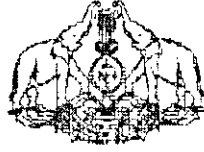


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**GOVERNMENT OF KERALA**

**Abstract**

Health & Family Welfare Department - Health Services - Establishment -  
Dr.Rafeek.P.K, Junior Consultant (Dermatology)-Unauthorised absence-  
Disciplinary action against the Officer-Finalized-Orders issued

**HEALTH & FAMILY WELFARE (A) DEPARTMENT**

G.O.(Rt) No.2639/2016/H&FWD.

Dated, Thiruvananthapuram,26.9.2016

- Read:-1) G.O (Rt) 1745/2011/H&FWD dated 4.5.2011  
2)Letter No.EA1-93219/2010/DHS dated 1.10.2013, 20.12.2013  
3)Letter No A1-408/2014 dated 10.6.2014, 6.3.2015 from the  
Superintendent, General Hospital, Ernakulam  
4)Memo of Charges of No.44718/A2/2013/H&FWD ated 5.1.2015  
5)Written Statement of Defence dated 28.2.2015 from Dr.Rafeek.P.K,  
Jr.Consultant (Dermatology), General Hospital, Ernakulam dated 28.2.2015  
6) Letter No. A6-222015 Dated 13.3.2015 from DMO, Ernakulam

**ORDER**

Dr.Rafeek.P.K, Junior Consultant, Dermatology and  
Venerology, General Hospital, Ernakulam was promoted as Consultant (D&V) and  
posted at District Hospital, Kannur on temporary basis under Rule 31 (a) Part II of  
KS&SSRs vide G.O read 1<sup>st</sup> Paper above.The DHS vide 2<sup>nd</sup> paper read above  
reported that Dr.Rafeek.P.K, Junior Consultant had not joined duty in time and the  
post of Junior Consultant was lying vacant and that the Medical Officer has  
expressed his willingness to join duty as consultant. In stating his reasons for not  
joining duty in time the Medical Officer has explained that the General Hospital  
Ernakulam where he was working, is the first Government Hospital in the state to  
NABH accreditation and he was an NABH certified trainer and was in charge of  
implementing all the NABH accreditation related activities. He was also holding the

post of ARMO and entrusted with the additional administration work like House Surgency Programme and other Hospital Developmental works like MRI, STP, Dialysis Center etc. He further stated that the then Superintendent directed him to remain in station till the QCI Surveillance Audit which was done at that time was over or till a substitute turned up. The DHS also reported that the Medical Officer was retained at General Hospital Ernakulam as per oral request of the then Superintendent as he was NABH trainer and was involved in implementing programmes related to NABH at General Hospital Ernakulam. The Superintendent, General Hospital vide 3<sup>rd</sup> paper read above reported that an order of Working arrangement, posting Dr. Rafeek.P.K from District Hospital, Kannur to General Hospital, Ernakulam was received, during the period and was under a false impression he did not join in District Hospital, Kannur and continued at General Hospital, Ernakulam as per working arrangement order. The mistake of not having joined duty at District Hospital, Kannur was realised only later.

2) Government examined the matter in detail and issued Memo of charges to the Medical Officer vide 4<sup>th</sup> paper read above and he furnished Written statement of Defence. He stated that he did not have any idea of disobeying the Government Orders issued in this regard. He requested Government to accept his explanation and let him off the charges and requested for personal hearing which was granted twice, but he couldn't turn up. An Analysis of Written Statement of Defences and remarks of DHS and the DMO, Ernakulam and statement of Dr. Rafeek.P.K revealed that the Medical Officer is indeed very active and dedicated as Nodal officer to NABH Programme and exempt him disciplinary action.

Dr.Rafeeq.P.K. had requested for personal hearing which was granted twice, but he couldn't turnup.

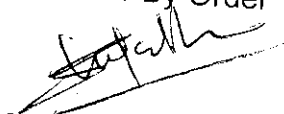
3) Considering the remarks of the DHS and DMO Ernakulam on the performance of Dr.Rafeek.P.K, Junior Consultant in the developmental activities of the General Hospital, Ernakulam which shows his active involvement in NABH accreditation and also considering the fact that he was not unauthorised absent at any point of time, disciplinary action initiated against Dr.Rafeek.P.K, Junior Consultant (Dermatology and Venerology), General Hospital, Ernakulam is finalised by giving warning not to recur such instances in future.

By Order of the Governor)  
**B.S.Biju Bhaskar,**  
Deputy Secretary to Government

To

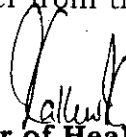
The Director of Health Services, Thiruvananthapuram.  
The District Medical Officer (Health), Ernakulam  
The incumbent (through District Medical Officer, Ernakulam)  
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.  
The Accountant General (A&E), Kerala, Thiruvananthapuram.  
Stock File/Office Copy.

Forwarded / By Order

  
Section Officer

**Endt. No. EA1-5332/16/DHS dtd 04.10.2016**

Communicated to Dr. Rafeek.P.K, Consultant (Dermatology), General Hospital Alappuzha for information. The incumbent & Head of Institution are authorised to use the printout of the order from the website of Director of Health Services for official purpose.

  
For **Director of Health Services**

Copy to: 1. The District Medical Officer of Health Concerned  
2. The Superintendent Concerned  
3. File/ Stock file