

**ORDER SHEET**  
**CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,**  
**JABALPUR (M.P.)**

Date of Order of Proceeding	Order Of Proceeding with Signature of Presiding Officer	Remark
<b>Case No. CGIT/LC/R/53/2020</b>		
<b>Sanjay Kumar Dubey V/S Bhilai Steel Plant Durg (C.G.)</b>		
<b>18.12.2025</b>	<p>Matter taken up.</p> <p>Learned Counsel Mr. R.S. Khare present for workman, Mr. R.C. Shrivastava, Learned Counsel for management.</p> <p>Heard on Preliminary issue, which is as follows:-</p> <p><b><i>Whether the enquiry conducted against the workman is just, legal and proper?</i></b></p> <p>Perused record.</p> <p>Main argument from the side of workman is that no statement of any witness was recorded in the enquiry and the enquiry was concluded on the basis of his so called admission of misconduct, which he had submitted under threat and coercion by management.</p> <p>Management side has submitted that, since workman admitted the misconduct in writing during the enquiry, there was no occasion for management to prove the charges when they were admitted, hence, there is no illegality in the enquiry.</p> <p>It comes out from perusal of record that show cause notices were issued to the workman before the enquiry of charge sheet and also before punishment, workman did not raise this ground as</p>	

**ORDER SHEET**  
**CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,**  
**JABALPUR (M.P.)**

Date of Order of Proceeding	Order Of Proceeding with Signature of Presiding Officer	Remark
	<p>he was coerced to admit charges. It comes out that the workman did participate during enquiry.</p> <p>He was given opportunity to produce his side of evidence which he did not avail. Hence, I do not find any illegality or material irregularity in the departmental enquiry resulting into prejudice to the workman. Consequently, the departmental enquiry conducted is held just and proper and preliminary issue is answered accordingly.</p> <p>Following additional issues are framed:-</p> <p class="list-item-l1">(i) <i>Whether the finding of the Enquiry Officer in the enquiry report that the charges are proved has been correctly recorded?</i></p> <p class="list-item-l1">(ii) <i>Whether the punishment is proportionate to the charges proved?</i></p> <p>Parties are at liberty to file their respective evidences/affidavits strictly confined to additional issue.</p> <p>List on <b><u>21.01.2026</u></b> for hearing.</p> <p>Upload this order.</p> <p style="text-align: right;"><b>PRESIDING OFFICER</b></p>	