

BCCL



**BHARAT COKING COAL LIMITED**  
(A Subsidiary of Coal India limited)  
**KOYLA BHAWAN, KOYLA NAGAR**  
**DHANBAD – 826005.**

**CONFIDENTIAL**

Ref. No. BCCL:EE:X:C:76:2010: 1144

Dated: 07.12.2012

To

The General Manager,  
Lodna Area

Address:

Kuldeep Kumar Gupta,  
S/o Shri H.R. Gupta,  
R/o Labhandi,  
Krishak Nagar,  
H-30, Telibandha,  
PO – Rabigram – 492 006  
Dist. Raipur (Chhatisgarh)

Dear Sir,

Enclosed please find herewith dismissal order No. CIL/C5A(iii)/K.K. Gupta/Dismissal/4584 dated 26/27.11.2012 issued by CMD & Disciplinary Authority, CIL in respect of Shri Kuldeep Kumar Gupta, Management Trainee(Elect.) presently posted under your kind control for its delivery under proper acknowledgement receipt and further necessary action at your end.

The receipt obtained from him may kindly be forwarded to this office for our record/onwards transmission to CMD/Disciplinary Authority, CIL.

Yours faithfully,

Encl: As above

  
(S.K. Sen)  
Sr. Manager(P/EE)

Copy to:

GM(System), Koyla Bhawan.

HOD(EE) – for kind information.

✓ Sr Manager(P/EE)-I -- for necessary action.

MOST URGENT.

Ind. Ataulokh

Panna

  
7-12-2012

# कोल इण्डिया लिमिटेड

महारात्न कम्पनी

(भारत सरकार का एक उपक्रम)

10, नेताजी सुभाष रोड, कोलकाता-700 001

फोन: 033 2248 8099, ग्राम: कोल इण्डिया

फैक्स: 033.2243 5316

ईमेल: [telecil@cal2.vsnl.net.in](mailto:telecil@cal2.vsnl.net.in)

वेबसाइट: [www.coalindia.co.in](http://www.coalindia.co.in)



# Coal India Limited

A Maharatna Company

(A Govt. of India Enterprise)

10, NETAJI SUBHAS ROAD, KOLKATA - 700 001, W.B.

PHONE: 033 2248 8099, GRAM: COAL INDIA

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E-MAIL: [telecil@cal2.vsnl.net.in](mailto:telecil@cal2.vsnl.net.in)

WEBSITE: [www.coalindia.co.in](http://www.coalindia.co.in)

Ref.No.CIL/C5A(iii)/K.K.Gupta/ Dismissal/4584

Dated: 26.11.2012

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## ORDER

WHEREAS Shri Kuldeep Kumar Gupta (EIS No.90221300), Management Trainee (Elect.), BCCL was issued a Memorandum vide No.BCCL/EE/X/C/76/2010/1056 dated 25.11.2010 by CMD/Disciplinary Authority, BCCL for unauthorized absence from duty with effect from 19.01.2010 without prior permission or sanctioned leave and thereby contravening rule 4.1(i) & 4.1(ii) for misconduct under Clause 5.7 of CDA rules 1978 of CIL (amended up to April 2000) and;

WHEREAS, the explanation, submitted by Shri Gupta against the said Memorandum, was not found satisfactory, a departmental enquiry was constituted vide Order No.BCCL/EE/X/C/76/2010/50 dated 28.01.2011 to enquire into the charges levelled against him and;

WHEREAS after conclusion of departmental enquiry, Inquiring Authority submitted report wherein charges levelled against Shri Gupta were found proved. A copy of the enquiry report was sent to Shri Gupta under cover of letter No.BCCL/EE/X/C/76/2010/228 dated 23.03.2012 so that he can make representation, if any. Shri Gupta submitted representation on 05.04.2012 on the enquiry report, which was found unsatisfactory and;

WHEREAS, the undersigned, Chairman-cum-Mg. Director, CIL after careful consideration of the charges levelled in the Memorandum dated 25.11.2010, representation of Shri Gupta, report of Inquiring Authority & other documents/records, has come to the conclusion that the charges levelled against Shri Gupta for his unauthorized absence from duty as contained in the Memorandum dated 25.11.2010 are proved and;

NOW, THEREFORE, the undersigned Chairman-cum-Mg. Director, Coal India Limited, being the Disciplinary Authority, after taking all factors of the case into consideration and in exercise of power conferred under Conduct Discipline and Appeal Rules 1978 of CIL (amended up to April, 2000) hereby imposes the penalty of **"Dismissal from service"** on Shri Kuldeep Kumar Gupta, Management Trainee (Elect.), BCCL with effect from 19.01.2010.

(S.Narsing Rao)

Chairman-cum-Managing Director  
& Disciplinary Authority,  
Coal India Limited

Shri Kuldeep Kumar Gupta, (EIS No.90221300)  
Management Trainee (Elect.), Lodna Area, BCCL  
(Through CMD, BCCL, Dhanbad)

### Distribution:

- 1) CMD, BCCL, Dhanbad
- 2) Director (P&IR), CIL, Kolkata
- 3) CVO, CIL/BCCL
- 4) CGM/TS to Chairman, CIL, Kolkata
- 5) Personal file/Guard file

EF/13776  
4/12/12