

**IN THE HIGH COURT OF MADHYA PRADESH  
AT INDORE**

**BEFORE**

**HON'BLE SHRI JUSTICE SUBODH ABHYANKAR**

**MISC. PETITION No. 1788 of 2022**

**BETWEEN:-**

**SUNIL JAISWAL S/O SHRI  
RAMSWAROOP JAISWAL  
OCCUPATION: SERVICE SITLAMATA  
ROAD, MANPUR (MADHYA PRADESH)**

**.....PETITIONER**

**AND**

- 1. ZIQITIZA HEALTH CARE LTD.  
KAMLA NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, BHOPAL  
(MADHYA PRADESH)**
- 2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)**
- 3. AUTHORISED OFFICER MINIMUM  
WAGE ACT, 1948/ASSISTANT  
LABOUR COMMISSIONER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE.  
DIVISION. INDORE. (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 1790 of 2022**

**BETWEEN:-**

VISHAL BANSODE S/O HARISH  
CHANDRA BANSODE OCCUPATION:  
SERVICE 679 DEENDAYAL  
UPADHYAY NAGAR, SECTOR-C,  
SUKHALIYA (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
KAMLA NEHRU HOSPITAL  
6TH FLOOR, HAMIDIYA  
HOSPITAL CAMPUS,  
HAMIDIYA ROAD, ROYAL  
MARKET, BHOPAL (MADHYA  
PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3677 of 2022**

**BETWEEN:-**

SANTOSH MALVIYA S/O NARBAT  
SINGH MALVIYA OCCUPATION:  
SERVICE GRAM MUKATI KI  
BAWADI KANNOD ROAD, TEHSIL  
AASHTA, DISTRICT SEHORE  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.

- CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

....RESPONDENTS

**MISC. PETITION No. 3678 of 2022**

**BETWEEN:-**

NARENDRA CHOUHAN S/O BHURE  
SINGH CHOUHAN OCCUPATION:  
SERVICE GRAM PIPLIYA KHURD  
POST PAGARA TEHSIL  
DHARAMPUR DISTRICT DHAR  
(MADHYA PRADESH)

....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
(CONTRACTOR) ZHL KAMLU  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD  
ROYAL MARKET BHIOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL

(MADHYA PRADESH)

3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3679 of 2022**

**BETWEEN:-**

SATENDRA SINGH CHOUHAN S/O  
SHRI AJAYPAL SINGH CHOUHAN  
OCCUPATION: SERVICE WARD NO.  
3, MEHEGOAN (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR 6TH  
FLOOR, HAMIDIYA HOSPITAL  
COMPUS HAMIDIYA ROAD,  
ROYAL MARKET (MADHYA  
PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3680 of 2022**

**BETWEEN:-**

**NARENDRA RAJPUT S/O RAI SINGH  
RAJPUT OCCUPATION: SERVICE 33  
RAJPUT COLONY GRAM KISHONI  
TEHSIL SHUJALPUR DISTRICT  
SHAJAPUR (MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD  
(CONTRACTOR) ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3681 of 2022**

**BETWEEN:-**

**SACHIN JASUD S/O MADHUKAR  
JASUD OCCUPATION: SERVICE  
RATAN COLONY GHATABILLOD  
DISTRICT DHAR (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD**

- (CONTRACTOR) ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

....RESPONDENTS

**MISC. PETITION No. 3682 of 2022**

**BETWEEN:-**

AMJAD KHAN S/O SHRI ALAM  
KHAN OCCUPATION: SERVICE  
WARD NO. 7, GANDHI NAGAR,  
MANAWAR (MADHYA PRADESH)

....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)

3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3683 of 2022**

**BETWEEN:-**

MAHESH IJAARDAR S/O SHRI  
BHAGWATI PRASAD IJAARDAR  
OCCUPATION: SERVICE GRAM  
KELOD, TEHSIL MHOW (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8, ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3686 of 2022**

**BETWEEN:-**

MAHESH CHANDRA MEVADA S/O  
 BHAGAT SINGH MEVADA  
 OCCUPATION: HOLD 3, ARIHANT  
 NAGAR JAMUDI ROAD INDORE  
 (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
 (CONTRACTOR) ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET, DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) REGD. OFFICE 8 ARERA  
 HILLS, JAIL ROAD, BHOPAL  
 (MADHYA PRADESH)
3. AUTHORISED OFFICER  
 MINIMUM WAGE ACT,  
 1948/ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3695 of 2022****BETWEEN:-**

MANOJ VERMA S/O SHRI  
 TULSIRAM VERMA OCCUPATION:  
 SERVICE 3, POLICE LINE WARD NO.  
 02 MANAWAR DISTRICT DHAR  
 (MADHYA PRADESH)

.....PETITIONER



**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3696 of 2022****BETWEEN:-**

CHANNU PAL S/O TANU PAL  
OCCUPATION: SERVICE RAILWAY  
STATION ATAR DISTRICT  
KHANDWA (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION

(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)

3. AUTHORISED OFFICER  
MINIMUM WAGE  
ACT,1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3697 of 2022**

**BETWEEN:-**

VIJAY THAKUR S/O ARJUN  
THAKUR OCCUPATION: SERVICE  
GRAM GULATI TEHSIL  
DHARAMPURI DISTRICT DHAR  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3698 of 2022****BETWEEN:-**

