

**Indian Institute of Chemical Engineers
Kolkata – 700 032**

Emergency Meeting of the Headquarters Administrative Committee, 2019

Venue: IICHE Office, Dr. H.L.Roy Building, Jadavpur, Kolkata 700 032

Date & Time: 29.07.2019; 4:00 PM

Members Present: Prof. B.B.Paira, Chairman
Mr. Dipak Datta
Mr. M Ranga Rao
Dr. Avijit Ghosh
Mr. A. Sural
Prof. A.Bandyopadhyay (Convener)

Leave of absence granted to Prof. Asim K De and Mr. P R Datta Ray and Mr Goutam Mitra.

Prof. B B Paira, Chairman of the committee chaired and called the meeting to order.

Honorary Secretary briefed the members about the untoward incident taking place on Friday (26.07.2019) involving the Hony. Secretary and Mr Soumen Nath in presence of Assistant Secretary. Chairman called Assistant Secretary to the meeting for detailing the happenings on the date. Statements of Hony. Secretary & Assistant Secretary are attached (Annexure 1 & 2).

It was stated by Hony. Secretary that earlier Mr Soumen Nath did present vouchers regarding petty cash handling on 08/07/2019 for approval of Hony. Secretary when it was found that he had made an avoidable expenditure of Rs. 1,000/- paid to an Advocate for downloading 26AS. The Hony. Secretary has firmly told him that such avoidable payment would not be allowed in future. Following this incident, Mr Soumen Nath submitted a note to Assistant Secretary stating that he does not want to handle payments including petty cash (Annexure 3) dated 09/07/2019. Hony. Secretary called Soumen Nath to his chamber alongwith Assistant Secretary and spoke about the matter on 26.07.2019. As may be seen in the statements of Hony. Secretary and Asst. Secretary that during the discussion, Mr Soumen Nath suddenly got furious and shouted at the top of his voice using offensive words towards Hony. Secretary and threatened him with dire consequences.

The Administrative Committee considered this as grave insubordination and gross act of indiscipline in terms of Service Rules (vide Rule 6.3.1) of IICHE.

Earlier, he made excess payment to M/s Art & Architecture amounting to Rs. 2.76 lakh and he had been chargesheeted for this lapse which he did not deny.

[Handwritten signatures and dates at the bottom of the page:]
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Following recommendations are made:

Chairman after considering the opinions of all the members present in the emergency meeting of the Committee suggested that Mr Soumen Nath would be immediately suspended with consent from the President and the Council and Council may be requested to conduct an enquiry including investigative audit for a period of 3 years by a high level committee to which all the members agreed.

It was strongly felt by the members that if he is not suspended immediately, the environment of the office will be vitiated further and there is every possibility of recurrence of such misdeeds.


The Committee noted the apprehension of the Hony. Secy. that he will not be able to function properly in such environment and that he will not have any other option left but to relinquish the responsibility of the duties and responsibility of Hony. Secretary considering the possibility of further financial manipulation and threat to his person.

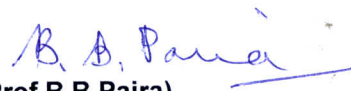
Considering an extremely the emergent situation, President may be requested to immediately lend his authority to approve the proposed course of action and kindly report the same to the next meeting of the Council for ratification.


Mr. Dipak Datta


Mr. M Ranga Rao


Dr. Avijit Ghosh


Mr. A. Sural


(Prof B.B Paira)
Chairman


(Prof A. Bandyopadhyay)
Convener & Honorary Secretary

Report on the incident took place on 26.07.2019 with Honorary Secretary in his Chamber caused by Mr. Soumen Nath, Assistant Manager Accounts

Mr. Soumen Nath submitted a Demand Note (*Annexure*) on 09.07.2019 immediately after he was notified on 08.07.2019 that the payment he made for downloading 26AS was questionable.

On 26.07.2019, Mr. Sandip Ghosh, Assistant Secretary and Mr. Soumen were requested for discussion in my chamber. Clarification was sought from Soumen for his Demand Note for relieving the burden of payments including petty cash handling. The matter could not be addressed earlier due to pressing matters relating to Council Meeting. Soumen was unable to explain the reason appropriately for placing such demand and refusal to handle petty cash as reported by Assistant Secretary. Soumen was reminded that these workloads entrusted to him are as per the Council's decision in December 2017 while considering his promotion with two increments. Hence denial of such duties by his own order does not merit consideration without appropriately compensating the benefits given to him. Another clarification was sought from him as to under what order he was engaged for "auditing of both HQ & Consolidated Accounts" as mentioned in his Demand Note. He could not answer to this query and expressed anger.

On 18.07.2019, Mr. Soumen sent an email (with a file attached) to the Treasurer and others. At the end of the attached file he mentioned "*Since rectification of the IT Return could not be completed by the Auditor in time, CPC, Bangalore, directly sent a demand notice of Rs.29,86,160/- dated 30.03.2018 ...*". It was already recorded that due to his decision for not releasing the payment of advance of Rs 5000 to the auditor, the demand notice was received which he admitted also. Then why did he repeatedly give false statements to the Council Members? On listening, he was furious with deepest anger and shouted by saying - "*what is your intention of attacking me time and again? I remained silent when you are attacking me in the office; don't think my silence is my weakness (it's a direct threat to me); you have ruined me*" so on and forth, leaving from his chair apprehended to cause physical assault to me, that was however, prevented by the Assistant Secretary.

