

NATIONAL INDUSTRIAL RELATIONS COMMISSION
LAHORE BENCH LAHORE

Case No.4A(68)/2025-L
CMA No.01/2025-L

Before: Muhammad Siraj ul Islam Khan, Member

Shafqat Ali Anjum

Vs.

SNGPL

Present: Ch. Waqar Ahmad Kamboh, Advocate for petitioner.
Mr. Moazzam Ali Butt, Advocate for respondents.

O R D E R

06.03.2026

The petitioner has filed the instant petition under Section 54 (e) & (g) read with Section 31 of the Industrial Relations Act, 2012 wherein he has challenged his transfer order dated 12.11.2025.

2. Brief facts of the case giving rise to the instant petition are that the petitioner is employed as Senior Supervisor Sales in the respondent establishment and by nature of his duties, he falls within the definition of workman; that he is an active member of union namely Employees Union SNGPL (Shahzada Iqbal Group); that in order to victimize the petitioner, the respondent has transferred the petitioner from Retail Sales to Law Department without any justification and cogent reason. It has been submitted that the impugned transfer order is wrong & illegal and against the right of promotion of the petitioner, hence the same is liable to be set-aside.

3. The instant grievance petition has been contested by the respondents through their written reply, wherein they have submitted that the instant grievance petition is not maintainable as having been filed without any cause of action; that the petitioner has been transferred due to administrative reason by the competent authority. They have denied the other averments and prayed for dismissal.

4. Arguments of learned counsels for both the parties have been heard and record perused.

5. It is well settled law that the employer has an inherent right to transfer its employees from one place to another place for smooth working of the establishment

and such right of employer cannot be curbed or taken away. There is nothing on record to show that respondent has committed any illegality while transferring the petitioner. Mere bald allegation is not sufficient to hold that the same has been committed by the respondent. Vague & general allegations have been leveled in the grievance petition. In these circumstances, issuance of transfer order against the petitioner for the best working of the establishment is not a victimization on the part of respondent, therefore, the same cannot be challenged by filing the present petition before NIRC. Moreover, it has been held in case of *Tariq Mehmood Malik v. Chief Executive Officer and others [2018 PLC (CS) 664]* that the employee had no vested right to remain posted at a place of his own choice nor could he insist that he must be posted at one place or the other. The competent authority had prerogative to transfer any employee and as a general rule the courts should refrain from interfering in posting and transfer matters, when there was no element of malafide, illegality and violation of the regulations/SOPs of the establishment.

6. Since, the petitioner has failed to establish that he has been transferred with any sort of malafide as a result of unfair labour practice, so there is no justification to declare the same as illegal. Hence, the petition is disposed of with the direction to the respondents that due to this impugned transfer letter the right of promotion shall not be disturbed illegally/unlawfully. File be consigned to record room after its due completion.

(Muhammad Siraj ul Islam Khan)
Member

Announced
06.03.2026