AAMIN KHAN S/O MUJIB KHAN  
 OCCUPATION: SERVICE  
 MAHANKAL PATH, PETLAVAD  
 DISTRICT JHABUA (MADHYA  
 PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
 CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) 8 ARERA HILLS, JAIL  
 ROAD, BHOPAL (MADHYA  
 PRADESH)
3. AUTHORISED OFFICER,  
 MINIMUM WAGE ACT,  
 1948/ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3700 of 2022****BETWEEN:-**

CHANDAN SINGH CHOUHAN S/O  
 MOOL SINGH CHOUHAN  
 OCCUPATION: SERVICE 159,  
 ALKAPURI COLONY MUSAKHEDI,  
 DISTRICT INDORE (MADHYA  
 PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (M.P.)  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3702 of 2022**

**BETWEEN:-**

BHURE SINGH PARMAR S/O BHILU  
SINGH PARMAR OCCUPATION:  
SERVICE 03, MUJAALDA PURA  
UKHAALDA, DISTRICT DHAR  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT

**BHOPAL (MADHYA PRADESH)**

2. **NATIONAL HEALTH MISSION  
(NHM) OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3704 of 2022**

**BETWEEN:-**

**SUNIL SOLANKI S/O ANTA SINGH  
SOLANKI OCCUPATION: SERVICE  
GRAM HATUNIYA, TEHSIL  
SANWER DISTRICT INDORE  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)**
3. **AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA**

PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3706 of 2022**

**BETWEEN:-**

LAXMI CHAND DANGI S/O  
JAGANNATH DANGI OCCUPATION:  
SERVICE GRAM AMLYA HAAT  
TEHSIL BIAORA DISTRICT  
RAJGARH (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3707 of 2022**

**BETWEEN:-**

NAEEM KHAN S/O SHARIF KHAN  
OCCUPATION: SERVICE HARIJAN  
COLONY WARD NO. 09

**DHARAMPURI DISTRICT DHAR  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)**
3. **AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3708 of 2022**

**BETWEEN:-**

**DINESH VERMA S/O MANUDAS  
VERMA OCCUPATION: SERVICE  
GRAM SITAKAMATH TEHSIL  
GHODA DONGRI, DISTRICT BETUL  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR**

HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)

2. NATIONAL HEALTH MISSION  
(NHM) OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3709 of 2022**

**BETWEEN:-**

SHIVNARAYAN BADRORE S/O  
GENDALAL BADRORE  
OCCUPATION: SERVICE GRAM  
AND POST SARDARPUR DISTRICT  
DHAR (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR





**MOHAMMAD KHAN OCCUPATION:  
SERVICE BERCHA, TEHSIL MHOW  
DISTRICT INDORE (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3714 of 2022**

**BETWEEN:-**

**BIRAMAL AHIRWAR S/O  
MANGILAL AHIRWAR  
OCCUPATION: SERVICE GRAM  
KISHANPURA, TEHSIL JEERAPUR  
DISTRICT RAJGARH (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.**

- CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) 8 ARERA HILLS, JAIL  
 ROAD, BHOPAL (MADHYA  
 PRADESH)
3. AUTHORISED OFFICER,  
 MINIMUM WAGE ACT,  
 1948/ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

....RESPONDENTS

**MISC. PETITION No. 3716 of 2022**

**BETWEEN:-**

RAMCHANDRA HAMMAD S/O  
 CHUNNILAL HAMMAD  
 OCCUPATION: SERVICE  
 MAHANKAL PATH PETLAVAD  
 DISTRICT JHABUA (MADHYA  
 PRADESH)

....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
 CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) OFFICE 8 ARERA

HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)

3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3717 of 2022**

**BETWEEN:-**

HANSRAJ GEHLOD S/O KAILASH  
CHAND GEHLOD 18, BAKTAVAR  
MARG NAYI ABADI DISTRICT  
DHAR (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3718 of 2022**

**BETWEEN:-**

**CHETAN ALAWA S/O VIJAY ALWA  
OCCUPATION: SERVICE GRAM  
KALRA BUJURG, DISTRICT DHAR  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

- 1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)**
- 2. NATIONAL HEALTH MISSION  
(NHM) 8, ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)**
- 3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
(MADHYA PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3719 of 2022**

**BETWEEN:-**

**PANKAJ SISODIYA S/O SHANKAR  
SISODIYA OCCUPATION: SERVICE  
06, PUNARVAS COLONY GRAM  
DONCHA, POST JETPURA DISTRICT  
DHAR (MADHYA PRADESH)**

**.....PETITIONER**

**AND**

- 1. ZIQITIZA HEALTH CARE LTD.**

- CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) 8 ARERA HILLS, JAIL  
 ROAD, BHOPAL (MADHYA  
 PRADESH)
3. AUTHORISED OFFICER,  
 MINIMUM WAGE ACT,  
 1948/ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

....RESPONDENTS

**MISC. PETITION No. 3720 of 2022**

**BETWEEN:-**

RAHUL BHAGVAAN S/O  
 BALMUKUND BAGVAAN  
 OCCUPATION: SERVICE GRAM  
 TAALOD TEHSIL SONKACH  
 DISTRICT DEWAS (MADHYA  
 PRADESH)

