



എംപ്ലോയീസ് സ്റ്റേറ്റ് ഇൻഷുറൻസ് കോർപ്പറേഷൻ
(തൊഴിൽ മന്ത്രാലയം, ഭാരത സർക്കാർ)

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

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

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No.542/C/13/13/MHA/2023/Adm

Dated : 24.09.2025

MEMORANDUM

It is proposed to hold an Inquiry against Shri. Akhilesh A, Nursing Officer (Level-7), ESIC Model & Super Speciality Hospital, Asramam, Kollam, Kerala under Regulation 12 & 13 and Second Schedule of the Employees' State Insurance Corporation (Staff and Conditions of Service) Regulations, 2023. The substance of the imputations of misconduct or misbehavior, in respect of which, the inquiry is proposed to be held is set out in the statement of article of charge (Annexure-I). A statement of imputations of misconduct and misbehavior in support of article of charge is enclosed (Annexure-II). A list of documents by which the article of charge and a list of witnesses by whom, the article of charge is proposed to be sustained are also enclosed (Annexures-III & IV) respectively.

2. Shri.Akhilesh A is directed to submit within 10 days of the receipt of the memorandum, a written statement of his defence and also to state whether he desires to be heard in person.

3. He is informed that an inquiry will be held only if the article of charge, is not admitted. He should, therefore, specifically admit or deny each of the Article of Charge.

4. Shri. Akhilesh A is further informed that if he does not submit his written statement of defence, on or before the date specified in para 2 above, or does not appear in person or otherwise, fails or refuses to comply with the provisions of Regulation 12 & 13 and Second Schedule of the Employees' State Insurance Corporation (Staff and Conditions of Service) Regulations, 2023 or the orders/directions issued in pursuance of the said Regulations, the inquiry authority may hold the inquiry against him, ex-parte.

5. Attention of Shri. Akhilesh A is invited to Rule 20 of the Central Civil Services (Conduct) Rules, 1964 under which, no employee shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interests in respect matters pertaining to service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt with in these

proceedings, it will be presumed that Shri. Akhilesh A is aware of such a representation and that it has been made at his instance and action will be taken against him for violation of Rule 20 of the CCS (Conduct) Rules, 1964, which are applicable to Corporation employees by virtue of Regulation 9(2) & 23 of the ESIC (Staff and Conditions of Service) Regulations, 2023.

6. The receipt of the Memorandum along with its enclosures may please be acknowledged.



Dr PREMLAL K I
MEDICAL SUPERINTENDENT

Shri. Akhilesh A,

Nursing Officer, (Employee No. 146258)

ESIC Model and Super Specialty Hospital, Asramam, Kollam, Kerala - 691 002.

Copy to:-

1. The Medical Commissioner, ESIC, Hqrs. Office, Medical-VII/DPC Cell for information and necessary action.
2. The Regional Director, ESIC Regional Office, Thrissur, Kerala - 680 020 for information and necessary action.
3. The Medical Commissioner, ESIC, Hqrs. Office, Medical-IV/DPC Cell.
4. The Deputy Director, , Vigilance Branch, Hqrs. Office
5. Guard file

ANNEXURE-I

STATEMENT OF ARTICLES OF CHARGE FRAMED AGAINST SHRI. AKHILESH A,
NURSING OFFICER, ESIC MODEL AND SUPER SPECIALITY HOSPITAL,
ASRAMAM, KERALA.

Article of Charge-I

Shri Akhilesh A, Nursing Officer, ESIC Model and Super Specialty Hospital, Kollam while posted and working as Nursing Officer at ESIC Model and Super Specialty Hospital, Kollam has committed misconduct in as much as he in gross violation of Rule 25 of CCS (Leave) Rules, 1972 wilfully absented himself unauthorizedly with effect from 04.10.2023 to till date without prior permission of the higher authorities and without sanction of leave of any kind due to him.

By the aforesaid act, Shri Akhilesh A has exhibited lack of devotion to duty and acted in a manner unbecoming to an employee of the Corporation employee and thereby, violated Rule 3(1) (i) (ii) & (iii) of the CCS (Conduct) Rules, 1964 read with Regulation 9(2) & 23 of ESIC (Staff & Conditions of Service) Regulations, 2023.



