



कर्मचारी राज्य बीमा निगम
श्रम एवं रोजगार मंत्रालय, भारत सरकार
EMPLOYEES' STATE INSURANCE
CORPORATION
Ministry of Labour & Employment, Govt. of India

क.रा.बी.नि
E.S.I.C



क.रा.बी.नि अस्पताल, एजुकॉन, कोल्लम
ESIC HOSPITAL, EZHUKONE, KOLLAM,
केरल - ६९१५०५ KERALA-691505
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No. 545/A/20/11/CHE/16(Admn)/160

Dated:12.06.2025

MEMORANDUM

1. It is proposed to hold an inquiry against Smt.Sherly George (Employee No.138910), ESIC Hospital,Ezhukone,Kollam,Kerala under Regulation 14 & Para 3 of Third Schedule of Employees' State Insurance Corporation (Staff Conditions of Service) Regulations,2023(as amended).The substance of the imputations of misconduct or misbehavior , in respect of which inquiry is proposed to be held, is set out in the statement of articles of charge at Annexure-1. A statement of the imputations of misconduct and misbehaviour in support of articles of charge is enclosed at Annexure II. A list of documents by which and a list of witnesses by whom the articles of charge are proposed to be sustained are also enclosed (Annexures III & IV).
2. Smt.Sherly George (Employee No.138910) is directed to submit within 10 Days of the receipt of the memorandum, a written statement of her defence and also to state whether she desires to be heard in person.
3. She is informed that an inquiry will be held in respect of the articles of charge, which are not admitted. She should therefore, specifically admit or deny each of the Article of Charge.
4. Smt.Sherly George (Employee No.138910) 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 before the inquiring authority or otherwise fails or refuses to comply with the provisions of Regulation 14 & para 3 of Third Schedule of the Employees' State Insurance Corporation (Staff & Conditions of service) Regulations, 2023(as amended) or the orders/directions issued in pursuance of the said Regulations, the inquiring authority may hold the inquiry against her, ex-parte.
- 5.Attention of Smt. Sherly George, Dresser (Employee No138910) is invited to Rule 20 of the Central Civil Service (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 of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt within these proceedings, it will be presumed that Smt. Sherly George, Dresser(Employee No.138910), is aware of such a representation and that it has been made at her instance and action will be taken against her for violation of Rule 20 of the CCS (Conduct)Rules, 1964 which are applicable to ESIC employees by virtue of Regulation 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.


Medical Superintendent
ESICH, Ezhukone
क.रा.बी.नि. अस्पताल, एझुकुने
ESIC HOSPITAL, EZHUKONE

To

1. Smt.Sherly George, Dresser (Employee No.138910), ESIC Hospital,Ezhukone,Kollam
2. Smt.Sherly George W/o Liju Babu,Palamonkonath Veedu,Elamadu PO,Ayur,Kollam-691533 Kollam.
3. Smt.Sherly George W/o Liju Babu, Shaji Mandiram,Pazhayan, East Kallada PO, Kollam-691502 through mail id lijubabu79@yahoo.com, "sherly.george@esic.nic.in"

Copy to:

- 1.The Vigilance Inspection Unit (VIU), South Zone, ESIC, Regional Office, 143, Sterling Road, Nungambakkam, Chennai, Tamil Nadu-600034
- 2.The Regional Director, Regional Office, ESIC, Thrissur.
3. Guard file/ Personal File.


Medical Superintendent
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ANNEXURE-I

STATEMENT OF ARTICLE OF CHARGE FRAMED AGAINST SMT.SHERLY GEORGE,
DRESSOR, ESIC HOSPITAL, EZHUKONE, KOLLAM, KERALA.

ARTICLE OF CHARGE -I

Smt. Sherly George (Employee No.138910), ESIC Hospital, Ezhukone committed misconduct in as much as she absented herself unauthorizedly from work with effect from 10.02.2020 to till date despite repeated communication sent to her by the Competent Authority and thereby violated the Rule 7 of CCS(Leave) Rules, 1972.

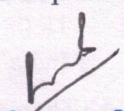
By the aforesaid act, the said Smt.Sherly George has exhibited lack of integrity, lack of devotion to duty and a conduct unbecoming of an ESI Corporation employee and thereby, violated Proviso FR11, FR17(1), FR17(A), Rule 25 of the CCS (Leave) Rules 1972, Rule 32(6) of the CCS (Leave) Rules 1972, Rule 3(1)(i), 3(1)(ii) and 3(1)(iii) of the CCS (Conduct) Rules, 1964 read with Regulation 23 of ESIC (Staff and Condition of service) Regulation, 2023(as amended).

ARTICLE OF CHARGE -II

Smt.Sherly George (Employee No.138910), ESIC Hospital, Ezhukone, Kollam Committed misconduct in as much as, she visited the foreign country Canada during the period of her unauthorized absence without prior approval of the Competent Authority and without obtaining NOC to visit foreign country, i.e Canada.