....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
 CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) 8 ARERA HILLS, JAIL

ROAD, BHOPAL (MADHYA  
PRADESH)

3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3728 of 2022**

**BETWEEN:-**

ABDUL ASIF KHAN S/O ABDUL  
SATTAR KHAN OCCUPATION:  
SERVICE 72 B ILYAS COLONY,  
KHAJRANA DISTRICT INDORE  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
CONTRACTOR ZHL  
REFGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) 8 ARERA HILLS, JAIL  
ROAD, BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3732 of 2022****BETWEEN:-**

SURESH PATIDAR S/O SHRI  
 BABULAL PATIDAR OCCUPATION:  
 SERVICE MAHANKAL PATH  
 PETLAWAD DISTRICT JHABUA  
 (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
 CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH FLOOR  
 HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD,  
 ROYAL MARKET DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) 8 ARERA HILLS, JAIL  
 ROAD, BHOPAL (MADHYA  
 PRADESH)
3. AUTHORISED OFFICER,  
 MINIMUM WAGE ACT,  
 1948/ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3793 of 2022****BETWEEN:-**

MUKESH SINGH RAJPUT S/O SHRI  
 PREM SINGH RAJPUT  
 OCCUPATION: SERVICE GRAM  
 PADLYA ANJANA, RAJGARH  
 (MADHYA PRADESH)

.....PETITIONER



**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFIKCER,  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, DISTRICT INDORE.  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3794 of 2022****BETWEEN:-**

BHARAT ARYA S/O GANESH ARYA  
OCCUPATION: SERVICE 193,  
INDIRA COLONY, JETPURA,  
DISTRICT DHAR (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)

2. NATIONAL HEALTH MISSION  
REGD. OFFICE 08 ARERA  
HILLS, JAIL ROAD, DISTRICT  
BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE, DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3795 of 2022**

**BETWEEN:-**

ATISH SOLANKI S/O SHRI  
RAGHUNATH SOLANKI  
OCCUPATION: SERVICE GRAM  
PAGARAFATA, GRAM SAHAPURA  
HATNAWAR (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE. (MADHYA

PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3796 of 2022**

**BETWEEN:-**

RAJENDRA SOLANKI S/O SHRI  
VIJAY SOLANKI OCCUPATION:  
SERVICE 106, BHAGAT SINGH  
MARG, BALAI MOHALLA  
MANAVAT (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE, DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3797 of 2022**

**BETWEEN:-**

RAVINDRA TOMAR S/O DEVI SINGH  
TOMAR OCCUPATION: SERVICE

GRAM MANDWADA, DISTRICT  
BARWANI (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION. INDORE. (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3800 of 2022**

**BETWEEN:-**

SUJAAN SINGH GOUR S/O  
GHANSHYAM SINGH GOUR  
OCCUPATION: SERVICE RAJORA  
DISTRICT DHAR (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA

- NEHRU HOSPITAL 6TH FLOOR, HAMIDIYA HOSPITAL CAMPUS, HAMIDIYA ROAD. ROYAL MARKET, DISTRICT BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION REGD. OFFICE 08 ARERA HILLS JAIL ROAD, DISTRICT BHOPAL (MADHYA PRADESH)
  3. AUTHORISED OFFICER MINIMUM WAGE ACT, 1948 ASSISTANT LABOUR COMMISSIONER INDORE DIVISION, INDORE, DISTRICT INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3801 of 2022**

**BETWEEN:-**

DURGESH VERMA S/O SHRI BHAWANI RAM VERMA  
OCCUPATION: SERVICE WARD NO. 1, INDRA NAGAR, DHAMNOD (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD. ZHL CONTRACTOR REGIONAL OFFICE KAMLA NEHRU HOSPITAL 6TH FLOOR HAMIDIYA HOSPITAL CAMPUS, HAMIDIYA ROAD, ROYAL MARKET, DISTRICT BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION (NHM) REGD. OFFICE 08 ARERA HILLS, JAIL ROAD, DISTRICT BHOPAL (MADHYA PRADESH)

3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (M.P.)  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3802 of 2022**

**BETWEEN:-**

MUBARIK KHA S/O SHRI MANJUR  
KHA OCCUPATION: SERVICE  
ANAND NAGAR, SADALPUR  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE. (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3803 of 2022**

**BETWEEN:-**

**RAVI PANCHAL S/O RAMESH  
PANCHAL OCCUPATION: SERVICE  
101, KENDU FALYA WARD NO. 06  
GRAM BADGAON SAJLANI  
DISTRICT BARWANI (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

- 1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)**
- 2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)**
- 3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISIONER INDORE  
DIVISION INDORE. (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3804 of 2022****BETWEEN:-**

**GOPAL SIKADIYA S/O NANDRAM  
SIKADIYA OCCUPATION: SERVICE  
RAJORA DISTRICT DHAR (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATION HALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE, DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3805 of 2022****BETWEEN:-**

TEKCHAND YADAV S/O  
BRIJKISHORE YADAV  
OCCUPATION: SERVICE 12 GAJRAJ  
NAGAR KANADIA ROAD DISTRICT  
INDORE (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT



