

MAHARASHTRA STATE ELECTRICITY DIST. CO. LTD.

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Disciplinary Action Section
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Station Road,
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Mumbai- 400 051

ADMINISTRATIVE CIRCULAR NO. 300 DATE 15/07/2010 .

Sub:- Initiating disciplinary action against the employees indulging in Theft of energy at Executive Director's level.

1. As per Schedule-C appended to the MSEDCL Employees' Service Regulations, various authorities have been delegated powers to initiate disciplinary action against the employees for act of misconducts committed by the employees including the act of misconduct arising out of indulging in Theft of energy cases.
2. With a view to have uniformity in dealing with the disciplinary action cases against the employees arising out of indulging in Theft of energy, it has been now decided with the approval of Managing Director in consultation with Director (Project), Director (Operations) and Director (Finance) that hereafter all new cases where employees are indulging in Theft of energy shall be dealt with by the concerned Regional Executive Directors in respect of employees working under their Region, where the Competent Authority is lower than Executive Director.
3. In view of the above, notwithstanding anything contained in Schedule-C appended to the MSEDCL Employees' Service Regulations, the concerned Regional Executive Director shall have the powers of the Competent Authority in the said Schedule in the matter of disciplinary action against the employees indulging in Theft of energy. The disciplinary action cases arising out of other misconducts, except ACB and Theft of energy cases, shall be dealt with by respective Competent Authorities as per the delegation, prescribed under Schedule-C appended to MSEDCL Employees' Service Regulations. The first appeal against the decision of the Regional Executive Director shall lie with the concerned Director and second appeal shall lie with the Managing Director. The Schedule-C appended to MSEDCL employees' Service Regulation is hereby amended to this extent.
4. The concerned Regional Executive Director shall initiate the disciplinary action against the employees indulging in Theft of energy by invoking the procedure of holding summary proceedings prescribed under S.R. 90.
5. In view of above, all such cases of employees indulging in theft of energy arising on or after this date of issue of the Circular shall be referred to the concerned Regional Executive Director alongwith relevant documents like copy of FIR, Panchnama, etc for initiating disciplinary action against concerned employees.

A handwritten signature in black ink, appearing to read "S. K. Kulkarni", is written over a horizontal line.

Executive Director (HR)

To
As per Mailing List upto Division.