He further, shouted with anger at me regarding his Demand Note and asked me to explain "*why you had not seen it earlier?*" Though it was below my dignity to respond, I reminded him the reason already mentioned earlier. Also I told that I could not find time to do many important works as he was dragging me to perform his duties for past several months. Two examples were cited for instance, (i) calculation of arrear of Mrs Dulu Das, and (ii) corrected calculation of proportionate Tax for recoupment from 4 RCs. There are several such examples.

He is the only employee at IICHe who puts up jobs incorrectly even after clearly instructed how to do that the job correctly every time I visit the IICHe HQ. In fact, it was given me to understand at the time of the discussion of 26.07.2019 that he wants me to work at IICHe under his order/threat and to keep on putting signatures as and whenever /wherever he would desire like a puppet signatory.

I have tried my best to resist him. If Assistant Secretary was not present in my Chamber, I apprehend that I would have been hospitalized by this time being physically assaulted by Mr. Soumen Nath. Cleverly he puts up his arguments elsewhere investing emotions such that my concerns are ignored. His earlier malpractices were brought to the notice of President/Council. His malpractices have become agenda of concern these days.

It's a case fit for reporting to Police Authority. However, under the presented circumstances and considering my mental and physical state of affairs arising from the misconduct and ill behavior of Mr. Soumen Nath on duty, the matter is put up before the Administrative Committee for taking immediate appropriate action against Mr. Soumen Nath. No services could be compromised under threat of any kind from a subordinate including the one exhibited by Mr. Soumen Nath on duty as mentioned above.


Prof. Amitava Bandyopadhyay
Honorary Secretary. IICHe

Report of Mr. Sandip Ghosh, Assistant Secretary on the incident took place on 26.07.2019 with Honorary Secretary in his Chamber caused by Mr. Soumen Nath, Assistant Manager Accounts

On 26th July, in presence of me, when Honorary Secretary (in his chamber) sought clarification from Soumen on his demand note for relieving the burden of payments including petty cash handling, Mr. Soumen Nath could not furnish any convincing reply. Honorary Secretary told that these duties were entrusted to him as per the report of 3- member committee which was approved in the 6th meeting of the Council in 2017. Mr. Soumen Nath would impart necessary training to the new appointee and they both would take up the job of Mr Jana for which Soumen had given promotion with two extra increments. Honorary Secretary then replied that withdrawing any duty by his own order without compromising the benefit does not merit any consideration. Also he wrote about "auditing of both HQ & Consolidated Accounts" which he could not explain at all.

Referring to an email of 18.07.2019 sent to Treasurer and others, Mr. Soumen Nath wrote in his attached file that due to non-submission of rectified ITR in proper time by the auditor resulted in the receipt of a demand notice of about Rs. 29 lakhs by CPC, Bangalore. Honorary Secretary told him that it was due to his (Soumen's) decision the payment of the required auditor's advance was not released and as a result the demand notice was received which was also admitted by him earlier. Honorary Secretary also told him that when he had admitted his mistake then why he gave false statement to the treasurer and other Council Member repeatedly? After hearing this, Mr. Soumen Nath got furious with lot of anger and shouted leaving his chair making some comments such as *"what is your intention of attacking me time and again? I remained silent when you are attacking me in the office; don't think my silence is my weakness; you have ruined me"* etc. I had stopped Mr. Soumen Nath to move away from his Chair otherwise, he might have physically assaulted the Honorary Secretary. Since Honorary Secretary has taken up his demand note now, Mr. Soumen Nath got very angry and shouted seeking explanation from Honorary Secretary by asking him *"why you had not seen it earlier?"* Honorary Secretary also tried his best to stop him.

The situation went to such a magnitude that any untoward incident could have happened to the Honorary Secretary, if he was alone in his chamber on that day.



Mr. Sandip Ghosh
Assistant Secretary, IICHe

1432
9.7.19

Assistant Secretary

Please request Honorary Secretary and Honorary Treasurer to relieve me from the burden of Payments including Petty Cash handling. Mr B P Jana has been shouldering these responsibilities till 31st January 2018. After his sudden discontinuation without having no alternative I had no option left but to shoulder these responsibilities in addition to my usual job responsibilities (Accounts, Income Tax, GST, TDS & P Tax matters including all kind of Returns which are time-specific). Despite my sincere efforts and accountability it has become a burden now. I shall hand you over the balance Petty Cash amount lying with me that was drawn in my name as an Advance.

I also would like to inform you that I am afraid whether I could finish the auditing of both HQ & Consolidated Accounts in time as I am mentally devastated owing to all issues surrounding me.

 9/7/19
Soumen Nath
Dated: 09.07.2019