**BHOPAL (MADHYA PRADESH)**

2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3806 of 2022**

**BETWEEN:-**

**GAJRAJ PANCHLANIYA S/O  
RAMBAGAS PANCHLANIYA  
OCCUPATION: SERVICE GRAM  
LAVKHEDI, TEHSIL ICHAVAR  
DISTRICT SEHORE (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
REGD. OFFICE 08 ARERA  
HILLS, JAIL ROAD. DISTRICT  
BHOPAL (MADHYA PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR**

COMMISSIONER        INDORE  
DIVISION INDORE. (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3808 of 2022**

**BETWEEN:-**

MANOHAR SOLANKI S/O BRAJLAL  
SOLANKI OCCUPATION: SERVICE  
HEERA        NAGAR,        SADALPUR  
DISTRICT        DHAR        (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR        ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED        OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT        LABOUR  
COMMISSIONER        INDORE  
DIVISION. INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3809 of 2022**

**BETWEEN:-**

**RANGLAL DANGI S/O KANWARLAL  
DANGI OCCUPATION: SERVICE  
GRAM GUNGAHEDA, TESHIL  
MAHANKAL PATH PETLAVAD  
DISTRICT JHABUA (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISIONER INDORE  
DIVISION. INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3810 of 2022**

**BETWEEN:-**

**AMRIT PARMAR S/O SHRI PREM  
CHANDRA PARMAR OCCUPATION:  
SERVICE RATAN COLONY,  
GHATABILLOD (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
REGD. OFFICE 08 ARERA  
HILLS, JAIL ROAD, DISTRICT  
BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (M.P.)  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3811 of 2022****BETWEEN:-**

MUKESH VERMA S/O KAILASH  
CHAND VERMA OCCUPATION:  
SERVICE WARD NO. 09, GANESH  
COLONY DAHIWAR MARG,  
PURANA BUS STAND DHAMNOD  
DISTRICT DHAR (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.

- ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
REGD. OFFICE 08 ARERA  
HILLS, JAIL ROAD, DISTRICT  
BHOPAL (MADHYA PRADESH)
  3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE, DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3812 of 2022**

**BETWEEN:-**

GAJANAND PAL S/O SHRI  
SHARAVAN KUMAR PAL  
OCCUPATION: SERVICE 88, JAI  
SHREE NAGAR, OM PRAKASH  
AATA CHAKKI, NAGIN NAGAR  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948

ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION INDORE (MADHYA  
 PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3813 of 2022**

**BETWEEN:-**

MANISH JAIN S/O RAJENDRA  
 KUMAR JAIN OCCUPATION:  
 SERVICE 117, R.N.T. MARG,  
 CHAWANI CHOURAHA, DISTRICT  
 INDORE (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
 CONTRACTOR ZHL  
 REGIONAL OFFICE KAMLA  
 NEHRU HOSPITAL 6TH  
 FLOOR, HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD.  
 ROYAL MARKET, DISTRICT  
 BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 REGD. OFFICE 08 ARERA  
 HILLS JAIL ROADL DISTRICT  
 BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER  
 MINIMUM WAGE ACT, 1948  
 ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE, DISTRICT  
 INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 3814 of 2022**

**BETWEEN:-**

**DHARMENDRA JONWAL S/O  
HARIPRASAD JONWAL  
OCCUPATION: SERVICE 149  
SHEETAL NAGAR, INDORE  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD.  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 08  
ARERA HILLS, JAIL ROAD,  
DISTRICT BHOPAL (MADHYA  
PRADESH)**
3. **AUTHORISED OFFICER  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION. INDORE. (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 3815 of 2022**

**BETWEEN:-**

**SUNIL SEN S/O SHRI BIHARILAL  
SEN OCCUPATION: SERVICE 274,  
WARD NO. 17, GRAM KHAMLAY  
TEHSIL KALAPIPAL (MADHYA  
PRADESH)**

**.....PETITIONER**

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
ZHL CONTRACTOR  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
REGD. OFFICE 08 ARERA  
HILLS, JAIL ROAD, DISTRICT  
BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT, 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (M.P.)  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4887 of 2022**

**BETWEEN:-**

YUSUF SHAH S/O KAALU SHAH  
OCCUPATION: SERVICE R/O 107  
WARD NO. 12 SADALPUR DIST  
INDORE (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION,  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD. DISTRICT  
BHOPAL (MADHYA PRADESH)



3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT 1948/  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DISTRICT INDORE DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4888 of 2022**

**BETWEEN:-**

RAFIQ KHAN S/O KADIR KHAN  
OCCUPATION: SERVICE R/O WARD  
NO. 13 KIDWAYI MARG DEPALPUR  
DIST. INDORE (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD. DISTRICT  
BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT 1948/  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DISTRICT INDORE DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4889 of 2022**

**BETWEEN:-**

**AZAD KHAN S/O ABDUL SATTAR  
KHAN OCCUPATION: SERVICE R/O  
184 DOGARGAN TEHSIL MHOW  
INDORE (MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL RAOD, BHOPAL  
(MADHYA PRADESH)**
3. **AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 4919 of 2022**

