

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

**ORDER SHEET**

DATE OF ORDER OF PROCEEDING	ORDER OR PROCEEDING WITH SIGNATURE OF PRESIDING OFFICER	REMARK
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**Case No. CGIT/LC/RC/07/2021**  
**Manohar Das Vs. S.E.C.L.**

18.06.2025	<p>Matter taken up.</p> <p>Learned Counsel Mr. O.P. Tiwari present for workman and Learned Counsel Mr. Neeraj Kewat present for management.</p> <p>Heard on preliminary issue which is as follows :-</p> <p><b><i>Whether the departmental inquiry conducted is legal and proper ?</i></b></p> <p>Perused record.</p> <p>On perusal of record, in the light of rival arguments, it comes out that notice was issued to the workman on charge-sheet. He did file his reply and finding his reply not sufficient, departmental inquiry was ordered. The workman was given sufficient information of the inquiry. The management issued another show-cause notice with the copy of inquiry report, which was replied by the workman and thereafter, the punishment order was passed. Hence, I find no illegality or material irregularity in the inquiry resulting into prejudice to the workman. Holding the departmental inquiry legal and proper, preliminary 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>	