

**Central Government Industrial Tribunal Cum Labour**  
**Court Jabalpur**

**ORDER SHEET**

| DATE OF<br>ORDER OF<br>PROCEEDING | ORDER OR PROCEEDING WITH SIGNATURE OF<br>PRESIDING OFFICER | REMARK |
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**Case No. CGIT/LC/R/26/2015**  
**Ramdas Vs. S.E.C.L.**

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| 18.06.2025 | <p>Matter taken up.</p> <p>Learned Counsel Mr. Arun Patel present for workman and<br/>Learned Counsel Mr. Neeraj Kewat present for<br/>management.</p> <p>Heard on preliminary issue which is as follows :-</p> <p><i>Whether the departmental inquiry conducted is legal and<br/>proper ?</i></p> <p>Perused record.</p> <p>On perusal of record, in the light of rival arguments, it<br/>comes out that notice was issued to the workman on<br/>charge-sheet. He did file his reply and finding his reply not<br/>sufficient, departmental inquiry was ordered. The<br/>workman was given sufficient information of the inquiry.<br/>The management issued another show-cause notice with<br/>the copy of inquiry report, which was replied by the<br/>workman and thereafter, the punishment order was passed.<br/>Hence, I find no illegality or material irregularity in the<br/>inquiry resulting into prejudice to the workman. Holding<br/>the departmental inquiry legal and proper, preliminary<br/>issue is answered accordingly.</p> |  |
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|                             | <p>Following additional issues are framed :-</p> <p><i>1. Whether the finding of Inquiry Officer with respect to proof of misconduct has been recorded perversely?</i></p> <p><i>2. Whether the punishment is proportionate to the misconduct proved ?</i></p> <p>Parties are at liberty to file their respective affidavits/ documents limited to and relevant to the additional issues.</p> <p>List on _____ for hearing.</p> <p>Upload this order.</p> <p><b>Presiding Officer</b></p> |        |