v) relevant records/documents demonstrating compliance with the statutory obligations applicable to the Complainant, including any obligations arising in relation to his rights as a person with disability under the RPwD Act, 2016 and the Rules made thereunder, wherever applicable; and

(vi) any other document or record considered relevant and necessary for proper examination of the grievance within the statutory jurisdiction of this court.

2.7 The Complainant is also recommended to furnish the complete particulars and copies of the relevant proceedings/orders of the Hon'ble High Court and the Hon'ble Supreme Court referred by complainant during the hearing, particularly the case number, subject matter and present status of any proceeding stated to be pending before any judicial forum.

2.8 The Complainant shall also specifically indicate whether the issues raised in the present complaint, are presently pending adjudication before any judicial forum, so as to enable this Court to appropriately determine the issues, if any of that fall for consideration within its statutory jurisdiction under the RPwD Act, 2016.

(Ipsita mitra)
Dy. Chief Commissioner

Digitally signed by
Ipsita Mitra
Date: 28-09-2026
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