

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/RC/02/2024 Hanuman V/S. SECL		
27.01.2025	<p>Matter taken up.</p> <p>Workman present in person. Presses his application dated 12.07.2024. Management representative, who happens to be the Personnel Manager appears from management and opposes the application. He files appointment letter of Rajendra Prasad Mishra, Welfare Officer of Jhilimili Colliery Sub-Area, taken on record.</p> <p>I have heard both the sides on the application and objection. I have gone through the record as well.</p> <p>By way of this application workman has raised objection regarding appearance of the management representatives, Personnel Manager on the ground that Rule 73(2) of Mines Rules, prohibits appearance of Welfare Officers against the workman in any proceedings before any Court or Tribunal. Objection to this application is that, the management representative Personnel Manager, who has appeared is working in different area and he is not a Welfare Officer but a Manager. The workman submits that Manager Personnel including Assistant/Deputy/Chief/Senior/General Manager is promotional post of Welfare Officer doing the same job.</p> <p>Even if, the contention by the workman that,</p>	

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	<p>Personnel Manager also discharges the same liability which is discharged by Welfare Officer, the fact remains that, the Personnel Manager representing management in the case in hand is not from the Sub-Area where from the dispute in hand as arisen. Hence, there is no conflict of interest thus, no bias against the workman.</p> <p>In the light of above findings, the application of the workman dated 12.07.2024 is liable to be rejected and is rejected accordingly.</p> <p>List on 05.03.2025 for admission denial of documents.</p> <p>Upload this order.</p> <p>Presiding Officer</p>	