

(iii) Extra ordinary leave in respect of Mrs. Kalpana Das, Lecturer, Public Administration, NEHU, Mizoram Campus.

Mrs. Kalpana Das was appointed as Lecturer in the department of Public Administration, Mizoram Campus, w.e.f. 8.10.93. She was granted 15 days EL w.e.f. 3rd to 17th July, '97 and 15 days HPL w.e.f. 18.7.97 to 1.8.97 on private ground, followed with an extension of another 6 days HPL on medical ground w.e.f. 2nd to 7th Aug, '97 by the PVC, Mizoram Campus.

Further EOL extension was granted on medical ground for 238 days w.e.f. 8.8.97 to 2.4.98. In the meantime, Mrs. Das informed vide Letter dated 19.3.98 (Annexure I) that she has registered herself for her Ph. D under Punjab University w.e.f. 16.4.94 and requested extension of EOL w.e.f. 3.4.98 to 1.5.99, but neither her application for Ph. D Registration was routed through proper channel nor any permission was sought for, thereby violating the provision of the GOI rules GID(4)Rule (3) being followed in absence of provision in the ordinance, besides having mis-utilised the EOL sanctioned on medical ground w.e.f. 2.8.97 to 2.4.98. She was directed to explain as to why action should not be contemplated in violation of Cl.8(ii) of OE-6 of NEHU Ordinance of her failure to resume duties on expiry of the sanctioned leave and her service be terminated (Annexure II). She however, stated vide letter dated 1.2.99 (Annexure III) that she has a major Gynaecological surgery and requested leave on medical ground for a period of 1 year and would join duties as soon as possible after recovery from her present illness. As regards Ph. D programme she informed that if not accepted, to treat the matter as closed. The explanation was not accepted and the University requested the DHS, Firozpur to constitute a medical Board as per provision of Ordinance Cl.F.19(7) of OE-6. The report was received from the Civil Surgeon, Firozpur (Annexure IV) where the Civil Surgeon vide letter Mo.Medical/1000/25 dated 7.3.2000 (Annexure V) reported that as per record produced by Mrs. Das, she had been operated for Post PANHYSTERECTOMY EFFECTS OF and that Mrs. Das is fit to resume her duty with immediate effect. In spite of the report and commitment from her side to resume her duties at Mizoram Campus and also issue of several reminders, Mrs. Das has failed to

No.F.96-204/E-II/93-184.

*Terminated and her
post deemed to have been
vacated if a proper
order has been issued.*

rejoin her duties. The HOD in his letter dated 12.7.2000 addressed to the PVC (Annexure VI) has expressed his difficulties to carry out of its academic programme for want of regular teacher and the prolong absence of Mrs. Das has further aggravated serious academic harm to the department and has requested that she be asked to join the deptt. or the University take prompt and appropriate action, keeping in view of the academic interests of the deptt. She has also enclosed a medical certificate dated 20.6.2000 (Annexure VII) where Dr. H. Singh MS, has advised rest for a period of 6 months. As the certificate of Dr. H. Singh contradicts the medical certificate given by the Civil Surgeon, Firozpur, UP, the University finally gave an ultimatum to Mrs. Das to join on or before 25.9.2000, but Mrs. Das has informed vide telegram (Annexure VIII) that she is still not well and requested leave till 25.11.2000. From her letter dated 28.6.2000 which was addressed to the HOD, Bub. Admn (MC) she has signed the letter as Dr. Kalpana Das which clearly appears that she has obtained Ph.D.

Under the circumstances, it transpires that Mrs. Das has been deliberately extending her leave but in her interest for pursuing Ph.D programme and has misled the office for applying extension of EOL on medical ground inspite of the medical Board opinion that she is fit to resume duty immediately. Her action has violated the provision of Cl.5(I) of OE-5 besides Cl.19*10) of OE-6 for having remained absent without leave or after the expiry of the leave granted upto 2.4.98. Willful absence from duty is treated as misconduct and may attract action under Statute 27 (2).

The matter is placed before the FC for a decision.

Handwritten notes:
 The matter has been referred to the FC for a decision.
 The matter is placed before the FC for a decision.
 The matter is placed before the FC for a decision.

C O P Y

ANNEXURE : I

From :

Mrs. Kalpana Das
C/O Col. Dr. A.P. Mohanty
159 General Hospital
C/O 56 A.P.O.

To,

The Pro Vice Chancellor
NEHU, Mizoram Campus
Aizawl.

March 19, 1998

(Through Proper Channel)

Sub: Request for Extra-ordinary Leave.

