

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
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Case No. CGIT/LC/R/24/2017

Shri Girdhari Sahu V/s Bhilai Steel Plant

13.02.2025	<p>Order on preliminary issue.</p> <p>The preliminary issue, framed is as follows :-</p> <p>Whether the departmental enquiry conducted against the workman is legal?</p> <p>Case of the Workman on this issue is that he was initially appointed in 2009 on the post of Attendant in Public Health Engineering Department of Management. He was terminated vide order of Management dated 29.01.2015 for the charge of unauthorized absence from his Workplace since March 2012 to May 2013.</p> <p>According to the Workman, no full and proper opportunity was given to defend his case.</p> <p>Case of the Management on this issue is that, the Workman was Working as Attendant since 01.11.2009 he was habitual absentee, he had history of unauthorized absenteeism in which he was punished as many as three times but he did not improved. For the present charge, he admitted the charge during the enquiry. He was issued a show-cause notice on Enquiry Report before Awarding punishment.</p> <p>Management has filed photocopy enquiry papers which have been admitted by Workman.</p> <p>No affidavit has been filed by any of the parties.</p> <p>I have heard argument of Learned Counsel Mr. Arun Patel for Workman and Mr. R.C. Shrivastava for Management on preliminary Issue and have gone through record.</p> <p>I comes out from perusal of Enquiry that the Workman appeared in the Enquiry and admitted the charges in his statement before Enquiry on 27.11.2014. I don't find any illegality or material irregularity in the Enquiry Resulting into precise to the Workman. Hence, holding the Departmental</p>	
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	<p>Enquiry against the Workman legal and proper, Preliminary Issue is decided accordingly.</p> <p>Following additional issue are framed :</p> <p>1) Whether the charges are proved?</p> <p>2) Whether punishment is proportionate to the charge?</p> <p>Parties are given opportunity to laid evidence on these additional issues.</p> <p>List on 25.03.2025 for hearing on additional issues.</p> <p>Upload this order.</p> <div></div> <p>Presiding Officer</p>	