

*Registered with A D*

GA/L3/7991/2020

Dated 05/ 01/2022

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

WHEREAS You, Dr. Subha Rani Kurian, Assistant Professor, KCAET Thavanur, was on unauthorised absence for 51 days in the year 2019. You have marked another two days earned leave on 27.12.19 & 28.12.19 without the approval of the competent authority. You have further availed 19 <sup>1/2</sup> casual leave without approval in the year 2020 and abstained from duty from 04.03.2020 to 06.03.2020. You have been on unauthorised absence since 09.03.2020.

You have violated the Government Servants conduct rules and 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 refused to accept letter from the Chairman of the enquiry committee. In the enquiry 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 enquiry report (Copy enclosed) the authority has come to the conclusion that the gravity of the Charge is such as to warrant the imposition of a major penalty as per KAU Statute and accordingly proposes 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 //



**Registrar**

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

**Encl: As above**

**To,  
Dr. Subha Rani Kurian,  
Subha Nivas,  
Mundakkayam.P.O,  
Pin 686 513  
Kottayam Dt.  
Kerala.**

ve/2791/21

Hon. VC for  
kind perusal

20449

10/12/21

**Report on the enquiry on the charges levelled against Dr. Subha Rani Kurien, Assistant Professor, KCAET, KAU, Tavanur**

Ref: 1. GA/L3/7991/2020 dt. 23.10.2020  
2. No. GA/L3/7991/2020 dt. 19.08.2020

As per the Ref. (1) cited a committee has been constituted under the Chairmanship of Dr. Jyothi. M.L, ADR (Farms), Kerala Agricultural University (KAU), Vellanikkara and Dr. P.O. Nameer, Dean, College of Climate Change and Environment Science, KAU, Vellanikkara and Dr. Anitha. S., Associate Director of Research (Seeds), KAU as Members, to conduct an enquiry and submit the report on the charges leveled against Dr. Subha Rani Kurien, Assistant Professor, KCAET, Tavanur. Accordingly, the committee had conducted a detailed enquiry and is submitting herewith the report.

**Background:**

1. Dean, KCAET Tavanur has reported that Dr. Subha Rani Kurien was absent without applying for any leave for 51 days\* in the year 2019 and for 19 days till February 2020 and is continuously absent from 09.03.2020 onwards. The details are given below:

- \*(17 days from 14.10.2019 to 30.10.2019
- 5 days from 04.11.2019 to 08.11.2019
- 10 days from 14.11.2019 to 23.11.2019
- 4 days from 27.11.2019 to 30.11.2019
- 8 days from 05.12.2019 to 12.12.2019
- 7. days from 18.12.2019 to 24.12. 2019)

Dean also informs that, Dr. Subha Rani Kurien has marked 9 days casual leave in January, 2020 and 8 ½ casual leave in February without any approval. Dr. Subha Rani Kurien was again absent from 04.03.2020 to 06.03.2020. Dr. Subha Rani Kurien has also marked earned leave for 2 days from 27.12.2019 to 28.12.2019 without giving any leave application to the Dean. The Dean, KCEAT has also stated that Dr. Subha Rani Kurien could not be contacted via email or phone

2. Memo of charges as per No. GA/L3/7991/2020 dt. 19.08.2020 was sent by Registrar to Dr. Subha Rani Kurien in her home address as registered with A/D which was refused to be accepted.

**Statement of Facts:**

1. The committee perused the copies of attendance register of the period which confirmed the statements on the absence of Dr. Subha Rani Kurien.
2. A letter was sent to Dr. Subha Rani Kurien in her home address by registered post with AD by the chairman of the enquiry committee requesting her to provide her reply to the memo of charges, which was also refused to be accepted and returned.

3. The Chairman had personally visited KCAET Tavnur on 28.10.2021 and enquired with Dean, KCAET, Tavanur if any further communication was received from Dr. Subha Rani Kurien. Reply received from Dr. Sathyan, Dean, KCAET, Tavanur states that Dr. Subha Rani Kurien, Asst. Professor, Dept. of Soil & Water Conservation Engineering is on unauthorised absence since 09.03.2020. She has not shared her phone number or email id to the College Office, Head of the Department, nor to the Dean or to any of her colleagues. Thus there was no means of contacting her and her whereabouts remain unknown to the Dean, KCAET, Tavanur.

**Findings of the Enquiry Committee:**

Dr. Subha Rani Kurien was absent from her duties for 51 days in the year 2019 and for 19 days till February 2020 during the curricular year and is continuously absent from 09.03.2020 onwards.

She has refused to receive the letter sent by registrar as well as from the Chairman of the enquiry committee.

She has not applied for any eligible leave during her period of absence nor communicated on her absence to the Dean through any of the channels. Absent is not marked in the attendance register properly.

**Conclusion:**

Since no satisfactory reply could be obtained from the incumbent, Dr. Subha Rani Kurien, the Committee observers that Dr. Subha Rani Kurien has been on unauthorised absence for a period of 698 days as on 12.11.2021 and continue to be so even as of now. Thus, she has violated the service rules, which warrants disciplinary action.

1. Dr. Jyothi M.L., ADR (Farms), KAU:

2. Dr. P.O. Nameer,

Dean, College of Climate Change and Environment Science, KAU, Vellanikkara:

Member of the committee

3. Dr. Anitha. S, Associate Director of Research (Seeds), KAU: Member of the committee

Vellanikkara

02.12.2021

Encl:

1. Mail received from Dr. Sathyan, Dean KCAET, Tavanur on 12.11.2021
2. Letter sent and refused to be accepted by Dr. Subha Rani Kurien
3. Letter dt.05.05.2021 from Dean, KCAET, Tavanur along with copies of attendance register

Chairman of the committee

02/12/21

02-12-2021

02/12/21