

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

ORDER SHEET

DATE OF ORDER OF PROCEEDING	ORDER OR PROCEEDING WITH SIGNATURE OF PRESIDING OFFICER	REMARK
Case No. CGIT/LC/RC/01/2023 Vikas Kumar Kapri Vs. W.C.R.		
20.11.2025	List revised. Workman Learned Counsel Mr. Maqbool Khan present. Mr. S.K. Gupta Learned Counsel present for Railways. Heard arguments on preliminary issue which is as follows:- <i>Whether the departmental inquiry conducted against workman is legal and proper ?</i> I have gone through the inquiry records and statements on oath. The main grievance with respect to inquiry is that no witnesses were examined during the inquiry by the management, who were required to be examined in support of charge. This cannot be ground to take the inquiry as vitiated because it is the prerogative of department to choose its witnesses whom it things fit to examine in support of the charge in the departmental inquiry. Perusal of the inquiry documents reveals that the workman was given opportunity to participate in the inquiry, he did participate in the inquiry. Full opportunity was given to him to cross examine and to produce defense evidence. Hence, the departmental inquiry is held just, legal and	

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	proper. Preliminary issue stands answered accordingly. Following additional issues are framed :- 1. <i>Whether the findings of the Inquiry Officer and concurrence by Disciplinary as well Appellate Authority with respect to proof of the charges is correct in law and fact ?</i> 2. <i>Whether the punishment imposed is proportionate to the misconduct proved ?</i> Parties are at liberty to lead evidence strictly confined to these issues. List on 08-01-2026 for evidence on additional issues. Upload this order. Presiding Officer	