



IN THE HIGH COURT OF JUDICATURE AT BOMBAY
NAGPUR BENCH, NAGPUR.

WRIT PETITION NO.2405 OF 2026

GANESH S/O BHADUJI WAGHMARE

VS

COAL INDIA LIMITED, THR. CHAIRMAN (APPELLATE AUTHORITY), KOLKATA
AND ANOTHER

Office Notes, Office Memoranda of Coram,
appearances, Court's orders or directions
and Registrar's orders

Court's or Judge's orders

Mr. U.Y. Khobragade and Mr. A.A. Potnis, Advocates for the petitioner/s

CORAM : ANIL S. KILOR AND RAJ D. WAKODE, JJ.

DATE : 25.03.2026

1. Heard the learned counsel for the petitioner.
2. The petitioner, who is an employee of respondent No.2, was charge-sheeted in criminal proceedings as well as in departmental inquiry proceedings on allegations of demanding and accepting a bribe while discharging his duties as In-Charge (Civil), Wani Area, WCL.
3. In the departmental inquiry, respondent No.2 – Coal India Limited, Nagpur, passed a punishment order against the petitioner on 28.06.2025, thereby dismissing him from service with deemed retrospective effect from 31.03.2025, i.e., the date of his retirement
4. During the pendency of the aforesaid departmental proceedings, the criminal trial was also conducted concurrently. In the said criminal trial, the learned Additional Sessions Judge, Amravati, by judgment and order dated 16.10.2025, acquitted the petitioner of all the

charges.

5. In view of the aforesaid acquittal, the petitioner preferred a departmental appeal on 18.11.2025 (at page 125 of the record) before respondent No.1 – Coal India Limited, through its Chairman (Appellate Authority), Kolkata, West Bengal, challenging the punishment order dated 28.06.2025.

6. The learned counsel for the petitioner has invited our attention to Clause 36.1 of the Conduct, Discipline and Appeal Rules, 1978, which provides that such an appeal ought to be decided within a period of three months from the date of filing of the appeal.

7. The learned counsel for the petitioner submits that, despite the lapse of almost four months, the aforesaid appeal has not yet been decided, as a result of which the petitioner is being deprived of his retiral benefits.

8. Accordingly, we direct the respondent No.1-Coal India Limited, through Chairman (Appellate Authority), Kolkata, West Bengal, to decide the appeal dated 18.11.2025, preferred by the petitioner, within four weeks from the date of receipt of this order.

9. The learned counsel for the petitioner/s undertakes to furnish copy of this order to the respondent No.1 within one week from today.

10. The decision taken shall be communicated to the petitioner within two weeks from the date of such decision.

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Accordingly, the writ petition is **disposed of** in the above terms. No order as to costs.

(RAJ D. WAKODE, J.)

(ANIL S. KILOR, J.)