



എംപ്ലോയീസ് സ്റ്റേറ്റ് ഇൻഷുറൻസ് കോർപ്പറേഷൻ
(തൊഴിൽ - നിയമന മന്ത്രാലയം, ഭാരത സർക്കാർ)

कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

क.रा.वी.नि.
ESIC

EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Government of India)



सत्यमेव जयते

മോഡൽ & സൂപ്പർ സ്പെഷ്യാലിറ്റി ആശുപത്രി
ആശ്രമം, കൊല്ലം, കേരളം - 691 002

मॉडल एवं सुपर स्पेशलिटी अस्पताल
आश्रमम, कोल्लम, केरल - 691 002

MODEL & SUPER SPECIALITY HOSPITAL
ASRAMAM, KOLLAM, KERALA - 691 002

Ph:- 0474- 2742833, 2766618 (M.S)

Website:- asramamhospital.esic.gov.in

E-mail:- mh-asramam@esic.gov.in, ms-asramam.ke@esic.gov.in



Ad-20/880/2024-E1

Dtd : 19.03.2025

<p>1. Smt Mithu P Chandran Shivam TKMC PO 691005 Karicode,Kollam e-mail: mithup.chandran@esic.nic.in</p>	<p>2.Smt Mithu P Chandran Pottekkatt House Kizhuppillikara P O 680704,Thrissur</p>
--------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------

Sub: Departmental proceedings in respect of Smt.Mithu P Chandran,Nursing officer

Ref : ESIC Hqrs Ltr No.C-14/14/12/2023-Vig/215 dtd 11/03/2025

Sir.

Please find the enclosed sealed cover containing a penalty order of even number dated 07.03.2025 received from ESIC Head Quarters (Vigilance Branch).

In this regard, it is informed to acknowledge the receipt of the above mentioned order within ten days of receipt of this letter. This is for strict compliance.

Yours faithfully

Encl ; As above

Medical Superintendent

Digitally signed by
DR L DHANASEKARAN
Date: 21-03-2025
09:29:32



क.रा.बी.नि.
E.S.I.C.

कर्मचारीराज्यबीमानिगम
(श्रमएवंरोजगारमंत्रालय, भारतसरकार)
EMPLOYEES' STATE INSURANCE
CORPORATION
(Ministry of Labour & Employment,
Govt. of India)



मुख्यालय/Headquarters
पंचदीपभवन, सी.आई.जी.मार्ग,
नईदिल्ली-110002
Panchdeep Bhawan, CIG Marg,
New Delhi- 110002

No. C-14/14/12/2023-Vig. 1214

Dated: 07/03/2025

ORDER

Whereas disciplinary proceedings under major penalty procedure were initiated against Smt Mithu P. Chandran, Nursing Officer vide Memorandum of Charge dated 28/02/2024 for the following misconduct:

Article of Charge

Smt. Mithu P. Chandran Nursing Officer while posted and working as Staff Nurse at ESIC Model and Super Speciality Hospital, Kollam has committed misconduct, in as much as, in gross violation of Rule 25 of CCS (Leave) Rules, 1972, absented herself unauthorizedly with effect from 01/12/2022 to till date without prior permission of the higher authorities and without sanction of leave of any kind due to her.

2. And whereas, the Memorandum of Charge dated 28/02/2024 was forwarded to Medical Superintendent (MS), ESIC Model and Super Speciality Hospital, Kollam for onward transmission to Smt. Mithu P. Chandran, Nursing Officer (hereinafter referred to as the Charged Officer).
3. And whereas, the MS, ESIC Model and Super Speciality Hospital, Kollam vide letter dated 21/03/2024 informed that the Memorandum of Charge was sent by post to the permanent address of the Charged Officer but the envelope enclosing the Memorandum of Charge was returned undelivered by the postal authorities. The copy of the said Memorandum of Charge was also sent to the official email id of the Charged Officer but no response was received.
4. And whereas, in accordance with Para 26 of Chapter 12 of the Handbook for Inquiry Officers and Disciplinary Authorities published by DoPT in 2013, the Medical Superintendent, ESIC Model and Super Speciality Hospital, Kollam was requested vide this office email dated 22/04/2024 to take necessary action.
5. And whereas, in view of above, the Medical Superintendent, ESIC Model and Super Speciality Hospital, Kollam informed vide letter dated 21/10/2024 that the following actions were taken:

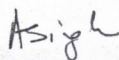
Asigh

- a) The Memorandum of Charge sent through speed post vide tracking no. RL570297363IN dated 12/03/2024 to the Charged Officer was returned by postal department with remarks "Addressee left out of India".
- b) The Memorandum of Charge was uploaded on the ESIC Model Hospital Asramam, Kollam website (under Console no. 18111/2024) on 10/09/2024.
- c) The Memorandum of Charge was sent through email to mithup.chandran@esic.nic.in (the official email id of the Charged Officer) on 10/09/2024.
- d) The gist of Memorandum of Charge was pasted on the notice board of the hospital on 21/09/2024.
- e) The gist of the Memorandum of Charge was published in 'Malayala Manorama' (Malayalam Newspaper- Kollam and Trichur editions) on 27/09/2024 and 'The Hindu' (English Newspaper) on 29/09/2024.

6. And whereas, the Charged Officer did not submit any representation against the said notices.

7. And whereas, in view of the facts and circumstances of the case, the provisions of Rule 19 (ii) of CCS (CCA) Rules, 1965 are applicable.

8. I, therefore, on careful perusal of the details of the case, the Article of Charge framed against Charged Officer and the facts and circumstances of the case, in terms of the powers conferred under Second Schedule of Employees' State Insurance Corporation (Staff and Conditions of Service) Regulations, 2023 impose a penalty of dismissal from service which shall ordinarily be a disqualification for future employment under the Corporation upon Smt. Mithu P. Chandran, Nursing Officer.


(Ashok Kumar Singh)
Director General

To

Smt. Mithu P. Chandran (Employee Id No. 145727)
Nursing Officer,
ESIC Model and Super Speciality Hospital, Kollam
(Through Medical Superintendent, ESIC Model and Super Speciality Hospital,
Kollam)