**Principle of Natural Justice**

The management of the industrial establishments must satisfy the principles of natural justice while maintaining a neutral attitude towards the workmen. The delinquent employee must be apparently informed about the charges levelled against him and shall be provided with an opportunity to be heard so he can refute them and establish his innocence. He must be given an occasion to cross-examine the witnesses in his defence and evidence at the enquiry should be adduced in his presence. The punishment awarded, if proven guilty, should be in proportion to the misconduct committed. These principles of natural justice are specified in Sections 2(b), 5(2), 10A (2) and 13A of The Industrial Employment (Standing Orders) Act, 1946.

Lord Denning has given two maxims while deciding any legal case.

1) Impartiality in decision

2) Fairness of decision

If these decisions are followed during the settlement of any case the affected person may get justice.

On the basis of these maxims justice Banerjee of Kolkata High Court has defined various principles of natural justice.

1) An opportunity must be in given to

both the parties to be heard.

2) The hearing must be conducted in-front of impartial judicial machinery and no man can the judge of his own cause.

3) The decision must be given in good faith.

4) An orderly course of procedure must be followed throughout the proceeding.

5) No man should be the judge of his own cause.

6) The person must be told clearly about the offences or the charges levelled against him.

7)Justice should be done on the basis of impartiality and fairness maxims but equal punishment must be given for equal violations of the rule.

8) An opportunity must be given to review the behaviour as cross examination is also allowed.