

Government of West Bengal  
Technical Education, Training and Skill Development Department  
Karigari Bhavan (3<sup>rd</sup>Floor), B/7, AA- III, New Town, Kolkata -  
700160

Memo no:I/647051/2025

Date:29-05-2025

REVISED SECOND SHOW CAUSE NOTICE

(under rule 12(a) & (b) of the WB services (classification, control & appeal) Rules, 1971)

WHEREAS, an inquiry was held under Rule 10 of the West Bengal Services (Classification, Control & Appeal) Rule, 1971, vide Memo No. 1237-TET (Poly)/10M-128/2016 dated 18.10.2017, against Ms. Soma Mukhopadhyay, the Charged Officer, the then Principal, Mirmadan Mohanlal Government Polytechnic, under the Directorate of Technical Education and Training, West Bengal in the Department of Technical Education, Training and Skill Development in respect of the charges of allowing the students to write the examination paper with the help of open-book in the examination hall and restraining the invigilator Mr. Sabe Sadek Mondal to collect the books from students (Article of Charge I ); not providing the papers / documents / photographs etc. of Mirmadan Mohanlal Government Polytechnic to Sri Pranay Kumar Saha, OIC of Ranaghat Govt. Polytechnic for the purpose of presenting before the Standing Hearing Committee Meeting at AICTE Head Quarters on 11.03.2017 while violating the order of DTET, WB (Article of Charge -II) and going to New Delhi on 16.03.2017 to attend the Standing Hearing Committee Meeting at AICTE Head Quarters, New Delhi after being suspended and after being restrained from attending the said meeting (Article of Charge - III) in violation of West Bengal Services (Duties, Rights and Obligation) Rules, 1980;

AND WHEREAS to inquire into the said charges framed against the Charged Officer, an Inquiring Authority was also appointed in terms of rule 10 of West Bengal Services (Classification, Control and Appeal) Rules, 1971 vide Memo No. 1238-TET (Poly)/10M-128/2016 dated 18.10.2017;

AND, WHEREAS, said Inquiring Authority, after detailed examination of the witnesses as well as the evidences on record, submitted its report before the Disciplinary Authority on 28.12.2020;

AND WHEREAS, the matter has been consulted with the Public Service Commission West Bengal who inter alia advises for issuance of revised 2<sup>nd</sup>Show cause notice;

AND, WHEREAS, after examination of the evidence, it appears that the Charged Officer, namely Ms. Soma Mukhopadhyay is not guilty of the Article of Charge I but she was found guilty of Article of Charge - II and III as her act shows lack of integrity, violation of orders of her superiors and she failed to behave courteously with the members of the public or colleagues with whom she came in contact in discharge of her duties and as such, her acts are improper and unbecoming of Government servant which were proved beyond any doubt;

AND, WHEREAS, the Disciplinary Authority considered the Inquiry Report and agreed with the findings of the Inquiring Authority;

AND, WHEREAS, as the Article of Charge - II and III are proved against the Charged Officer and the said charges are very serious in nature, the Disciplinary Authority is of opinion that:

- a. ***The Charged Officer Ms. Soma Mukhopadhyay shall be placed to the lower post i.e. Lecturer selection Grade II of Government Polytechnic till her retirement on superannuation from the date of order under rule 8 (v) of West Bengal Services (Classification, Control and Appeal) Rules, 1971.***
- b. ***During the period of penalty, she will receive initial pay meant for the post of Lecturer selection Grade II of Government Polytechnic in the existing ROPA.***
- c. ***During the period of penalty, she will not get any increment or career advancement benefit or promotional benefit in the post so reduced.***
- d. ***After the penalty period is over, she will be allowed retiral benefit on the last pay of Lecturer selection Grade II.***

Now, therefore, she is directed to show cause in writing within 14(fourteen)days from the date of receipt of this letter as to why the above mentioned punishments should not be imposed upon her.

Enclo: Copy of the inquiry report etc.

By order of the Governor,

*SM*

Addl. Chief Secy. to the  
Govt. of West Bengal

Memo No.I/647051/2025

Date 29-05-2025

Copy forwarded for information and necessary action to:

- ✓ 1. Ms. Soma Mukhopadhyay, the Charged Officer, the then Principal, Mirmadan Mohanlal Government Polytechnic, Nadia (Through the office of the Director, Directorate of Technical Education and Training, West Bengal);
2. Director, Directorate of Technical Education and Training, West Bengal – He is requested to provide the service return to this office immediately after service;
3. Spl L O of TETSD Deptt, Karigori Bhawan for doing needful.
4. Guard file.