By the aforesaid act, the said Smt.Sherly George (Employee No.138910) has exhibited lack devotion to duty and a conduct unbecoming of a corporation employee and thereby, violated Proviso FR11, FR17(1), FR17(A), Rule 25 of the CCS (Leave) Rules 1972, Rule 32(6) of the CCS (Leave) Rules 1972, Rule 3(1)(i), Rule 3(1)(ii) and (iii) of the CCS (Conduct) Rules, 1964 read with Regulation 23 of ESIC (Staff and Condition of service) Regulation, 2023(as amended) and the violation of FR SR Leave Rules. Also, the failure of submission of explanation/reasons for unauthorized absence in time, despite issuance of various letters from ESIC, Ezhukone amount to "Willful insubordination/disobedience" as per GID (23) under Rule 3 of CCS(Conduct) Rules, 1964.

Medical Superintendent


चिकित्सा अधीक्षक
Medical Superintendent
क.रा.बी.नि. अस्पताल, एजुकुने
ESIC HOSPITAL, EZHUKONE

ANNEXURE II

STATEMENT OF IMPUTATION OF MISCONDUCT OR MISBEHAVIOUR FRAMED
SMT.SHERLY GEORGE, DRESSOR, ESICH, EZHUKONE.

1. Smt. Sherly Goerge, Dresser (Employee No.138910), ESIC Hospital, Ezhukone is on unauthorized absence from her duties since 10.02.2020 to till date and during her absent period she visited Canada without obtaining permission/NOC from the Competent Authority, this office had directed the official to join duty within 5 days vide memorandum dated 27.02.2020. This Memorandum was acknowledged by her husband Sri.Liju Babu. But the official did not comply with the directions of the Memorandum and opted to remain absent continuously.
2. This office sent another Memorandum of even number dated 17.03.2020 through the Registered post with A/D to the residential address of the official at Palamon Konath Veedu, Elamadu PO, Ayur, Kollam 691533 directing her to report for duty within 7 days from the date of that communication. This memorandum was received by her husband Sri.Liju Babu on 17.08.2020, whereas, the official did not comply with the directions of the Memorandum and failed to report for duty till date. However, this office had received a mail dated 17.08.2020 from Smt.Sherly George from mail id lijubabu79@yahoo.com stating that she was in Canada with her husband who is working there and was forced to stay at Canada due to the non-availability of international flights to reach India due to the prevailing Covid Pandemic situations. She also stated that she was pregnant second time after 11 years and due to some serious abnormalities and health issues associated with pregnancy, she was forced to reach Canada and staying with her husband and she was unauthorized absence from duty from 10.02.2020 to till date without any sanction of leave from the competent authority and has neither joined duty nor complied with the directions of the Memorandum dated 17.03.2020.
3. WHEREAS, a third memorandum of even number dated 18.08.2020 was issued to Smt.Sherly George through Post vide Registered with A/D to the residential address of the official at Palamon Konath Veedu, Elamadu PO, Ayur, Kollam-691533. It was also sent through E-mail address 'lijubabu79@yahoo.com' of her husband Sr.Liju Babu through which the official had communicated earlier to this office, directing her to report for duty immediately and also to explain reasons for her misconduct of unauthorized absence from duty from 10.02.2020 to till date and for not complying with the directions contained in those Memorandum letters dated 27.02.2020 and 17.03.2020 and also for leaving India to a foreign country Canada without prior approval of the Competent Authority. Whereas this memorandum dated 18.08.2020 was also returned by the postal authorities with the remarks "Addressee outside India".
4. Then a Showcase Notice dated 28.02.2024 was issued to Smt.Sherly George, Dresser by the Medical Superintendent, ESIC Hospital, Ezhukone through Registered Post with A/D to the residential address Palamon Konath Veedu, Elamadu PO, Ayur, Kollam-691533 of the official Smt.Sherly George and through E-mail address 'lijubabu79@yahoo.com' of her husband

Sri.Liju Babu on 29.02.2024 through which the official had communicated earlier to this office, directing her to submit her explanation of her misconduct of unauthorized absence from duty with effect from 10.02.2020. She has not responded to the above mail sent on 29.02.2024 from this Hospital. Also, the registered cover addressed to Smt.Sherly George, Dresser, Palamon Konath Veedu, Elamadu PO, Ayur is returned back with remark "Addressee Left".Further, a Charge Sheet dated 08.05.2024 was issued to Smt.Sherly George through Registered Post with A/D to the residential address and through e-mail address 'lijubabu79@yahoo.com' of her husband Sri.Liju Babu on 14.05.2024 through which the official had communicated earlier to this office. Even though the postal department vide letter dated 15.10.2024 has confirmed that the letter 08.05.2024 addressed to Palamon Konath veedu,Elamadu PO, Ayur,Kollam-691533 vide sent through registered post was delivered to the addressee at Elamadu BO on 22.05.2024, the official has neither joined back the duty nor submitted any written explanation in this regard.