**BETWEEN:-**

**SEEMA MANDLOI W/O LATE SHRI  
SANJAY MANDLOI OCCUPATION:  
HOUSEWIFE R/O 69 KRISHNA  
NAGAR RAJENDRA INDORE  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA**

NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)

2. NATIONAL HEALTH MISSION,  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD. DISTRICT  
BHOPAL. (MADHYA PRADESH)
3. AUTHORISED OFFICER  
MINIMUM WAGE ACT 1948/  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DISTRICT INDORE DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4921 of 2022**

**BETWEEN:-**

SURESH KUMAR VERMA S/O  
PRABHULAL VERMA  
OCCUPATION: HOLD R/O 174  
BAHUBALI NAGAR GANDHI NAGAR  
INDORE (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION,  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD. DISTRICT  
BHOPAL (MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT 1948/  
ASSISTANT LABOUR

COMMISSIONER      INDORE  
DISTRICT INDORE DISTRICT  
INDORE (MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4923 of 2022**

**BETWEEN:-**

SUNIL PRAJAPATI S/O BABULAL  
PRAJAPATI                      OCCUPATION:  
SERVICE R/O WARD NO. 8 GOPAL  
NAGAR ITAVA DEWAS (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR)                      ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED                      OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT                      LABOUR  
COMMISSIONER                      INDORE  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4924 of 2022**

**BETWEEN:-**

HUSSAIN KHAN S/O NANNE KHAN  
OCCUPATION: SERVICE R/O 26  
BISTI MOHALLA SADAR BAJAR

**INDORE (MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)**
2. **NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)**
3. **AUTHORISED OFFICER,  
MINIMUM WAGE ACT,  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)**

**.....RESPONDENTS**

**MISC. PETITION No. 4926 of 2022**

**BETWEEN:-**

**ONKAR PANCHUREKAR S/O BHILU  
PANCHUREKAR OCCUPATION:  
SERVICE R/O GRMA PALASIYA  
PSOT BALWARNI DIST. DHAR  
(MADHYA PRADESH)**

**.....PETITIONER**

**AND**

1. **ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIOANL OFFICE KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDYA ROAD  
ROYAL MARKET BHOPAL**

(MADHYA PRADESH)

2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT  
1948/ASSISTANT LABOUR  
COMMISSIONER INDORE  
(MADHYA PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 2185 of 2023**

**BETWEEN:-**

JEEVAN MALVIYA S/O MANGILAL  
MALVIYA, AGED ABOUT 36 YEARS,  
OCCUPATION: SERVICE R/O 166,  
NIHAL NAGAR NOGAV DHAR  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
(CONTRACTOR) ZHL  
REGIONAL OFFICE KAMLA  
HENRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS HAMIDIYA ROAD  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL RAOD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT, 1948 /  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

....RESPONDENTS

**MISC. PETITION No. 2405 of 2023****BETWEEN:-**

CHETAN BHARAMBE S/O PRAKASH  
 BHARAMBE OCCUPATION:  
 SERVICE 241, GANDHI NAGAR  
 WARD NO. 6, NEAR DURGA  
 TEMPLE, MANAWAR, DHAR  
 (MADHYA PRADESH)

....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
 (CONTRACTOR) ZHL  
 REGIONAL OFFICE: KAMLA  
 NEHRU HOSPITAL 6TH  
 FLOOR, HAMIDIYA HOSPITAL  
 CAMPUS, HAMIDIYA ROAD  
 ROYAL MARKET, BHOPAL  
 (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
 (NHM) REGD. OFFICE 8 ARERA  
 HILLS, JAIL ROAD, BHOPAL  
 (MADHYA PRADESH)
3. AUTHORISED OFFICER,  
 MINIMUM WAGE ACT, 1948 /  
 ASSISTANT LABOUR  
 COMMISSIONER INDORE  
 DIVISION, INDORE (MADHYA  
 PRADESH)

....RESPONDENTS

**MISC. PETITION No. 2406 of 2023****BETWEEN:-**

AMJAD KHAN S/O HABIB KHAN  
 OCCUPATION: SERVICE 342  
 NANDAN NAGAR, DISTRICT

INDORE. (MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD,  
ROYAL MARKET, DISTRICT  
BHOPAL. (MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD.OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT 1948/  
ASISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4359 of 2023**

**BETWEEN:-**

KRISHNAKANT MALVIYA S/O SHRI  
JAGDISH CHANDRA MALVIYA  
GRAM ROLAY, BETM, INDORE  
(MADHYA PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD.  
(CONTRACTOR) ZHL  
REGIONAL OFFICE: KAMLA  
NEHRU HOSPITAL 6TH  
FLOOR, HAMIDIYA HOSPITAL  
CAMPUS, HAMIDIYA ROAD



- ROYAL MARKET, BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS JAIL ROAD BHOPAL  
(MADHYA PRADESH)
  3. AUTHORISED OFFICER  
MINIMUM WAGE ACT 1948  
ASSISTANT LABOUR  
COMMISSIONER INDORE  
DIVISION INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

