

Registered with A D

GA/L3/11802/21

Dated 31/03/2022

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

WHEREAS You, Dr.Ambily.S.Nair, Assistant Professor, RARS Pattambi, has committed the offence of unauthorized absence w.e.f 01.09.2019 by not rejoining duty after availing LWA for 5 years, w.e.f 01.09.2014 to 31.08.2019 under Appendix XII C Part I & II of KSR, thereby attracting the provisions under Clause 10 of Appendix XII C KSR Part I & II. You have violated the Government Servants conduct rules and conditions stipulated in the order sanctioning LWA . Hence you have committed the offence of unauthorised absence .

AND WHEREAS a Memo of Charges and Statement of Allegations were issued and you refused to accept the same. A formal inquiry under Clause 30 of SRO 293/72 was conducted. You have not responded to the notice sent by the inquiry committee. 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 15 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 further action will be initiated against you.

The receipt of this notice should be acknowledged.

// By Order of the Vice Chancellor //



Encl: As above

To,

Dr. Ambili.S.Nair,  
28 Dickens Road,  
E 63 BY. East Ham,  
London, United Kingdom.

Registrar

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

**Report on the enquiry of the charges levelled against Dr Ambili S Nair, Assistant Professor  
(Plant Breeding and Genetics), Kerala Agricultural University, Vellanikkara**

Ref:

1. GA/L3/11802/2021 dated 24/12/2021
2. GA/C1/14411/2014 dated 19/08/2014
3. GA/C1/14411/14 dated 05-09-2019
4. ES/A1/15471/2013 dated 19/09/2019
5. GA/C1/14411/2014 dated 03/01/2020
6. GA/L3/11802/2021 dated 07/10/2021
7. G.O.(A)/No. 152/2020/Fin. Dated 05.11.2020
8. Email dated 03-01-2022 to the official email id ambilinair.s@kau.in sent from ce@kau.in

As per the Ref. (1) cited, an enquiry officer was appointed to conduct an enquiry into the allegations against Dr Ambili S Nair, Assistant Professor (Plant Breeding and Genetics), Regional Agricultural Research Station, Pattambi based on the memo of charges and statement of allegations and to submit a report.

**Background:**

- Dr Ambili S Nair, Assistant Professor Regional Agricultural Research Station, Pattambi was granted LWA for 5 years from 01-09-2014 to 31-08-2019
- She had requested to extend her leave for another five years to take care of her husband who is ailing from irritable bowel syndrome.
- Vide Ref. 3, eligibility of leave extension was sought from ES and vide ref 4 the leave application was certified for period of 5 years from 01/09/2019 to 31/08/2024 under rule 110D-Appendix XII C, part I.
- The university vide Ref 5 had refused extension of leave and directed her to report for duty at the earliest citing Appendix XIIA KSR part I & II (CF pg 45)

- Dr Ambili S Nair was issued a memo of charges for unauthorized absence by not rejoining duty after availing LWA by Registrar, KAU.
- Vide Ref. 7, the government order explicitly states that the eligible LWA duration has been reduced from 20 years to 5 years.
- Vide Ref. 8 cited an email was sent to the email id of Dr Ambili S Nair to appear before the Enquiry committee in either offline/online mode or email her statement

**Statement of Facts:**

1. While sanctioning the LWA it has been clearly mentioned that the officer will join duty after expiry of leave and failure to do so will attract disciplinary action
2. Despite the directions from the Registrar to rejoin upon the expiry of the LWA, she did not report back for duty nor has she given any satisfactory reply to the Memo of charges that have been issued to her by the Registrar
3. Dr Ambili S Nair did not respond to the email sent by the enquiry officer.

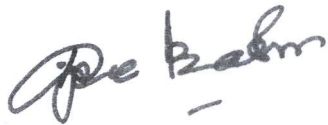
**Findings of the Enquiry:**

Dr Ambili S Nair has been on unauthorized absence since 01/09/2019.

**Conclusion:**

Dr Ambili S Nair has been on unauthorized absence from KAU service which is highly irregular and involves official misconduct and violation of service rules. Hence warrants stringent disciplinary action.

Vellanikkara  
17-01-2022

  
Dr. DIJEE BASTIAN  
Controller of Examinations  
Kerala Agricultural University  
Vellanikkara, Thrissur-680 656

**Enclosures:**

1. Copy of the email sent to Dr Ambili S Nair dated 03-01-2022