



MAHAVITARAN

GM(P)/DC/

**Maharashtra State Elect. Distribution Co.Ltd.**

Estrella Batteries Expn. Building,

Ground Floor, Plot No. 1,

Dharavi Road, Matunga,

**Mumbai – 400 019.**

***CORRECTION SLIP NO. 14 DATE 13 / 04 / 2011***

*[ To MSEDCL Employees' Service Regulations 2005 ]*

Sub : Procedure to deal with substantiated Vigilance Investigation Report and Departmental Vigilance Reports.

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In exercise of the powers delegated to him vide Adm. Circular No.1 dated 29/09/2005, the Managing Director in consultation with the Director (Operations), Director (Projects) and Director (Finance) has accorded approval to modify the Regulation No.88(m) of the MSEDCL Employees' Service Regulations 2005. The modified Regulation No.88(m) shall be as under :-

**88 (m) PROCEDURE TO DEAL WITH VIGILANCE INVESTIGATION REPORT.**

The substantiated vigilance investigation report and Chief Investigation Officer's report shall be sent by the Director (V&S) & Chief Investigation Officer respectively to Disciplinary Action Cell, Corporate Office for onward submission to the respective Competent Authorities. While forwarding the substantiated report, the Director (V&S) or Chief Investigation Officer respectively shall recommend as to under which category the alleged misconduct (s) falls viz. Minor or Major Act of Misconduct (s). The Competent Authority shall take action on the substantiated report and deal with the case as per the procedure laid down in Regulation 88 (a) to (l). If during the inquiry, the employee is found guilty of the charges, the major punishment/penalty as prescribed under Regulation 91 shall be imposed.

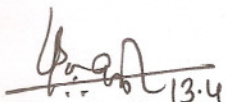
In case the Competent Authority differs with the recommendations of the Director (V&S) or Chief Investigation Officer regarding imposing the major punishment/ penalty at the stage of awarding final order of punishment, the case shall be referred to the Director (V&S) or Chief Investigation Officer respectively by the Competent Authority, giving reasons as to why he is differing with the recommendation of the Director (V&S) or Chief Investigation Officer. The Director (V&S) or Chief Investigation Officer will analyse the reasons intimated by the Competent Authority and inform the Competent Authority, either agreeing

or disagreeing with the decision. If there is no accord between the Director (V&S) or Chief Investigation Officer and the Competent Authority, the matter shall be referred to the next higher authority for decision by the Competent Authority concerned. If the difference of opinion still persists between the next higher Authority and the Director (V&S) or Chief Investigation Officer, the Executive Director(HR) shall decide the case and his decision shall be final.

Provided further in case where Executive Director(HR) himself is the Competent Authority or next higher authority is above the level of Executive Director(HR), the difference of opinion between the Director (V&S) or Chief Investigation Officer and Executive Director(HR) or next higher authority shall be resolved by the Managing Director and the decision of Managing Director shall be final.

2. This Correction Slip shall come into force with effect from 18/08/2010. Further, the investigations carried out prior to 18/08/2010 shall be dealt by the Director(V&S).

3. This Correction Slip is available on Company's website i.e. [www.mahadiscom.in](http://www.mahadiscom.in).

  
13.4.2011  
(Vijay B. Bagul)  
Chief General Manager (P)

To

All as per mailing list upto Division level of MSEDCL.