



**MAHAVITARAN**  
Maharashtra State Electricity Dist.Co.Ltd  
(A Govt. of Maharashtra Undertaking)  
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**ADMINISTRATIVE CIRCULAR NO. 512 DATE 02 / 07 / 2015**

Sub:- Initiating disciplinary action against the employees trapped  
by the ACB/ Theft of Energy at Chief Engineer's level.

Ref:- 1) Adm. Circular No. 117 dt. 09/08/2007.  
2) Adm. Circular No. 300 dt. 15/07/2010.

As per Schedule –'C' appended to the MSEDCL Employees' Service Regulations 2005 the concerned Regional Executive Directors were delegated with the powers to initiate the disciplinary action against the employees for minor lapses/ acts of misconduct committed by the employees upto the level of Supdt. Engineer. Further, as per Adm. Circular No. 117 dt. 09/08/2007 & Adm. Circular No. 300 dt. 15/07/2010 the concerned Regional Executive Directors were delegated with the powers to initiate disciplinary action against the employees for Acts of misconduct arising out of ACB Cases as well as Theft of energy cases.

2. As per the MPR Order No. 08/2015 dtd.17/04/2015 the establishment of Regional Executive Director offices I, II & III at Kalyan, Pune & Nagpur respectively is abolished.

3. Now hereinafter the authority to take action in the cases where employees who are trapped by the ACB or who are involved in the Theft of energy is delegated to the concerned Chief Engineer of the zone.

4. The concerned Chief Engineer of Zone shall initiate and finalize the disciplinary actions against the employees trapped by the ACB / involved in Theft of Energy as per prevailing rules of the Company.

5. The disciplinary action cases arising out of misconducts other than ACB/Theft of Energy shall be dealt by respective Competent Authorities as per the earlier delegation of powers prescribed under Schedule-C appended to MSEDCL Employees' Service Regulations.


6. The Adm. Cir.No. 117 dated 9/8/2007 & Adm Cir.No.300 dated 15/7/2010 to delegate the powers to initiate action in the cases of misconduct arising out of ACB/Theft of Energy case stands cancelled.

7. Therefore, all ACB trap / Theft of Energy cases in respect of the employees arising on or after the date of issue of this Circular and previous ACB trap / Theft of Energy cases where no action is initiated so far, shall be referred to the concerned Chief Engineer of the Zone alongwith relevant Documents/ Correspondence viz., copy of FIR, Panchnama, Statements of the concerned, etc for initiating disciplinary action under intimation to the Corporate Office, Mumbai.

8. All ongoing ACB / Theft of Energy Cases, in which suspension / Chargsheet has been issued by the Competent Authority i.e. then Regional Executive Director shall be dealt by Corporate Office henceforth. Therefore, all ongoing cases in which suspension order / chargsheet is issued to the employees are to be submitted to the General Manager (HR) with relevant Documents / Correspondence.

The Chief Engineers/Competent Authorities to show due diligence and the swift action in handling such cases. Framing of charges, collection of relevant papers and compilation of the same is required to be done at apex level.

This Administrative Circular is available on companies "R-APDRP" portal.

  
(Neelesh R. Gatne)  
Executive Director (HR) 2-7-2015