

02/14/01
Ordinance Factory Badmal
Unit of Munitions India Limited
Govt. of India Enterprise
Ministry of Defence
Badmal, Bolangir(Odisha) - 767070



आयुध निर्माणी बडमाल
मूनिशंस इंडिया लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय
बडमाल बलांगीर ओडिशा -767 070

फोन / Phone: 06655-250 969 – 973

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ई-मेल / e-mail: gm_ofbol@ord.gov.in

CONFIDENTIAL

No.1505/660/KB/VO/OFB/2023

Email : hr-mil@munitionsindia.in

To
The Chairman & Managing Director
Munitions India Limited
2nd Floor, Nyati Unitree,
Nagar road, Yerwada
PUNE-411006

(Kind Attn: Mohd. Shahir Farooqui, DGM/HR)

Sub : Publication of charge sheet in website of MIL regarding disciplinary action under
Rule-14 against Shri Kunja Bhoi, Labourer/7321/PS section of O F Badmal.

Ref: DFUKOL letter No. Disc/170/OFBOL/JN/DFUKOL/2024 dated 27.08.2024.

Vide letter cited above . the competent Disciplinary Authority has directed to publish the charge sheet in respect of Shri Kunja Bhoi, Labourer/7321 of O F Badmal in the website of the organisation.

2.0 Hence, copy of the charge sheet is forwarded herewith for publication in the website of MIL in compliance to the direction of DFUKOL and forward a confirmation to this office for onward action in this matter please.

Encl : Copy of charge memo i.r.o. Shri Kunja Bhoi, Labourer/7321(04 pages).


(S K BEHERA)
JR. WORKS MANAGER
FOR OFFICER IN CHARGE

CIN NO.U29190PN2021GOI203505

पंजीकृत पता: गोला बारूद निर्माणी खडकी, पुणे - ४११००३, (महाराष्ट्र)
Regd. Address: Ammunition Factory, Khadki, Pune-411003 (Maharashtra)

निगमित कार्यालय पता: दूसरी मंजिल, न्याति यूनिट्री, नगर रोड, येरवडा, पुणे-४११००३, (महाराष्ट्र)
Corporate Office Address: 2nd Floor, Nyati Unitree, Nagar Road, Yerwada, Pune-411006, (Maharashtra)

दूरभाषसं/Phone No.020-67080400 Email ID: mil-pune@munitionsindia.in Website - <https://munitionsindia.in>

Government of India
Ministry of Defence
Field Unit Kolkata
Directorate of Ordnance (C&S)
10A, Shaheed K Bose Road
Kolkata – 700 001

Date: 07/02/2025.

MEMORANDUM

The undersigned proposes to hold an inquiry against Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal under Rule – 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965. The substance of the imputations of misconduct or misbehaviour in respect of which the inquiry is proposed to be held, is set out in the enclosed Statement of Articles of Charge in (Annexure – I). A Statement of imputations of misconduct or misbehaviour in support of each Article of Charge is mentioned in (Annexure – II). A list of documents by which, and a list of witnesses by whom the Articles of Charge are proposed to be sustained are mentioned in (Annexure – III and IV).

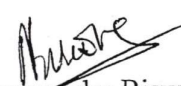
02. Shri Kunja Bhoi is directed to submit within 15 days of receipt of this Memorandum a written statement of his defence and also to state whether he desires to be heard in person.

03. He is informed that an inquiry will be held only in respect of those Articles of Charges as are not admitted. He should, therefore, specifically admit or deny each Article of Charge.

04. Shri Kunja Bhoi is further informed that if he does not submit his written statement of defence on or before the date specified above in Para – 2 or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of Rule 14 of the CCS(CCA) Rules, 1965 or the orders /directions issued in pursuance of the said rule, the inquiring authority may hold the inquiry against him *ex parte*.

05. Attention of Shri Kunja Bhoi is invited to Rule 20 of CCS (Conduct) Rules, 1964 under which no Government Servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interest in respect of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt with in these proceedings, it will be presumed that Shri Kunja Bhoi is aware of such a representation and that it has been made at his instance and action will be taken against him for violation of Rule 20 of CCS (Conduct) Rules, 1964.

06. The receipt of this Memorandum should be acknowledged.


(Premanshu Biswas)
Dy. Director General/Field Unit Kolkata
Directorate of Ordnance (C&S)
Disciplinary Authority

To
Shri Kunja Bhoi,
Labourer/SS,
Per. No. 7321, PS Section
Ordnance Factory, Badmal

Through:- The Chief General Manager /Ordnance Factory Badmal

ANNEXURE – I

Statement of Articles of Charge framed against Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal.

ARTICLE OF CHARGE – I

That the said Shri Kunja Bhoi, Per. No- 7321, while functioning as Labourer/SS in PS Section of Ordnance Factory, Badmal has committed acts amounting to gross misconduct viz – remaining unauthorized absence from duty in different spells from 01.01.2020 to 01.10.2023 and thereafter remaining under unauthorized absence since 10.10.2023 till date without any intimation and prior sanction of leave from Competent Authority.

