

24/2/25 19/9/2025 40

Minutes of CKE Meeting held on 19/9/25  
@ 12.00 noon at the Discussion Chamber

Members present

1. Fr. Julius Shakal CMI

2. Fr. Delyo Pullan CMI

3. Dr. Dennis Davis

4. Dr. Abel Francis

5. Adv. Plinergov. Mappatt v

6. Mr. Sujin C. Edakalathus

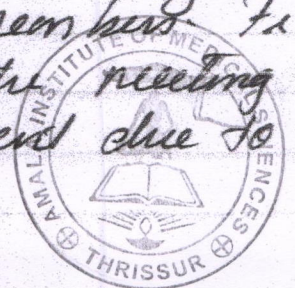
7. Adv. Pijo Verghese

8. Sr. Likhitha MSJ.

Agenda

To discuss the three complaints received by the CKE.

Meeting started with a silent prayer. Dr. Davis welcomed all the members. Fr. J. Shakal CMI presided the meeting. Prayesh Anto was not present due to so urgency.



The meeting minutes of the previous meeting held on 24/2/2025 were reviewed and confirmed. The committee discussed the three complaints one by one in detail.

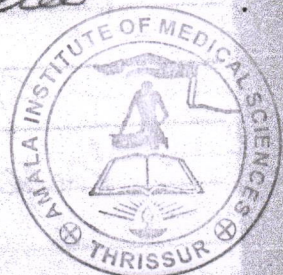
The committee resolved to constitute to constitute the separate committees to enquire into each of the cases and to submit their reports to CMC.

The first cases took for the discussion were three complaints, one signed by 20 persons, & another one by

The first case taken for discussion was the complaints received against Sr. Henry, the ANM co-ordinator. Total three complaints were received against Sr. Henry. The first complaint was signed by 20 ANM, the second complaint was signed by Sr. Nursing Assistant Staff (CENA), the third complaint by Mrs. Sijoma Kuruparambil (ANM) staff. All the complaints alleged the mental harassment, partiality and unethical behaviour of Sr. Henry against them.

The committee discussed the matter in detail and constituted a subcommittee with the following members.

1. Sr. Tonia
2. Dr. Dinesh
3. Mrs. Smetha



The Subcommittee shall file the report on or before 15<sup>th</sup> of October 2025

The next complaint taken for the discussion was the complaint received against Mrs. Sheela the Lecturing Officer, Amala Ayurveda by Mrs. Sheetal Naveen. The

The committee dismissed the matter and constituted a sub-committee with the following members.

- 1. Dr. Deepthy
- 2. Dr. S. Nancey
- 3. Dr. Jayadeep

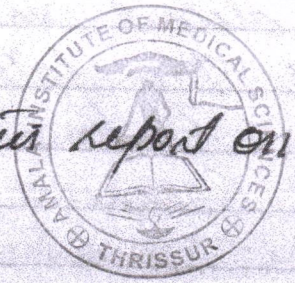
The <sup>sub</sup>committee shall enquire into the matter and file the report on or before 10<sup>th</sup> of October 2025

The third complaint was filed by Dr. Manna Monica Theresa against Mr. Jijo (S/N of SSICU)

The following members were suggested to the sub committee -

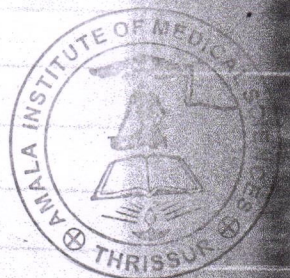
- 1. Dr. Pancei
- 2. Dr. P.K. Mohanan.
- 3. Dr. Asha Raj

The Subcommittee shall file their report on or before 10<sup>th</sup> of October 2025



It was decided to inform the sub-committee members and to furnish a copy of the relevant complaints to them.

The meeting concluded at 12.45 pm with a vote of thanks.

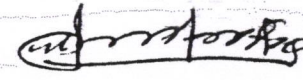


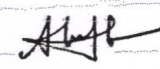
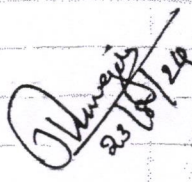

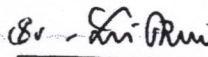


23/8/2023

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Minutes of Care held on 23/8/2023  
@ 12.00 noon at the Discussion Chamber

Meeting started @ 12.00 noon with a Eucharist  
prayer. Fr Julius Akkhal CM1  
presided the meeting.  
Members present in the meeting.

1. Fr Julius Akkhal CM1 
2. Dr. Rajesh Anto 
3. Dr. Rennis Davis 
4. Dr. Abel Francis 
5. Adv. Phineas George Stappatt V. 
6. Adv. Pijo Verghese. 
7. Sr. Likitha MSJ 

Minutes read by Dr. Rennis Davis and  
approved and signed by Fr. Julius  
Akkhal.

### Agenda

1. Status of the previous complaints
2. & New complaints. Discussion



Agenda no: 1

- i) The complaint filed by Dr. Anuja. Enquiry Proceedings completed and report filed by the committee. Kept in abeyance for the decision of the Management.
- ii) Complaint filed by Sr. Daisy - Enquiry completed & report filed. The Respondent Mr. Flyn submitted an apology letter. Management decided to warn Mr. Flyn not to repeat such incidents. Also decided not to take any further disciplinary actions for this time.
- iii) Complaint filed by Dr. Betsy. Enquiry proceedings completed and report filed. An apology letter filed by Dr. Kurobrakumar. Further actions not taken. Community medicine
- iv) Complaint filed by Ms. Aniswarya & Sneha. Enquiry Proceedings completed and report filed. The Respondent & Management decided to warn the respondent and to transfer her to Ayurveda Hostel with immediate effect. Entrusted Sr. Likhitha to convey the same to the respondent.

