



2024

Website: ouat.ac.in
Email: registrarouat@gmail.com
0674-2397818/919, Fax-0674-2397424

ଓଡ଼ିଶା କୃଷି ଓ ବୈଷୟିକ ବିଶ୍ୱବିଦ୍ୟାଳୟ, ଭୁବନେଶ୍ୱର, ଓଡ଼ିଶା

Odisha UNIVERSITY OF AGRICULTURE & TECHNOLOGY
Bhubaneswar-751003, Odisha

No. E-II-IV-28/2006(Pt/

3381

/UAT,

Dated. 06.03.2024

2ND SHOW CAUSE NOTICE

Whereas one disciplinary proceeding was initiated against Mrs. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK, Keonjhar under transfer to KVK, Nabarangpur vide office Memorandum No.9208/UAT, dt. 08.06.2023 on the following charges.

1. Negligence in duty
2. Misconduct
3. Disobedience of the orders of higher authorities.

In the said office Memo the Delinquent Officer Mrs. Badu was directed to submit her written statement of defense within 30 (Thirty) days from the date of receipt of the Memo and also to state if she desires to heard in person. But the D.O. neither submitted her written statement of defense nor she responded the above office letter which was served on her in her address of correspondence as available in office records.

Since the actual address of the D.O. Mrs. Badu could not be traced out, the above disciplinary proceeding was uploaded in the OUAT Website. The notice was published in the Daily Odia News Paper "The Sambad" and "The Samaj" on dt. 26.09.2023 to furnish show cause reply relating to the above disciplinary proceeding.

As the date line has passed and the written statement of defence or any response from the D.O. was not received in the matter, it was required to take follow up action as per provisions of Rules under OCS (CC&A) Rules, 1962, Rule-72 of O.S.C and OUAT Statutes,1989 (Conditions of service) against the Delinquent Officer Mrs. Badu.



The disciplinary proceeding was dully enquired by the I.O. being appointed as per provision under Rule. The I.O. submitted her enquiry report on dt. 12.02.2024 alongwith her observations. Since the D.O. Mrs. Badu did not attend the enquiry in spite of giving her all reasonable opportunity, the enquiry was conducted as exparte as per provision of Rule-20 of OCS (CC&A) Rules, 1962. In the said enquiry report the I.O. found the D.O. Mrs. Badu guilty of the charges and suggested for major penalties.

Now therefore, the disciplinary Authority has proposed to inflict the following penalties

1. She is to be removed from the OUAT service,
2. Her unauthorized period of absence is to be treated as no work no pay.

So this 2nd show cause notice is being issued to Mrs. Badu as to why the above punishments will not be awarded against her after being found guilty of the charge framed against her. She is directed to submit her explanation within 15 (fifteen) days from the date of receipt of the order. She may also write if she desires to be heard in person against the above punishment. If no information is received from Mrs. Badu within the scheduled period then it shall be presumed that she has no explanation to offer and action as deemed proper shall be taken against her.


VICE-CHANCELLOR

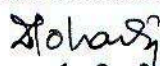
Memo No. 3382 /UAT, Dt. 06.03.2024

Copy alongwith copy of the enquiry report of I.O. dt. 12.02.2024 forwarded to the Director, PME, OUAT, Bhubaneswar with a request to upload the 2nd Show Cause Notice issued against Mrs. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK, Keonjhar under transfer to KVK Nabarangpur with the enquiry report in the OUAT Website for information of Mrs. Badu.


4.3.24
REGISTRAR

Memo No. 3383 /UAT, Dt. 06.03.2024

Copy forwarded to the Dean, Extension Education, OUAT, Bhubaneswar/ Senior Scientist & Head, KVK, Keonjhar /KVK, Nabarangpur for information and necessary action.


4.3.24
REGISTRAR

Inquiry report on the disciplinary proceeding drawn against of
Ms. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK,
Keonjhar vide office Memo No.9208/UAT, dtd. 08.06.2023

In pursuance of this office order No. 20244/UAT dated 14.11.2023, Asst. Registrar (Estt), OUAT was appointed as Inquiry Officer to enquire into the disciplinary proceedings framed against Mrs. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK, Keonjhar as per disciplinary proceedings drawn up against her vide office Memo No.9208/UAT, dtd. 08.06.2023. Accordingly the date of inquiry was fixed on 27.12.2023 at 11.00 AM in the Chamber of A.R (Estt), OUAT, Bhubaneswar. All concerned i.e. Delinquent Officer Snigdharani Badu, Section Officer, O/O DEE (Marshalling Officer) & SS& H, KVK, Keonjhar were informed vide letter 21967/UAT dated 13.12.2023 to present for such enquiry. On the scheduled date and time Dr Lipsa Das, Scientist (Agril. Sc), KVK, Keonjhar on behalf of SS&H, KVK, Keonjhar & Section Officer, O/O DEE, OUAT (Marshalling Officer) were present except the Delinquent Officer Snigdharani Badu,

• **Gist of the Proceeding**

Ms. Snigdharani Badu was appointed as Programme Asst. (Computer) on contractual basis in KVK, Keonjhar vide O.O. No.29915/UAT, Dtd.02.07.2005 of the Registrar, OUAT and she joined as such in KVK, Keonjhar on 12.07.2005. She remained continuously absent, applying leave in phased manner in different time. She was transferred to KVK, Nabarangapur and relieved on 03.07.2014 (FN) with pending handing over charges to join as such at KVK, Nabarangapur but since then she was absent. Therefore a disciplinary proceeding was drawn against Mrs. Snigdharani Badu vide office Memo No.9208/UAT, dtd. 08.06.2023 on the following charges

- I) Negligence in duty
 - (i) Misconduct
 - (ii) Disobedience of the orders of higher authorities.