**MISC. PETITION No. 4360 of 2023**

**BETWEEN:-**

PRAVEEN MAKWANA S/O DILIP  
MAKWANA, AGED ABOUT 32  
YEARS, OCCUPATION: SERVICE 27  
RAJENDRA NAGAR NEELGANGA  
DISTRICT UJJAIN (MADHYA  
PRADESH)

.....PETITIONER

**AND**

1. ZIQITIZA HEALTH CARE LTD  
CONTRACTOR ZHL  
REGIONAL OFFICE KAMLA  
NEHRU HOSPITAL 6TH FLOOR  
HAMIDIYA HOSPITAL  
CAMPUS HAMIDIYA ROAD,  
ROYAL MARKET BHOPAL  
(MADHYA PRADESH)
2. NATIONAL HEALTH MISSION  
(NHM) REGD. OFFICE 8 ARERA  
HILLS, JAIL ROAD, BHOPAL  
(MADHYA PRADESH)
3. AUTHORISED OFFICER,  
MINIMUM WAGE ACT 1948/  
ASSISTANT LABOUR

COMMISSIONER        INDORE  
DIVISION, INDORE (MADHYA  
PRADESH)

.....RESPONDENTS

*(BY SHRI SHRI AJAY BAGADIYA, SENIOR ADVOCATE WITH SHRI G. S. CHOUHAN, ADVOCATE FOR THE PETITIONER(S))*

*(BY SHRI SUDEEP BHARGAVA, ADVOCATE FOR RESPONDENT NO.1 AND SHRI ROMESH DAVE, ADVOCATE FOR RESPONDENT NO.2)*

.....  
Reserved on                    :        20.12.2023

Pronounced on                :        05.03.2024  
.....

*These petitions having been heard and reserved for orders, coming on for pronouncement this day, the court passed the following:*

### **ORDER**

Heard finally, with the consent of the parties.

2] This order shall also govern the disposal of the connected batch of petitions in which identical orders have been challenged and identical issues are involved. For the sake of convenience, the facts as narrated in M.P. No.1788 of 2022 are being taken into consideration.

3] This petition has been filed by the petitioner under Article 227 of the Constitution of India against the order dated 15.12.2021, passed by the respondent No.3, Authorized Officer, Minimum Wages Act, 1948 (hereinafter referred to as ‘the Act of 1948’) in case No.46/2019 whereby, the application filed by the petitioner under Section 20(2)(3) of the Minimum Wages Act, 1948 claiming overtime wages has been rejected.

4] In brief, the facts of the case are that the petitioner was employed as a driver and was a member of *108 Ambulance Karamchari Sangh*, the members of which have been employed in the respondent No.1 Ziquitza

Healthcare Ltd., a company registered under the Companies Act, 1956, and is providing ambulance services in almost all the districts and cities of the State of M.P. under the name of *Sanjeevni 108, Janani Express, Medical Mobile Units and Health Helpline 104*. The respondent No.1 has been awarded a contract dated 09.09.2016 by the Department of Public Health and Family Welfare of Government of M.P., for providing the aforesaid services, initially for a period of five years, with a stipulation that it may further be extended subject to satisfactory performance of the company. Thus, the respondent No.1 is providing medical emergency ambulances to the public at large in the State through one centralized Call and Dispatch Centre (CDC) situated at Bhopal and on an average, four employees for two shifts are deputed in an ambulance in their daily duty time and out of these, two are the drivers (pilots) and rest two are the attendants. They are the employees appointed by the respondent No.1 and there is an employer-employees relationship between them.

5] Admittedly, there have been certain agitations and strikes in the year 2016, 2017 and 2018 by the *108 Ambulance Karamchari Sangh* for the demand of minimum wages and extra charges payable for extra hours of working, and in the year 2018, the petitioner approached the respondent No.3 Authorized Officer, Minimum Wages Act, under Section 20(2)(3) of the Act of 1948 claiming overtime wages of four hours duty, over and above eight hours in a day. In the aforesaid proceedings, the respondent No.1 also filed its written statements/objection stating that the petitioner, by virtue of Section 38 of the Motor Transport Workers Act, 1961 (hereinafter referred to as 'the Act of 1961'), would not be amenable to the provisions of the said Act as the said Act is not applicable to any transport vehicle engaged for transportation of sick or injured persons namely, ambulance.

**6]** The aforesaid objection was rejected by the respondent No.3 vide its order dated 28.06.2018, observing that the petitioner is not covered under the Act of 1961 and the respondent No.1 is not a 'motor transport undertaking', as defined under Section 2(g) and Section 38 of the Act of 1961 and the services of the driver (pilot) and technicians are governed under the Contract Labour (Regulation and Abolition) Act, 1970 therefore, the provisions of Minimum Wages Act, 1948 and the Rules made thereunder, are applicable to them, and allowed the claim of the petitioner directing the respondent No.1 to pay the overtime wages for three hours a day at a double rate to the minimum wages to the petitioner. However, liberty was granted to the respondent No.1 to calculate the arrears of the amount of overtime wages on the basis of the records and pay the same within a period of thirty days.