Agenda no: II - New complaints

Four new complaints received to the AIRE from various departments.



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i Dr. Regina Jacob Brahmakulam - Dept  
 of dermatology (junior resident) <sup>Dept</sup>  
 complaint was forwarded <sup>to the</sup> by their HOD  
 Dr. Sebastian Cullen. But Dr. Regina further  
 informed that she don't want to <sup>take</sup>  
 any proceedings or steps in her complaint  
 Hence as the complaint is not  
 interested in the proceedings the matter  
 was closed recording her <sup>statement</sup> complain.

ii Complaint filed by Ms. Catherine - Staff  
 Nurse - Ward 5 about the Harassment  
 they had to filed from their seniors and  
 discrimination in duty assignment.  
 A committee formed headed by Dr. Kikkitha.  
 She has to ~~read~~ file her report on or  
 before 5/9/24.

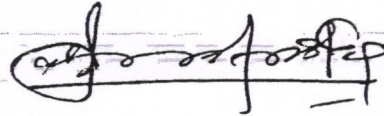
iii Complaint filed by Ms. Betty A. Jee 12016  
 Staff Nurse - NICU against Senior Pa  
 Mr. Jans. - A subcommittee subformed  
 with Dr. Abel Francis, Dr. Deepthy,  
 & Mrs. Jona Joms. The subcommittee has  
 to file their report on or before  
 2nd Sep 2024.



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IV. Complaint filed by Mr. Kisan Mohan  
Junior electrician Electric department against  
Mrs. Monisha Mohan. Bio Medica & Mrs. Steffy  
Joseph MD. A sub committee formed  
with Dr. Toby Thomas, Adv. Plumbergew. Aluppatt v  
& Dr. S. Ancine. The committee has to file  
their report on or before 2nd Sep 2024.

The meeting disbursed @ 1:30 pm.



Betsy

Dr. BETSY THOMAS  
MD, FRCOG, DNB, MICOG  
PRINCIPAL  
AMALA INSTITUTE OF MEDICAL SCIENCES  
AMALA NAGAR, THRISSUR-680 555

## Minutes of Meeting of Grievance Redressal Cell on 30-01-2023

The forty first meeting of the Grievance Redressal Cell was held at 12 am on 30<sup>th</sup> January 2023, in the Council Hall, under strict Covid 19 precautions.

Rev.Fr. Julius Arakal, CMI, Chairman, chaired the meeting. Following persons attended the meeting.

Rev.Fr. Francis Kurissery, CMI	Dr. Joseph. T. John	Dr. Abel Francis
Rev. Fr. Deljo Puthoor, CMI	Rev. Sr. Jyothish, CSC	Mr. Saiju. C. Edakkalathur
Dr Rajesh Anto	Mr. Piljo Varghese	Rev.Sr. Likhitha,MSJ

1. The meeting began with a silent prayer.
2. Minutes of previous meeting was read and approved.
3. Report on grievances dt.22-12-2022, from Ms.T V Rekha, ANM, General Surgery OPD, received from GRC Box, Sacred Heart Block and that dt.03-01-2023 from Dr Deepa Maria Jose, P G Resident, Respiratory Medicine, transmitted to Secretary by Director, Amala Institute of Medical sciences, Thrissur transmitted to Code III Committee were adjourned to be reported during next meeting to be held in February 2023.
4. As Secretary was empowered to reconstitute the Code Committees, Code Committees were reconstituted as follows:

Code	Type	Members
I	Racial Harrassment	Rev.Fr. Francis Kurissery, CMI, Rev.Sr. Likhitha,MSJ and Dr. Joseph. T. John
II	Sexual Harrassment	i.Men: Rev.Fr. Julius Arakal, CMI and Dr.Abel Francis II.Women: Rev.Sr. Likhitha,MSJ and Rev. Sr. Jyothish, CSC
III	Other Harrassments (Bullying)	Rev.Fr. Francis Kurissery, CMI, Rev. Sr. Jyothish, CSC and Dr Rajesh Anto
IV	Discriminations	Rev. Fr. Deljo Puthoor, CMI, Dr. Joseph. T. John and Dr.Abel Francis
V	Threats on Association or Non Association with an Event	Rev.Fr. Julius Arakal, CMI, Rev. Sr. Jyothish, CSC and Mr.Piljo Varghese
VI	Unjustified Transfer/ Dismissal as a Part of Internal Affair	Rev.Fr. Julius Arakal, CMI , Rev.Fr. Francis Kurissery, CMI and Mr.Piljo Varghese
VII	Combined/Other Types	Rev.Fr. Julius Arakal, CMI , Rev.Fr. Francis Kurissery, CMI and Mr. Saiju. C. Edakkalathur

Meeting came to an end at 12.30 pm on the same day.

*Betsy*  
Dr. BETSY THOMAS  
MD, FRCOG, DNB, MICOG  
PRINCIPAL

AMALA INSTITUTE OF MEDICAL SCIENCES  
AMALA NAGAR, THRISSUR-680 555

*[Signature]*  
20/01/23  
(Secretary)