  
Additional Secy. to the Government of West Bengal

As per the Charge sheet framed by the Department against Ms. Soma Mukhopadhyay, erstwhile Principal of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia (now under suspension), the following three (03) charges are brought against her:

Article of Charge – I

It appears that Ms. Soma Mukhopadhyay, while functioning as Principal of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia since 09/04/2015 and on 07/12/2016, during the examination of 5<sup>th</sup> Semester for the Electrical and Electronics Engineering and Food Processing Technology, allowed the students to write the examination paper with the help of open-book in the examination hall and restrained the invigilator Mr. Sabe Sadek Mondal, to collect the books from the students in the examination hall and also restrained the council's appointed Observer, Mr. Kajal Chakraborty, to undertake lawful discharge of assigned duties in this regard.

Such conduct of Ms. Soma Mukhopadhyay is prima facie dereliction of duty and also failed to faithful discharge of assigned Govt. duties which is improper and unbecoming of a Government servant and in violation of Rule 3(1) and 3(3) of DRO Rules, 1980 where it is mandatory duty of every Government employee that he or she shall faithfully discharge his/her duties assigned to him or her and shall behave courteously with the members of the public or colleagues.

Article of Charge – II

It appears that Ms. Soma Mukhopadhyay while functioning as Principal of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia since 09/04/2015 was requested by the Director-in-Charge of Directorate of Technical Education and Training to hand over all necessary papers/documents/photographs etc. of Mirmadan Mohanlal Government Polytechnic to Sri Pranay Kr. Saha, Officer-in-Charge of Ranaghat Government Polytechnic on 11/03/2017 for the purpose of presenting before Standing Hearing Committee Meeting at AICTE Headquarters, New Delhi to be held on 16/03/2017 but she failed to comply with the said direction.

Such conduct of Ms. Mukhopadhyay is a deliberate violation of direction of the authority and is prima facie improper and unbecoming of a Govt. servant as such violation of the Rule 3(2) of DRO Rules 1980. Whereas it is the duty of every Government employee to discharge his or her duties with devotion to duty. Devotion to duty means a Govt. employee must have to be obedient, faithful to discharge his or her duties and any act or omission which runs counter to the expected code of conduct will constitute misconduct.

Article of Charge – III

It appears that Ms. Soma Mukhopadhyay, after being suspended from the post of Principal of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia on 14/03/2017 and after being restrained from attending the Standing Hearing Committee Meeting at AICTE Headquarters, New Delhi to be held on 16/03/2017, even after suspension and being forbidden to attend the said meeting of the SHC at AICTE, she deliberately went to New Delhi on 16/03/2017 in violation of the Government Order.

Such conduct of Ms. Soma Mukhopadhyay is prima facie improper and tantamount to insubordination and unbecoming of a Government servant as such act was in violation of Rule 3(2)

*[Handwritten signature]*  
28/11/2020

and 3(3) of DRO Rules, 1980 whereas it is the duty of every Government employee to carry out faithfully his or her duties and responsibilities entrusted to him or her as public servant.

To prove the charges, the Disciplinary Authority has listed four (4) witnesses in Annexure - IV and nine (09) documents are listed in Annexure - III of the Charge sheet.

At the time of hearing, three (03) witnesses could be heard as one of the witnesses has already left the service. All the witnesses were also cross examined.

All the documents were verified by both the witnesses and the charged officer.

In context to the Article of Charge No. - I, on hearing of all the three (03) witnesses and the charged officer and from the report of the preliminary enquiry, it could not be conclusively proved that the charged officer during the examination of the 5<sup>th</sup> semester for Electrical and Electronics Engineering and Food Processing Technology, allowed the students to write with open books.

Therefore, she is found not guilty for the Article of Charge No. - I.

In respect of the Article of Charge No. - II, after hearing all the witnesses and the charged officer, it was learnt that despite the charged officer was requested by the Director-in-Charge, DTET to hand over all necessary papers/documents/photographs of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia to Sri Pranay Kumar Saha, Officer-in-Charge, Ranaghat Government Polytechnic, she did not hand over the same. But it is learnt from Sri Pranay Kumar Saha that he received few documents from Sri Goutam Saha, Workshop Instructor of Mirmadan Mohanlal Government Polytechnic, Kaliganj, Nadia, whom the charged officer had entrusted to hand over the documents.

It reveals from the Cross-examination of the charged officer that she was present in the AICTE Office in New Delhi on 16/03/2017 with all documents relating to AICTE approval. Her above statement proves that she did not hand over all the required documents as directed by Director-in-Charge, DTET to Sri Pranay Kumar Saha on 11/03/2017.

Hence, the charged officer is found guilty in respect of the Article of Charge No. - II.

As per the Article of Charge No. - III, the charged officer was forbidden to attend the SHC at AICTE, New Delhi where she deliberately went to in violation of the Govt. Order. So, it is clear that despite being kept under suspension, she went to New Delhi and the AICTE office to create the disturbances deliberately.

Therefore, she is found guilty in respect of the Article of Charge No. - III.

*Submitted to the Disciplinary Authority.*

*[Signature]*  
25/12/2020