**7]** The aforesaid order dated 28.06.2018, was challenged by the respondent No.1 by filing bunch of writ petitions, and vide order dated 17.06.2019, this Court passed a common order that M.P. No.4116/2018 including the petitioner's writ petition No.2353/2019 and remanded the matter back to the respondent No.3 for deciding the matter afresh within sixty days' time. After the remand, the order has been passed by the respondent No.3 on 15.12.2021, rejecting the application of the petitioner on the ground that the petitioner is not entitled to get overtime and the respondent No.2 is not responsible to bear the same. Thus, being aggrieved of the aforesaid order, the petition has been filed.

**8]** Shri Ajay Bagadiya, learned senior counsel appearing for the petitioner has submitted that the Authorized Officer has erred in not considering the fact that the petitioner had worked continuously for twelve hours for the respondent No.1/Company, though the Act of 1948 provides

the duty hours to be eight hours only and thus, the petitioner was entitled to claim the overtime wages. Counsel has submitted that there is no denying the fact that the duty hours of the petitioner was eight hours however, it was spread over into twelve hours slot, and during these four hours, which was the extended time, the petitioner was also required to be present in the ambulance or in the premises to meet out any emergency and thus, it cannot be said that the aforesaid spread overtime of four hours shall not be considered in the total period of work hours of the petitioner.

**9]** It is further submitted that it is not a manufacturing facility where, after the duty hours are over, an employee is allowed to rest, but an emergency service provided by the respondent No.1, in which the petitioner was providing his services as a driver (pilot) and for all the time which he spent in the establishment, it has to be counted in his service hours only. Thus, it is submitted that the respondent No.3 has erred in not considering the aforesaid peculiar facts of this case and thus, the impugned order is liable to be set aside and it be directed that the petitioner's additional four hours spent in the establishment over and above eight hours should be treated as overtime, and he should be given overtime wages after eight hours duty.

**10]** On the other hand, the prayer is vehemently opposed by the counsel for the respondents Shri Romesh Dave and Shri Sudeep Bhargava, and it is submitted that no case for interference is made out as the respondent No.3 has correctly held that four hours time was the resting time, which could not have been considered in the duty hours of the petitioner. It is submitted that the respondent Company has come out with a specific case that none of its workers were given overtime and were also not made to work overtime.

**11]** Heard counsel for the parties and perused the record.

12] From the record it is found that the respondent No.3 has passed the order after reproducing the entire statement of the petitioner, which was recorded during the trial, which runs from page Nos.2 to 10 and thereafter, the following findings have been recorded:-

“माननीय उच्च न्यायालय की याचिका क्रमांक 1281/19 में पारित निर्णय दिनांक 11.09.2019 में यह स्पष्ट है कि ओवर टाईम का निर्धारण पर्याप्त साक्ष्यों के आधार पर किया जाना है।

प्रार्थी के आवेदन पत्र में दर्शित उपस्थिति के दिनों का प्रति परीक्षण उसके द्वारा बनाए गए दस्तावेजों जैसे लॉग बुक पीसीएफ पर किए जाने पर उस की उपस्थिति भिन्न दर्शित हुई है। प्रार्थी के द्वारा किसी भी माह में पूरे दिन काम नहीं किया गया है प्रार्थी की लॉग बुक में दर्शित कार्य के घंटों के अनुसार उसने औसतन 3 से 4 घंटे ही प्रतिदिन कार्य किया है। कार्य के घंटों के अनुसार साथी ने किसी भी शिफ्ट में 8 घंटे कार्य नहीं किया, किन्तु प्रार्थी के द्वारा ---बताएं गए शिफ्ट 12 घंटे की होना दर्शाई गई है। प्रतिप्रार्थी के अनुसार 8 घंटे नियमानुसार कार्य के 4 घंटे रेस्टपीरियड व स्प्रेड ओवर के बताए गए हैं। प्रार्थी चिकित्सा हेल्थ केयर लिमिटेड कंपनी ने अपनी शिफ्ट का दो भागों में बांटा है 8 घंटे कार्य के 4 घंटे आराम व स्प्रेड ओवर (विस्तार के घंटे) के तथा प्रार्थी के वास्तविक कार्य के घंटों को उसके द्वारा भरी गई लॉग बुक से देखा जाए तो उसके द्वारा किया गया कार्य 8 घंटों के अंदर ही समाप्त हो गया है। ऐसी स्थिति में प्रार्थी के द्वारा किसी भी दिन अतिकाल नहीं किया जाना प्रदर्शित होता है।

प्रतिप्रार्थी द्वारा न्यूनतम मजदूरी अधिनियम की धारा 14 एवं नियम 24 के अनुसार व्यवसायिक उपक्रम में कार्य के घंटों को संस्थान द्वारा इस प्रकार व्यवस्थित किया जा सकता है कि उनके कार्य के घंटों का विस्तार अधिकतम 12 घंटों तक हो सके इसका उल्लेख न्यूनतम मजदूरी अधिनियम के नियम 24 में स्पष्ट किया गया है कि, कार्य के घंटे 9 हैं, किन्तु उन्हें विश्राम के अंतराल के साथ 12 घंटों तक विस्तारित किया जा सकता है इस प्रतिप्रार्थी के द्वारा भी यही व्यवस्था की गई। इसलिए प्रतिप्रार्थी को, प्रार्थी के आराम के घंटों के लिए अतिकाल के लिए दायित्वाधीन नहीं बनाया जा सकता।

