


<p>ईस्टर्न कोलफील्ड्स लिमिटेड (कोल इंडिया की एक अग्रगण्य) अधिकारी कार्यालय कुनुस्तोरिया कोलियरी, कुनुस्तोरिया क्षेत्र पो. तोपोसी, जिला-पश्चिम बर्धमान पश्चिम बंगाल- 713362 फोन नंबर-9434796157 e-mail:agentkunustoria@gmail.com pm.knt.asi@gmail.com</p>		<p>EASTERN COALFIELDS LIMITED (A Subsidiary of Coal India Limited) Office of the Agent Kunustoria Colliery, Kunustoria Area P.O.- Toposi, Dist.- Paschim. Bardhaman, West Bengal-713362 Ph. No.-9434796157 e-mail:agentkunustoria@gmail.com pm.knt.asi@gmail.com</p>
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Ref. No. ECL/Knt Coll/P&IR/22/ 1602

Date: 06.09.2022

To,
Sri Nanhe Kumar Singh
Desig. Pump Operator
Man No.129796
Kunustoria Colliery

Vill+P.O- Santhi
P.S- Raghunathpur
Dist- Siwan
Pin-841502 (Bihar)

Sub: Final Show Cause Notice

Sir,

You have been absenting from your duty without sanctioned/authorized leave or any information or prior permission of the Competent Authority from 20.10.2018. A Charge Sheet vide ref. No. ECL/PC/P&IR/19/7355 dated 12.03.2019 was issued to you by the Manager, Kunustoria Colliery as per the certified Standing Order of the Company and three notice of enquiry were served respectively. You did not reply to the charge sheet nor did you attend the enquiry proceedings and thereafter you were issued Second Show Cause Notice vide No.ECL/Knt Coll/P&IR/22/4617 dated 14/16.02.2022 but you did not reply to the same within scheduled time.

The charge leveled against you under clause 26.29 has been established. You are therefore advised to submit your written explanation with immediate effect of this final show cause notice as to why disciplinary action shall not be taken against you for the proved charge of unauthorized absence from duty. It is a serious misconduct as per clause 26.29 as per the certified Standing Order of the Company which is stated below:

"Absence from duty beyond 10 (ten) days without sanctioned leave or sufficient cause or overstaying beyond sanctioned leave without valid reasons".

However before taking disciplinary action for the sake of natural justice an opportunity of final show cause is being served to you.

If you fail to submit your written explanation immediately it will be presumed that you have no explanation to offer in your defense and the Management will be at liberty to take action without any further reference.

For your convenience the copy of charge-sheet, notices of enquiry and copy of enquiry proceedings (all documents) are enclosed herewith.

Cc to: Manager, Kunustoria Colliery
: Dy. Manager (P), Kunustoria Colliery
: Dealing Asst., Kunustoria Colliery

Abhishek
06/09/22
Agent
Kunustoria Colliery - Agent
कुनुस्तोरिया कोलियरी
Kunustoria Colliery