



क.रा.बी.नि.
E.S.I.C.

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



मुख्यालय/ Headquarters
पंचदीप भवन, सीमार्ग, जी.आई., नई दिल्ली
Panchdeep Bhawan, CIG Marg,
New Delhi- 110002

No. C-14/13/10/2023-Vig.

Dated: 09/06/2025

ORDER

Whereas disciplinary proceedings under major penalty procedure were initiated against Smt. Sarada Kedaginamane, Nursing Officer vide Memorandum of Charge dated 05/07/2023 for the following misconduct:

Article of Charge

Smt. Sarada Kedaginamane, Nursing Officer, ESIC, Hospital, Peenya while posted and working as Nursing Officer at ESIC Hospital, Peenya has committed misconduct in as much as she in gross violation of Rule 25 of CCS (Leave) Rules, 1972 absented herself unauthorizedly with effect from 05.04.2022 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 05/07/2023 was forwarded to Medical Superintendent (MS), ESIC Hospital, Peenya vide letter dated 07/07/2023 with the request to hand over the same to Smt. Sarada Kedaginamane (hereinafter referred to as the Charged Officer).
3. And whereas, Deputy Director (Admin), ESIC Hospital, Peenya vide letter dated 01/08/2023 informed that Memorandum of Charge could not be delivered to the Charged Officer inspite of attempts to delivered it by post, email and in person.
4. And whereas, in accordance with Para 26 of Chapter 12 of the Handbook for Inquiry Officers and Disciplinary Authorities published by the DoPT in 2013, the Medical Superintendent (MS), ESIC Hospital, Peenya was requested vide this office email dated 27/03/2025 to take necessary action.
5. And whereas, in view of above, the Deputy Director (Admin), ESIC Hospital, Peenya submitted an Action Taken Report vide letter dated 17/04/2025 as under:
 - a) Notice was published in Kannada, English and Hindi Newspapers on 29/03/2025.
 - b) The Memorandum of Charge was uploaded on the website of the hospital under Console no. 20379/2025 on 27.03.2025.
 - c) A copy of Charge Sheet was sent to official email address of Smt. Sarada Kedaginamane on 28/03/2025.
 - d) A copy of the notice dated 28/03/2025 was pasted in the notice board of the ESIC Hospital, Peenya.
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.

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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. Sarada Kedaginamane, Nursing Officer.

A Singh

(Ashok Kumar Singh)
Director General

To

Smt. Sarada Kedaginamane (Employee ID 165744)
Nursing Officer, E.S.I.C. Hospital, Peenya
(Through Medical Superintendent, ESIC Hospital, Peenya)