Sir,

1. Respectfully I beg to state that I have been working as a lecturer in the Deptt. of Public Administration since Mar 1989 and have been confirmed w.e.f. Oct, 1993. I have registered myself for my Ph.D under Punjab University w.e.f. 16th Apr 1994. The research work is in progress and I have to consult my guides at Chandigarh and New Delhi. A copy of Ph.D registration is attached.
2. I will be grateful if I am allowed to avail EOL w.e.f. 3rd Apr 1998 to 1st May 1999.

Thanking you Sir,

Yours truly,

Sd/-

Mrs. Kalpana Das, Lecturer
Deptt. of Public Admn, NEHU
Mizoram Campus, Aizawl.

Forwarded :

Sd/- & Seal

Head,
Deptt. of Public Administration
NEHU, Mizoram Campus, Aizawl.

Deputy Registrar (Estt-II)

The Pro Vice-Chancellor, Mizoram Campus, Aizawl.

Deputy Registrar, Mizoram Campus.

Deputy Registrar (Estt-II)

C O P YANNEXURE : II

No.F.96-204/Estt-II/98-111

Dated 6th Jan, 1999.

To,

Smti. Kalpana Das,
C/O Col. A.P. Mohanty,
Classified Specialist in Medicine,
C/O 56 A.P.O.

Sub:- E.O.L. in respect of Smti. K. Das.

Madam,

With reference to your letter dt. 26.9.98 on the subject cited above, I am to inform you that you had been sanctioned EOL on medical ground w.e.f. 8.8.97 to 2.4.98. But, instead of resuming your duties after expiry of the above leave you have requested for extension of EOL for pursuing research work. It is further observed that you had registered your self for Ph.D programme in May 1995 in Punjab University without having the application being routed through proper channel nor prior permission was sought for. Your action has violated the relevant ordinance of the service condition in respect of teachers, besides also having mis-utilised the EOL sanctioned w.e.f. 8.8.97 to 2.4.98.

In view of the above, you are directed to explain as to why action should not be contemplated in violation of Cl. 8(ii) of OE-6 of NEHU Ordinance of your failure to resume your duties on expiry of the leave sanctioned and your service be terminated.

You are therefore directed to resume your duties immediately with an explanation within 15 days of receipt of this letter, or the matter will be decided exparte.

Yours faithfully,

Sd/-

Deputy Registrar (Estt-II)

Copy to:-

1. The Pro.Vice-Chancellor, Mizoram Campus, Aizawl.
2. Deputy Registrar, Mizoram Campus.

Deputy Registrar (Estt-II)

6:3:3(5)

C O P Y

ANNEXURE : III

Mrs. Kalpana Das,
C/O Col. A.P. Mahanty
Classified Specialist In Medicine
159 general Hospital,
C/O 56 A.P.O

Date 1.2.99

To,

The Deputy Registrar,
Establishment II
North Eastern Hill University
Shillong.

Sub:- EXTRA ORDINARY LEAVE.

Sir,

1. Ref to your letter No. F.96-204/Estt-II/98-III dated 6.1.99, Registered on 27 Jan 99 and received by me on 31.1.99.
2. I have been granted EOL on medical grounds with effect from 8.8.97 to 2.4.98 due to my illness. I had a major Gynaecological surgery following which I am not keeping well and have severe backache. I am not able to walk properly and advised rest, and advised to avoid walking up and steps and stairs and in hilly region. A Medical certificate to that effect has been sent by me in 20.12.97 to NEHU Campus, Mizoram. A copy of same alongwith the necessary medical certificate is sent to you for your information.
3. It is learnt from your letter that my application for Ph.D programme is not accepted at your end. The same matter may be considered to be closed at your side.
4. I will join my duties as early as possible after my recovery from the present illness.

S/-

Mrs. Kalpana Das

Copy to:+

1. Pro. Vice-Chancellor, NEHU, Mizoram Campus, Aizawl.
2. Head, department of Public Admn. Mizoram Campus, Aizawl.

6:3:3(6)

C O P Y

ANNEXURE : IV

No.F.96-204/Estt-II/98/1437

Dated__17.1.2000

To,

The Civil Surgeon,
Ferozepur,
Pubjab - 152001

Sub:- Medical leave in respect of Mrs. Kalpana Das.

Sir,

With reference to the subject cited above, I am to inform you that one teacher, Mrs. Kalpana Das, Lecturer of this University has stated to be suffering from "Post Panhysterec-tomy Effects Of" as per medical certificate submitted by her, and has availed/applied leave on medical ground w.e.f. 2.8.97 and extended from time to time till date.

