

**KERALA AGRICULTURAL UNIVERSITY**

Main Campus, Vellanikkara, Thrissur-680656

Phone : Office: 0487-2438034 E-Mail : legalcell@kau.in

GA/L3/5956/22

Dated

17/ 08/2022

**Notice issued under Clause 40(1)(b) of SRO 293/72**

WHEREAS You, Ahmed Regina, Assistant Professor, RRS Mancomp, has committed the offence of official misconduct by unauthorizedly absent from duty w.e.f 01.02.2001 on expiry of LWA sanctioned under Rule 99 of Part 1 KSR for 3 years w.e.f. 01.11.94 which was extended under Rule 88, up to 31.01.2001, and thereby attracting the provisions under Rule 24 of KSR Part I & II. Hence you have committed the offence of official misconduct by unauthorised absence .

AND WHEREAS you were issued a Memo of Charges and Statement of Allegations and returned as " Addressee left". Hence a formal enquiry under clause 30 of SRO 293/72 has been conducted. In the inquiry you have been found guilty of all the charges levelled in the Memo of Charges and Statement of Allegations.

AND WHEREAS on a careful consideration of the inquiry report (copy enclosed) it has been concluded that the gravity of the charge is such as to warrant the imposition of a major penalty as per KAU Statute and accordingly it is proposed to impose the penalty of dismissal from the University service which shall be a disqualification for future employment under Clause 23 (viii) of SRO 293/72.

NOW THEREFORE, You are hereby given an opportunity of making representation, if any, on the penalty proposed above. Any representation which you wish to make against the penalty proposed will be examined by the undersigned. Such a representation, if any, should be made in writing and submitted so as to reach the undersigned not later than 10 days from the date of receipt of this notice. In case no reply is received within the stipulated time, it will be presumed that you have no explanation to submit and the proposed penalty will be finalized.

The receipt of this notice should be acknowledged.

// By Order of the Vice Chancellor //



  
Registrar

Kerala Agricultural University  
KAU P.O., Thrissur - 680 656

Encl: As above

To,

**Smt. Ahamed Regina**  
Plamootil House,  
East of Muncipal Office,  
Changanassery, Pin- 686 101.

**Report on the enquiry on the charges levelled against Smt. Ahmed Regina,  
Assistant Professor, RRS, Moncompu**

Ref: 1. University Order No. GA/L3/5956/22 dated, Vellanikkara 13.05.2022

As per the ref. (1) cited a committee has been constituted under the chairmanship of Dr. Dijee Bastian, Controller of Examinations, Kerala Agricultural University, Vellanikkara and Dr. E.G. Ranjith Kumar, Director of Students Welfare, KAU and Dr. Anitha S., Associate Director of Research (Seeds), KAU as Members, to conduct an enquiry and submit the report on the charges levelled against Smt. Ahmed Regina, Assistant Professor, RRS, Moncompu. Accordingly, the committee had conducted a detailed enquiry and is submitting the report herewith.

**Background:**

1. Unauthorized absence of Smt. Ahmed Regina, Assistant Professor, RRS, Moncompu, w.e.f 31.01.2001 by not rejoining duty after availing study leave from 01.01.1995 to 31.01.2001.
2. Memo of charges and statement of allegations issued to Smt. Ahmed Regina dated 22.04.2022 by Registrar.

**Statement of Facts:**

1. Smt. Ahmed Regina had been granted 2 years of study leave w.e.f. 01.01.1995 to 31.12.1997 as per Rule 99 of Part I KSR vide University Order No. GA/C2/374890/94 dated 15.12.1994.
2. Smt. Ahmed Regina was granted an extension for 2 years under Rule 88 Part 1 KSR w.e.f. 01.01.1998 to 31.12.1999 as per University Order No. GA/C2/1725/98 dated 04.09.1999.
3. It was further extended to 31.01.2001 as per University Order No. GA/C2/1725/98 dated 01.09.2000.
4. Smt. Ahmed Regina had neither rejoined duty after 31.01.2001 on expiry of the leave sanctioned nor applied for an extension of leave. She has committed the offence of unauthorized overstaying of LWA extended under Rule 88 and thereby attracting the provisions under Rule 24 of KSR Part I & II.
5. Memo of charges and statement of allegations was issued to her as per order no GA/L3/5956/22 dated 22.04.2022 but returned as "Addressee left India".

6. An enquiry committee was constituted as per order no GA/L3/5956/2022 dated 13-05-2022 to conduct an enquiry into the allegations against Smt. Ahmed Regina.
7. The committee decided to conduct a personal hearing with Smt. Ahmed Regina on 23.06.2022 at 2.30 pm at the office of the Controller of Examinations or a virtual hearing be arranged online on or before 23.06.2022 and informed her by registered letter.
8. The registered letter sent to her had returned stating "Addressee left India".

**Findings of the Enquiry Committee:**

1. Smt. Ahmed Regina had been granted 2 years of study leave w.e.f. 01.01.1995 to 31.12.1997.
2. Smt. Ahmed Regina was granted an extension for 2 years w.e.f. 01.01.1998 to 31.12.1999
3. It was further extended to 31.01.2001
4. Smt. Ahmed Regina had neither rejoined duty after 31.01.2001 on expiry of the leave sanctioned nor applied for an extension of leave.
5. As per the records maintained with the university her date of birth is 05-02-1962. Hence she should have retired on 28-02-2022.
6. She joined the university on 16-04-1988. She has put in six years and eight months of service. The committee could not trace her whereabouts.

**Conclusion:**

Smt. Ahmed Regina has not joined service after the expiry of leave nor had she rejoined duty. Non-joining duty after the expiry of leave under Appendix XII-A of Part I & II, KSR attracts disciplinary action.

1. Dr. Dijee Bastian, Controller of Examinations, KAU  
Chairperson of the committee
2. Dr. E.G. Ranjith Kumar, Director of Students Welfare, KAU  
Member of the committee
3. Dr. Anitha S., Associate Director of Research (Seeds), KAU  
Member of the committee