यहां पर यह बताना महत्वपूर्ण होगा कि, स्प्रेड ओवर का विधान सभी संहिताओं में हैं। जो यह बताता है कि कर्मचारी के कार्य के घंटों रॉको, आराम के घंटों के साथ स्प्रेड ओवर सम्मिलित किया जा सकता है। फैक्ट्री एक्ट, मिनिमम वेजेस एक्ट, शॉप एंड एस्टेब्लिशमेंट एक्ट, माइंस एक्ट ऐसे विभिन्न संहिताएं हैं, जिनमें विधायिका द्वारा कार्य के विस्तार का विधान दिया गया है जिसको दृष्टिगत रखते हुए ही प्रार्थी के कार्य के घंटों का विस्तार किया गया था जो पूर्ण विधि अनुसार है।

उपरोक्त परिप्रेक्ष्य में अतिकाल शून्य निर्धारित करते हुए प्रकरण खरिज किया जात है। यह आदेश आज दिनांक 15/12/2021 को मेरे हस्ताक्षर एवं पदमुद्रा सहित जारी किया गया।”

**13]** Thus, in the impugned order, only the aforesaid finding is required to be assessed by this Court. It is found that after appreciating the evidence on record, the respondent No.3 has found that as per the logbook, the petitioner has worked only for three to four hours every day and none of his companions have also worked for the entire eight hours shift. However, the shift is stated to be of twelve hours and out of which, eight hours are the duty hours and four hours are included in the rest period, as spread over.

**14]** Thus, it is found that the respondent No.1 Company has split the shift in two parts, eight hours as the day's working hours and four hours spread over as resting period, and if the petitioner's actual hours of work are seen from the log book, it was already over within eight hours time. Thus, the petitioner has not been found to be working overtime, i.e., over and above 12 hours on any day as the same arrangement has been made by the respondent No.1 for the petitioner. Thus, it is held that the respondent cannot be held responsible for the payment of wages for resting period considering it to be overtime, and while arriving at this conclusion, the respondent no.1 has also taken into account the provisions of spreading over of time as provided in various other Acts including the Factory Act, Minimum Wages Act, Shop and Establishment Act, Mines Act etc.

**15]** Having considered the aforesaid observations made by the respondent No.1, at this juncture, it would be germane to refer to Rule 24 of the Minimum Wages (Central) Rules, 1950 (hereinafter referred to as 'the Rules of 1950') which read as under:-

**“24. Number of hours of work which shall constitute a normal working**

**day.-** (1) The number of hours which shall constitute a normal working day, shall be –

(a) in the case of an adult – 9 hours;

(b) in the case of a child – 4 & 1/2 hours.

(2) The working day of an adult worker shall be so arranged that inclusive of the intervals of rest, if any, shall not spread over more than twelve hours on any day.

(3) The number of hours of work in the case of an adolescent shall be the same as that of an adult or a child accordingly as he is certified to work as an adult or a child by a competent medical practitioner approved by the Central Government.

(4) The provisions of sub-rules (1) to (3) shall, in the case of workers in agricultural employment, be subject to such modifications as may, from time to time, be notified by the Central Government.

{(4A) No child shall be employed or permitted to work for more than 4 ½ hours on any day.}

(5) Nothing in this rule shall be deemed to affect the provisions of the Factories Act, 1948 (63 of 1948).”

*(Emphasis Supplied)*

**16]** On careful examination of the impugned order, vis-à-vis the provisions of Rule 24 as aforesaid, this Court is of the considered opinion that admittedly, the total work hours which the petitioner was required to put in were eight only whereas, the four hours were provided for the resting period, also termed as spread over period, and the petitioner, in his deposition before the authority has admitted that the spread over time was the time for rest. It is also found that the spreading over of the four hours during the twelve hours shift were not fixed but was variable. What was fixed was that the spread over time would be four hours, and it has also been found by the authority, and also reflected by the deposition of the petitioner that the petitioner’s was not required to work continuously for eight hours. In such circumstances, when the resting period itself was not fixed, but it was spread over the entire period of twelve hours in a shift, it cannot be said that the petitioner has worked for over and above eight/nine hours, which can be termed as overtime. It is also not the case of the petitioner that he had worked over and above twelve hours time, which was



the maximum period including the spread over time in a shift.

17] This Court is also of the considered opinion that when the Rule 24 of the Rules of 1950 itself provides that the working day of a adult worker shall be so arranged that inclusive of the intervals of rest, if any, it should not spread over more than twelve hours on any day, and the fact that the number of hours which the petitioner was required to work were eight hours, the respondents were entitled to spread over the eight hours work of with additional four hours as the resting period. In such circumstances, the claim of the petitioner that he has worked for over and above eight hours' shift, for further four hours, which according to him, should be treated as over time, cannot be accepted as accepting the same would amount to infraction of Rule 24 of the Rules of 1950.

18] Resultantly, this Court does not find any substance in the claim of the petitioner which has been rightly been rejected by the respondent No.3, Authorized Officer, Minimum Wages Act, 1948 vide impugned order dated 15.12.2021.

19] Accordingly, the petition being devoid of merits, is hereby *dismissed*.

**(SUBODH ABHYANKAR)**  
**JUDGE**

Bahar