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- **Observation**


1. It is revealed from the relevant records that Ms. Snigdharani Badu was appointed as Programme Asst. (Computer) on contractual basis in KVK, Keonjhar vide O.O. No.29915/UAT, Dtd.02.07.2005 of the Registrar, OUAT and she joined as such in KVK, Keonjhar on 12.07.2005. Her periodical terms of engagement were extended up to 12.07.2009. In pursuance of the Resolution No.3571, Dtd.12.11.2009 of the Board of Management and O.O. No.E-II-IV-01/2009-68471/UAT, Dtd.02.12.2009 of the Registrar, OUAT, she continued as such without any yearly extension. In pursuance of O.O. No.E-II-IV-01/2009-63648/UAT, dtd.28.12.2010 of the Registrar, OUAT. Ms. Snigdharani Badu was treated as regular w.e.f.12.07.2005.

It is ascertained that, the Delinquent Officer, Smt. Badu was in the habit of taking leave frequently from the year 2008. She remained continuously absent since 17.10.2011 to 08.07.2013 applying leave in phased manner. The Programme Coordinator, KVK, Keonjhar vide letter No. 329/KVK dated 31.07.2012 and No. 551/KVK dated 09.11.2012 called upon to the Delinquent Officer, Mrs Badu to resume in her duty.

The D.O, Mrs Badu has also been asked to appear the Medical Board (CDMO, Khordha) vide letter No.1208/UAT dated 22.01.2013. Accordingly the Programme Coordinator, KVK, Keonjhar issued letter No.18/KVK dated 22.01.2013 to Mrs. Badu to appear before the Medical Board on 05.02.2013. In reply, Mrs. Badu requested to allow 02(two) months permission w.e.f. 05.02.2013 to enable her to appear before the medical board after recouplement from severe illness.

Mrs Badu requested to allow Maternity leave w.e.f 09.07.2013 to 31.10.2013. She further requested for extension of her Maternity leave up to 31.12.2013. She applied for extension of leave from 01.01.2014 to 30.09.2014 periodically due to serious health condition.

She was transferred from KVK, Keonjhar to KVK, Nabarangapur and relieved on 03.07.2014 (FN). She was finally relieved from KVK, Keonjhar after handing over all the charges vide O.O. No.594/KVK, dtd. 05.11.2014. It is confirmed from the letter No.240/KVv, dtd. 08.05.2023 of SS&H, KVK, Nabarangpur, that, Ms. S. Badu has not at all joined at KVK, Nabarangpur.


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It is also noticed that, during the period of unauthorized absence of Mrs. Badu, Sri P.K.Benarjee, the then Deputy Director Extension, UEBP was appointed as Inquiry Officer vide OO No. 27410/UAT dated 12.06.2013 to inquire on the show cause notice issued to Mrs. Badu vide letter No. 16455/UAT dated 17.05.2013. The I.O vide letter No.104/DEE, dtd. 16.01.2014 asked Ms. Badu (On leave) to appear in person before the Inquiry Officer in the chamber of Dean Extension Education on or before 30.01.2014 to explain her stand. Due to non-cooperation of the Delinquent Officer, Mrs. Badu the enquiry of Dr. Benarjee could not be proceeded further.

It is well established that the D.O. was unauthorizedly absent in duty since the year 2014. She has also not submitted her written statement of defence against the DP drawn up against her. Therefore she was informed through OUAT website as well as notice was published in the daily Odia news paper "The Sambad" & "The Samaj" on dt.26.09.2023 . Since she did not submit her written statement of defence in spite of giving sufficient scope, the I.O (Asst. Registrar (Estt.) & M.O (Section Officer, O/o DEE) were appointed to inquire into the matter in detail and to submit the inquiry report. Accordingly, this enquiry was conducted and concluded as follows.

- **Conclusion**

In this DP it is noticed that, the D.O. Mrs. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK, Keonjhar under transfer to KVK, Nabarangpur has adopted dilatory tactics by taking regularly leave in irregular manner and continued her service in persistent default. She has also been unauthorizedly absent in her duty since the year, 2014 without any communication which exceeds five years. In the present case of Mrs. Badu, it attracts the provision of rules 72(2) of Odisha Service Code which provides that, where a Govt. Servant does not resume duty after remaining on leave for a continuous period of five years. He/ She be removed from service after following the procedure laid down in the OCS (CC&A) Rules, 1962. The same provision of rules is also applicable to the University employees as per Statute 45 of OUAT Statutes 1966 as amended up to 31.12.1999.

DiM
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Since the DO Smt. Badu did not attend the inquiry inspite of giving her all reasonable opportunity, the inquiry was conducted as ex-parte as per provisions of Rule 20 of OCS (CC&A) Rules, 1962.

In my opinion action may be taken as per provision of rules of Statute-45 of OUAT Statutes 1966 & Rules 72(2) of Odisha Service Code against the D.O. Mrs. Snigdharani Badu, Ex. Programme Assistant (Computer), KVK, Keonjhar under transfer to KVK, Nabarangpur. She may be awarded major penalties as defined under Statute-48 of OUAT Statutes,1989 (Conditions of Service) and Rule-13 of OCS (CC&A) Rules,1962.

Am
12/2/24
(Aishwarya Samantaray, OAS (SB)
Asst. Registrar (Estt.), OUAT,
Bhubaneswar-cum-
Inquiry Officer