



Under the Jurisdiction of Sambalpur Court only

महानदी कोलफील्ड्स लिमिटेड

ମହାନଦୀ କୋଲଫିଲ୍ଡସ୍ ଲିମିଟେଡ

Mahanadi Coalfields Limited

(A Subsidiary of Coal India Limited)

Anand Vihar, P.O. U.C.E., Burla,

Dist-Sambalpur-768018 (Orissa)

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Ref. No. MCL/CMD/IR/95/S. Order/406

Jan' 1995

Date 27th

OFFICE ORDER

Sub : Delegation in terms of provisions of the Certified Standing Orders applicable to Mahanadi Coalfields Limited under clause 2.3 of the Certified Standing Orders.

I, Chittaranjan Das Chairman-cum-Managing Director, Mahanadi Coalfields Limited hereby in exercise of the powers conferred on me by Clause 2.3 of the Certified Standing Orders of Mahanadi Coalfields Limited nominate, for the purpose of the said clause 2.3 of the Standing Orders the following officers of Mahanadi Coalfields Limited who shall exercise the powers of initiation of disciplinary action such as issue of charge sheet, suspension, constitution of enquiry committee in respect of all non-executive employees/workmen working or posted to work for the time being in the units, section, departments or establishments under their respective jurisdiction or control.

IN RESPECT OF AREAS UNDER MAHANADI COALFIELDS LTD.

A. The Chief General Managers/General Managers of the Area.
B. The Sub-Area Managers / Project Officers and Colliery Managers/ Staff Officers/Dy. G.Ms/Addl. GMs and the second man in status after the CM/GM at Area HQ will be the competent authority in the following matters :

1. Issue of charge sheets.
2. Suspension without wages for a period not exceeding 10 days.
3. Constitution of Enquiry Committee.
4. Issue of warning, reprimand, censure & fine

The following punishments may be imposed by the Competent authority at "B" above only with the prior approval of CGM/GM of the Area.

1. Stoppage of increment without/with cumulative effect.
2. Demotion to lower stage/lower grade in a time scale
3. Removal/Discharge from service.
4. Dismissal from service.

IN RESPECT OF MCL HQTRS & REGIONAL OFFICES LOCATED IN DIFFERENT PARTS OF THE COUNTRY UNDER THE ADMINISTRATIVE CONTROL OF MCL HQ.

A. CGM (P/R)/GM(P/R)

B. All HODs/Departmental Heads will be the competent authority in respect of the workmen under their administrative control for the following purpose :

1. Issue of Charge sheets.
2. Suspension without wages for not exceeding a period of 10 days.
3. Constitution of enquiry committee
4. Issue of warning, reprimand, censure & fine etc.

3. The following punishments may be imposed by the CGM (P/R)/GM (IR) with the approval of D(T)/D(P) MCL :

1. Stoppage of increment with/without cumulative effect.
2. Demotion to lower stage/lower grade in a time scale
3. Removal/discharge from service
4. Dismissal from service.

I further specify that any officer officiating or acting for the time being the posts of aforesaid posts will also exercise the power in question.

APPELLATE AUTHORITY UNDER CLAUSE 30 OF THE CERTIFIED STANDING ORDERS.

The Appellate Authority as specified in Clause 30 of the Certified Standing Orders will be the Director (T)/Director (P) of Mahanadi Coalfields Ltd.

For this purpose, all appeals under the above clause will be routed through the CGM (P/IR)/GM (IR) to the Appellate Authority.

REVIEWING AUTHORITY UNDER CLAUSE 31 OF THE CERTIFIED STANDING ORDERS

As per Clause 31 of the Certified Standing Orders, the Chairman-cum-Managing Director will be the Reviewing Authority.

This order will come into force with immediate effect.

Distribution :

1. Director (T), MCL

(Chittaranjan Das)
Chairman-cum-Managing

Director

2. All CGMs/GMs of Areas

3. All HODs of MCL HQ

4. All Area PMs

5. All SAMs Project Officers/Colliery Managers

6. All Secretaries/Presidents of Unions functioning in MCL

Copy to : Regional Labour Commissioner (C), Bhubaneswar
Asst. Labour Commissioner (C), BBSR/Rourkela.