In this connection, I am to request you to kindly arrange a Medical Board and to sent the medical report to this University to enable this office to examine her applied leave for necessary action.

If any expenditure is necessary to be paid as sit-ting fee to the members of the Medical Board, the amount may be intimated to the Undersigned for necessary payment. In case if any documents is required you may kindly contact the Under-signed to furnish the same.

Yours faithfully,

Sd/-

Deputy Registrar (Estt-II)

Copy to:-

Mrs. Kalpana Das, NP-3, Hospital Park, Ferozepur Cantt -- 152001. She is directed to appear before the medical Board of the Civil Surgeon, Ferozepur, Punjab, on the dates fixed by the Civil Surgeon, Ferozepur. This refers to this office letter of even No. 126) dated 12.11.99.

6:3:3(7)

C O P Y

ANNEXURE : VI

ANNEXURE : V

No. Medical/00/35

Dated 7.3.2000

From

The Civil Surgeon, Firozpur.

To,

The Deputy Registrar (Estt-II)
NEHU, Shillong.
Meghalaya.

Sub:-

Medical leave in respect of Mrs. Kalpana Das,
Lecturer. Medical Examination thereof.

Please refer to your letter No.F. 96-204/Estt-II/
98/1437 dated 17.1.2000.

In this regard, Smti. Kalpana Das Lecturer appeared
before the Medical Board on 11.2.2000, which was constituted
by the Undersigned. As per record produced by her, she has been
operated for PAN HYSTERECTOMY.

The Medical Board has reported that Mrs. Kalpana
Das, Lecturer is fit to resume her duty with immediate effect.

Sd/-

Kalpana Das

Sd/-

Civil Surgeon, Firozpur.

L.H. Saito

Deputy Registrar

6:3:3(8)
C O P Y

ANNEXURE : VI

To,

The Registrar,
NEHU, Shillong.

Sub:- EOL and change of address in r/o Mrs. Kalpana Das
Lecturer, deptt. of Pub. Admn, Mizoram Campus.

Sir,

I am directed to forward herewith the letter No. MC(PA)/W-14/KD/93 dated 12.7.2000 of the Head, deptt. of Pub-Admn, NEHU, (MC) Aizawl alongwith the letter dt. 28.6.2000 of Mrs. Kalpana Das, Lecturer deptt. of Pub. Admn, of this Campus on the above cited subject alongwith her medical certificate for favour of necessary action.

Herein it may please be noted that the last leave application received from Mrs. Kalpana Das was for the period w.e.f. 3.4.99 to 3.12.99 which was forwarded to you vide letter of even No. 4177-79 dt. 21.9.99.

The contents of the letter of Head of the concerned deptt. may please be referred to please.

Yours faithfully,

Sd/-

L.H. Sailo

Enclo: a.a. (4 Sheets)

Deputy Registrar

Copy to:-

1. The Head, deptt. of Pub. Admn., NEHU (MC) Aizawl for information with reference to his letter stated above.
2. Mrs. Kalpana Das, Lecturer, Flat No. A-309, Krishna Tower, Nayapalli - 751012, Bhubaneswar for information with reference to her letter mentioned above.

L.H. Sailo

Deputy Registrar

6:3:3(9)

C O P Y

ENCLOSURE OF ANNEXURE: VI

Dr. C. Lalkima,
Head, deptt. of Pub. Admn.

No. MC/PA/W-14/KD/93
Dated Aizawl, 12.7.2000

To,

The Pro.Vice-Chancellor,
NEHU, Mizoram Campus, Aizawl.

Sir,

I am herewith enclosing an application of June 28, 2000 alongwith a medical certificate of Dr. (Mrs) Kalpana Das, Lecturer in the deptt., presently residing in Flat No. A-309, Krishna Tower, Nayapalli, Bhubaneshwar, 751012, who is asking an EOL on medical ground without mentioning any specific time/period. It is obvious that she wants to linger on her absence from the deptt. on different problems from time to time and is not likely to join the deptt. in the near future and thereby causing a serious academic harm to the deptt. The deptt. as you know, has been facing serious problems in the carrying out of its academic programmes smoothly for want of regular teachers. Briefly, I want to convey to you that she has been away from the deptt. since August '97 till date. The existing Leave Rules of the University do not permit such continuous absence at the cost of academic deptt, where the academic programmes are time bound and to be completed in a stipulated time. The University should take note of such confronting problem as far as possible in the larger academic interests.

