



**BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL
TRIBUNAL-CUM-LABOUR COURT, ERNAKULAM**

Present: Sri **SUSHIL KUMAR**, Presiding Officer.

(Dated the 12th day of November, 2025)

Appeal No.145/2022

Appellant : M/s. The Metal Industries Ltd.
Metind Nagar
Shoranur
Palakkad – 679 122

Adv. Saji Varghese

Respondent : The Assistant PF Commissioner,
EPFO, District Office
Palakkad – 678 007

This case coming up for hearing on 12.11.2025 and the same day this Tribunal-cum-Labour Court passed the following:

ORDER

Called out. Both sides are represented. Heard the argument of the Learned Counsel for the appellant on the point of admission of the appeal.

The present appeal is filed by the appellant under Sec 7(I) of the EPF and MP Act 1952 challenging the impugned order No.KR/DO.PKD/208/Damages/2022/760 dated 24.08.2022. There is no delay in filing the appeal. On perusal of

the record, it is found that there is a delay in payment of Provident Fund contribution for the period from 01.04.2021 to 31.03.2022. Covid 19 lockdown period was also included in this period. As per the circular issued by the Employees Provident Fund Organization dated 15.05.2020, relief was granted to the Establishments and Factories covered under EPF and MP Act, 1952 for levy of penal damages for delay in deposit of dues during lockdown. Hence appeal is admitted with a condition to deposit 8% of the determined amount of damages U/Sec 14B of the EPF and MP Act 1952 within four weeks from the date of order and proof of remittance be submitted to the Court. No coercive action shall be taken to recover the remaining amount until disposal of the appeal or further direction of the Tribunal.

List the matter on 23.02.2026 for Counter.

Sd/-

(SUSHIL KUMAR)
Presiding Officer