

ORDER SHEET

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL – Cum – LABOUR COURT,
JABALPUR (M.P.)

Date of Order of Proceeding	Order Or Proceeding with Signature of Presiding Officer	Remark
Case No. CGIT/LC/R/49/2021 Suresh Kumar V/S. SECL		
29.04.2025	<p>Matter taken up.</p> <p>Learned Counsel Shri O.P. Tiwari present for workman. Learned Counsel Shri Neeraj Kewat present for management.</p> <p>Today is fixed for argument of issue no.-1 as preliminary issue. Heard learned Counsel for both the sides and perused the original inquiry records. The inquiry was conducted in absence of the workman. According to management, there is on record, sufficient evidence to establish that the workman was issued notice of the charge-sheet and inquiry. Even notices were sent to workman by Registered Post but he did not appear. Show cause notice with inquiry report was also sent to him by Registered Post.</p> <p>Perusal of record also shows that all the Registered Posts, sent to the workman on his address where returned back with an endorsement that the addressee has changed his address. No effort of pasting the notice on his address was done. Also, no notice was published in any news paper having circulation in that area. By not doing so, the management has failed to have served proper notice of the charge sheet or inquiry or show cause, issued for proposed punishment and thus is held to have acted against principles of natural justice. Accordingly, the departmental inquiry is held to have vitiated in law.</p> <p>Issue No.-1 is answered accordingly.</p> <p>Management is at liberty to prove the charges before this Tribunal.</p> <p>List on _____ for evidence of management regarding the proof of charges.</p> <p>Upload this Order.</p> <p>Presiding Officer</p>	