She was absent from this deptt. to carry out her Ph.D Research works and I am glad that she has been awarded Ph.D degree now, enhancing the academic prestige of the deptt. After Ph.D degree, it becomes an obligation on her part to join the deptt. she often writes to us to join the deptt. but till date she has not joined the deptt.

To convey all these to you is for your kind information and to request the Authority to ask her to join the deptt. as per the University rules. If she still fails to do so, the University should take prompt and appropriate action. Keeping in view the larger academic interests of this growing department. The deptt. needs her immediate presence in the ensuing semester. The University Authority should find out solution to the problem faced by this deptt. In view of the need of the incumbent presence in the deptt. vigorous effort may please be made at an early date please.

Positive action is solicited.

Yours faithfully,
Sd/-

Enclo: application supported by
Medical Certificate enclosed for necessary action.

Dr. C. Lalkime

GURU RAM DASS HOSPITAL

Outside Zira Gate, Ferozepur City (PUNJAB) - 152002.
Tel: (H) 22755 (R) 21555

Dr. Harbinder Singh, M.S.
Consultant Surgeon & Endoscopist

20.6.2000

MEDICAL CERTIFICATE

This is to certify that Mrs. Kalpana Das
Aged 42 years is suffering from Low Backache due to
PROLAPSE OF INTERVERTEBAL DISC and was under my treat-
ment w.e.f. 4.3.2000. She is advised rest for a period
of six months.

Sd/-

Dr. Kalpana Das

Sd/-

Dr. Harbinder

She was absent from this dept. to carry out her Ph.D. Re-
search work and I am glad that she has been awarded Ph.D. degree
now, enhancing the academic prestige of the dept. After Ph.D.
degree, it becomes an obligation on her part to join the dept. she
often writes to us to join the dept., but till date she has not
joined the dept.

To convey all these to you for your kind information
and to request the Authority to ask her to join the dept. as per
the University rules. If she still fails to do so, the University
should take prompt and appropriate action. Keeping in view the lar-
ger academic interests of this growing department. The dept. needs
her immediate presence in the ensuing semester. The University
Authority should find out solution to the problem faced by this
dept. in view of the need of the department presence in the dept.
Various effort may please be made at an early date please.

Positive action is solicited.

Yours faithfully,
Dr. C. Lalit

Enclosed application supported by
Medical Certificate en-
closed for necessary action.

6:3:3(11)

C O P Y

ANNEXURE : VIII

Z C Z C ESECCCOO*4 BBB ESHSHA EZ
O 1229 R 24 BHUBANESHWAR NC 24 29

DEPUTY REGISTRAR (EST II)
NORTH EASTERN HILL UNIVERSITY
SHILLONG- 793022

REFER TELEGRM 22ND SEPT STILL NOT WELL MEDICAL CERTIFICATE
FORWARDED REQUEST LEAVE TILL 25TH +=25TH NOVEMBER

KALPANA DAS
COL DEPUTY SH 793022 22ND 25TH

OPUBNB0061 OBNMSS0090 MBYMSS0723 WCAMSS0353 ESHMSS0015

- (iii) Extra Ordinary Leave in respect of Mrs. Kalpana Das, Lecturer, Public Administration, NEHU, Mizoram Campus.

EC:108:2000:6:3:(iii): The Council considered the un-authorised absence of Ms. Kalpana Das, Lecturer in Public Administration and RESOLVED that the post held by her may be deemed to have been vacated w.e.f. the date of her un-authorised absence.

- (iv) Lien case of Prof.. VK Kumar, Department of Commerce.

EC:108:2000:6:3:(iv): The Council considered the extension of lien to Prof. VK Kumar for the period 22.8.2000 to 28.9.2000 and RESOLVED to approve the same.

- (v) Appointment of Prof. AL Verma as Director, NERIST, on standard deputation terms and condition and his release on lien.

EC:108:2000:6:3:(v): The Council considered the release of Prof. AL Verma on deputation to enable him to take up the assignment of Director, NERIST and RESOLVED to approve the same.

- (vi) Study leave of Shri K. Laldailova, Lecturer, PUC, Aizawl, Mizoram.

EC:108:2000:6:3:(vi): The Council considered the grant of study leave to Shri K. Laldailova, Lecturer in PUC for a period of one year and RESOLVED to approve the same.

- (vii) Extension of deputation in respect of Dr. Sapu Changkhija Scientific Officer, RSIC.

EC:108:2000:6:3:(vii): The Council considered the extension of deputation in respect of Dr. Sapu Changkhija, Scientific Officer, RSIC for a period of three months w.e.f. 13.8.2000 and RESOLVED to approve the same.