

to have been paid to M/s Sanchayati Hospital, Pune directly . The charge against the workman was that he did not deposit the cheques with the hospital, hence the hospital had to write a letter of demand to the Management. Charge of misconduct in the light of provisions of NCWA as mentioned in Para 26.1 and 26.22 were levied against him and inquiry proceeded. The charges were:-

No.1:-Committing theft/deceit with the Management or its property.

No.2:- Willful breach of discipline resulting into loss in the Management interest.

It is further the case of the workman that he was not given proper opportunity to defend himself, hence the inquiry is vitiated in law.

On the other hand, the case of the Management is that the cheques were issued to workman in the name of Sanchayati Hospital, Pune for being paid to the Hospital, which the workman did not do, rather he released the amount and kept in his account , which is misconduct under Service Rules and an inquiry was initiated against him. The charges were read over and explained to him.