Dr PREMLAL K I
MEDICAL SUPERINTENDENT

ANNEXURE-II

STATEMENT OF IMPUTATION OF MISCONDUCT IN SUPPORT OF THE ARTICLES OF CHARGE FRAMED AGAINST SHRI. AKHILESH A, NURSING OFFICER, ESIC MODEL & SUPER SPECIALTY HOSPITAL, KOLLAM KERALA.

That during the aforesaid period and while functioning in the aforesaid office, the said

1. Shri.Akhilesh A, Nursing Officer was on wilfull unauthorized absence from duty with effect from 04.10.2023 to till date without sanction of any kind of leave due to him from the competent authority.

2. A letter dated 27.10.2023 was issued to the official directing to rejoin duty immediately. Further a Memorandum vide e file No.902209/ 542/C/13/13/MHA/ 2023(Adm) dated 13.12.2023 was issued to Shri Akhilesh A, Nursing Officer directing him to show cause why disciplinary action may not be initiated against him for his unauthorized absence from duty since 4.10.2023 and was sent to his available address as per office records by Post No. RL803403408IN at Shri.Akhilesh A, Abhilah Sadanam Kulakkada East P O Kottarakkara, Kollam, Kerala 691521. The letter was returned with remark that the remarks "Addressee moved Addressee Left India " and "Rtd to Sender dtd 18/12/23".

3. As per Rule 7 of CCS (Leave) Rules, 1972:

Right to leave

(1) Leave cannot be claimed as of right.

(2) When the exigencies of public service so require, leave of any kind may be refused or revoked by the authority competent to grant it, but it shall not be open to that authority to alter the kind of leave due and applied for except at the written request of the Government servant.

And, as per GOI decision 4 under Rule 25 of CCS (Leave) Rules, 1972:

"....a Government servant who remains absent without any authority should be proceeded against immediately. In all such cases of unauthorized absence by a Government servant, he should be informed of the consequences of such absence and be directed to rejoin duty immediately/within a specified date, say within three days, failing which he would be liable of disciplinary action under CCS(CCA) Rules, 1965. If the Government servant does not join duty by stipulated date, the Disciplinary Authority should initiate disciplinary action against him..... "

4. Shri Akhilesh A belongs to Nursing Cadre and his service is an essential service. Unauthorized absence of Nursing personnel leads to deficiency in providing medical care to the patients. Thus, by committing the above said misconduct, Shri Akhilesh A, Nursing Officer (Level-7) has not only caused hardships to the patients but also hampered the smooth functioning of the hospital. The said acts of omission and commission on the part of the said Shri Akhilesh A are thus construed as a conduct unbecoming of a Corporation employee and also in defiance of Rule 7 of CCS (Leave) Rules, 1972.



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ANNEXURE-III

LIST OF DOCUMENTS BY WHICH THE ARTICLE OF CHARGE FRAMED AGAINST
SHRI. AKHILESH A. , NURSING OFFICER, ESIC MODEL & SUPER SPECIALTY
HOSPITAL KOLLAM KERALA IS PROPOSED TO BE SUSTAINED.

1. Physical attendance register
2. ESIC Model & Super Speciality Hospital Asramam letter dated 27.10.2023 to Shri Akhilesh A under No. 542/A/13/13/MHA/2017(Adm)- Part(1)
3. ESIC Model & Super Speciality Hospital Asramam letter dated 13.12.2023 to Shri Akhilesh A under e file No.902209/ 542/C/13/13/MHA/ 2023(Adm)



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ANNEXURE-IV

LIST OF WITNESSES BY WHOM THE ARTICLE OF CHARGE FRAMED AGAINST SHRI AKHILESH A, NURSING OFFICER, ESIC MODEL & SUPER SPECIALTY HOSPITAL, KOLLAM ,KERALA IS PROPOSED TO BE SUSTAINED.

1. Dr. L Dhanasekaran, the Medical Superintendent, ESIC Model and Super Specialty Hospital, Kollam.



Dr PREMLAL K I
MEDICAL SUPERINTENDENT