The aforesaid act on the part of Shri Kunja Bhoi constitutes gross misconduct viz. wilful negligence of work, indiscipline, lack of devotion to Govt. duty and conduct unbecoming of a Govt. servant in violation of Rules – 3(1) (ii) and 3(1) (iii) of Central Civil Services (Conduct) Rules, 1964.

The unauthorized absence ibid is continuing and the absence that continues beyond the date, after issue of charge sheet will be treated as covered by this statement for the purpose of the charges levelled herein.

ARTICLE OF CHARGE – II

That the said Shri Kunja Bhoi, Per. No- 7321 while functioning in the aforesaid office has committed acts amounting to gross misconduct viz. indulged in the habit of remaining absent unauthorisedly and failed to mend his habit of committing such misconduct even after been penalized in past for similar misconduct.

The aforesaid act on the part of Shri Kunja Bhoi, constitutes gross misconduct viz. conduct unbecoming of a Govt. servant in violation of Rules –3(1) (iii) of Central Civil Services (Conduct) Rules, 1964.

ANNEXURE – II

Statement of imputation of Misconduct or Misbehaviour in support of the Articles of Charge framed against Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal.

Article of Charge – I

That it is seen from the attendance records and the leave records of Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal, that he absented from duty during the following periods without any intimation and prior sanction of leave from Competent Authority.

Sl No	FROM	TO
1	01-01-2020	31-12-2020
2	01-01-2021	25-10-2021

Sl No	FROM	TO
3	15-12-2021	23-12-2021
4	05-01-2022	05-01-2022
5	11-01-2022	31-12-2022
6	01-01-2023	31-05-2023
7	12-08-2023	12-08-2023
8	14-08-2023	16-08-2023
9	09-09-2023	09-09-2023
10	12-09-2023	14-09-2023
11	16-09-2023	01-10-2023
12	10-10-2023	Till date

The aforesaid act on the part of Shri Kunja Bhoi constitutes gross misconduct viz. wilful negligence of work, indiscipline, lack of devotion to Govt. duty and conduct unbecoming of a Govt. servant in violation of Rules – 3(1) (ii) and 3(1) (iii) of Central Civil Services (Conduct) Rules, 1964.

Article of Charge – II

That It is seen from the records that the said Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal is in the habit of committing the similar offence i.e unauthorizedly absenting from duty. The said Shri Kunja Bhoi had already been inflicted with following penalties:-

- i) penalty of “*Reduction by three stages in the time scale of pay for a period of three years(36 months) without cumulative effect and not adversely affecting his pension*” has been imposed vide Ordnance Factory Badmal F.O. Part-III No. 392 dtd. 11.09.2004 for the misconduct of remaining unauthorised absent from duty for 11 occasions for 132 days during the year 2003 and on 15 occasions for 91 days during the year 2004.
- ii) penalty of “*Reduction of pay to the minimum of the scale of pay in time scale of pay for a period of four years(48 months) with effect from 01.02.2008 with a further direction that he will not earn increments of pay during the period of reduction and that on expiry of the said period, the reduction will have the effect of postponing his future increments of pay*” has been imposed vide Ordnance Factory Badmal F.O. Part-III No. 036 dtd. 31.01.2008 for the misconduct of remaining unauthorised absent from duty for 121 days in 03 occasions during the year 2005, 104 days in 05 occasions during the year 2006 and 225 days in 01 occasion during the year 2007.

His further unauthorized absence from duty during the period from 01.01.2020 to 01.10.2023 in different spells and since 10.10.2023 till date of this Charge Memorandum amply shows that he has not mended his ways despite being penalized in the past.

The aforesaid act on the part of Shri Kunja Bhoi, constitutes gross misconduct viz. conduct unbecoming of a Govt. servant in violation of Rules -3(1) (iii) of Central Civil Services (Conduct) Rules, 1964.

ANNEXURE – III

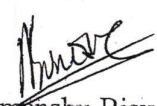
List of documents by which the Articles of Charge framed against Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal are proposed to be sustained.

- (i) Ordnance Factory, Badmal, Memo No.2088/UA/PER(IE)/OFBL dated 16.08.2024 (unauthorized absent details)
- (ii) Ordnance Factory, Badmal, Memo No.2088/UA/PER(IE)/OFBL dated 14.09.2024 (unauthorized absent details)
- (iii) Ordnance Factory, Badmal, Memo No.2088/UA/PER(IE)/OFBL dated 05.12.2024 (unauthorized absent details)
- (iv) Ordnance Factory, Badmal F.O. Part-III No. 392 Dtd. 11.09.2004 (Penalty Order)
- (v) Ordnance Factory, Badmal F.O. Part-III No. 036 Dtd. 31.01.2008 (Penalty Order)

ANNEXURE – IV

List of witnesses by whom the Articles of Charge framed against Shri Kunja Bhoi, Labourer/SS, Per. No. 7321, PS Section of Ordnance Factory Badmal are proposed to be sustained.

- i. Shri R K Panigrahi, JWM(SG)/NT/OIC/PER(IE) , Ordnance Factory, Badmal


(Premanshu Biswas)
Dy. Director General/Field Unit Kolkata
Directorate of Ordnance (C&S)
Disciplinary Authority