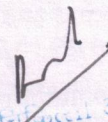
5. However, this office had again sent the same charge sheet dated 23.10.2024 to Smt.Sherly George,Dressor through the registered post with the AD card and it was seen from the postal website that the item was delivered to the addressee on 01.11.2024 by Elamadu BO/Post Office.Also, this office had received the AD card regarding the delivery of the item. Eventhen, the official has not joined back the duty.
6. Further,Smt.Jalajakumary R,Assistant Nursing Officer,ESIC Hospital,Ezhukone vide her report dated 28.11.2024 has reported that one Dresser named Mrs.Sherly George was on Earned Leave from 12.09.2019 to 29.01.2020 and was joined for duty on 30.01.2020 after the expiry of the Earned Leave. Then she continued for duty upto 08.02.2020 and a weekly off was granted on 09.02.2020 and was not reported for duty from 10.02.2020 onwards.
7. In view of the above unauthorized absence and failure to rejoin duties as ordered, an employee of ESIC,Smt.Sherly George has acted in contravention of the provisions to CCS (Conduct) Rules,1964 read with ESIC Staff and Conditions and Service Regulations 2023 and violated the relevant provisions of CCS (Leave) Rules. By the above acts, Smt.Sherly George, Dresser had violated the CCS(Conduct) Rules and CCS (Leave) Rules which was unbecoming of an employee of the ESIC. Therefore, it was decided to proceed against Smt.Sherly George, Dresser departmentally.
8. Further, Smt.Sherly George, Dresser has also visited the Foreign Country (Canada) without prior sanction and obtaining NOC from the Competent Authority during her unauthorized absence period and made a misconduct in violation of DoPT instruction No.11013/7/2004-Estt.A dated 05.10.2004.
9. Thus, by committing the above said misconducts, Smt.Sherly George,Dressor had 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 Smt.Sherly George are thus construed as a conduct unbecoming of a Corporation Employee and also in deference of Rule 7 of CCS (Leave) Rules, 1972.


चिकित्सा अधीक्षक
Medical Superintendent
ए. ज. पी. नि. अस्पताल, एजुकोन
ESIC HOSPITAL, EZHUKONE

ANNEXURE III

LIST OF DOCUMENTS BY WHICH THE ARTICLES OF CHARGE FRAMED AGAINST SMT.SHERLY GEORGE, DRESSER, ESIC HOSPITAL, EZHUKONE.

1. Letter dated 24.02.2020 addressed to Medical Superintendent by the sister -in-charge, Female Ward I, ESIC Hospital, Ezhukone.
2. Memo dated 27.02.2020 addressed to Smt.Sherly George, Dresser.
3. Memo dated 17.03.2020 addressed to Smt.Sherly George, Dresser.
4. Mail received from the mail id lijubabu79@yahoo.com dated 17.08.2020
5. Memo dated 18.08.2020 addressed to Smt.Sherly George, Dresser
6. The envelope enclosed with memorandum No.545/A/20/11/CHE/16(Admn) (160) dated 18.08.2020 was returned back with remark "Addressee outside India "
7. SCN dated 28.02.2024 addressed to Smt.Sherly George,Dresser
8. The envelope enclosed with SCN No.545/A/20/11/CHE/16(Admn) (160) dated 28.02.2024 was returned back with remark "Addressee Left"
9. Charge sheet dated 08.05.2024 addressed to Smt. Sherly George,Dresser.
10. Letter to Postal department dated 09.09.2024 addressed to Senior Superintendent, Postal Department,Kollam.
11. Letter received from postal department dated 15.10.2024 addressed to Sri.Hareesh Kumar A, Assistant Director, ESICH,Ezhukone.
12. Delivery status of the registered letter enclosed with charge sheet No.545/A/20/11/CHE/16/Admn(160) dated 08.05.2024 received from office of the Senior Superintendent of Post Office,Kollam Division dated 15.10.2024..
13. Report of the ANS, ESICH, Ezhukone dated 28.11.2024 addressed to Medical Superintendent, ESICH,Ezhukone.
14. Copies of the attendance register for the period from 01.02.2020 to 29.02.2020.

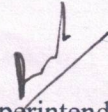

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ANNEXURE IV

LIST OF WITNESS

1. Jalajakumary R, ANS, ESICH, Ezhukone.
2. Smitha SS, SNO, ESICH, Ezhukone.
3. Anitha Kumari, SNO, ESICH, Ezhukone.
4. Sabitha A P, SNO, ESICH, Ezhukone.
5. Vasantha R, Nursing Orderly, ESICH, Ezhukone.
6. Smt. Remya S, UDC, ESIC Hospital, Ezhukone.


Medical Superintendent.

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