

When an Employee can be dismissed?

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With Appropriate Reasons and after Domestic Inquiry

(reasons mentioned by the Hon'ble Bombay High Court in Sharda Prasad Onkarprasad Tiwari v. Central Rly)

- HR-V Where an act or conduct of the servant is prejudicial or likely to be prejudicial to the interests of the master or to the reputation of the master;
- HR-V Where the act or conduct of the servant is inconsistent or incompatible with the due or peaceful discharge of his duty to his master;
- HR-V Where the act or conduct of a servant makes it unsafe for the employer to retain him in service;
- HR-V Where the act or conduct of the servant is so grossly immoral that all reasonable men will say that the employee cannot be trusted;
- HR-V Where the act or conduct of the employee is such that the master cannot rely on the faithfulness of his employee;
- HR-V Where the act or conduct of the employee is such as to open before him temptations for not discharging his duties properly;
- HR-V Where the servant is abusive, or he disturbs the peace at the place of his employment;
- HR-V Where the servant is insulting and insubordination to such a degree as to be incompatible with the continuance of the relation of master and servant;
- HR-V Where the servant is habitually neglect in respect of the duties for which he is engaged; and
- HR-V Where the neglect of the servant though isolated, tends to cause serious consequences

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