



Dated Lahore, the 10 June, 2026

To

Ms. Humaira Liaqat,
Junior Special Education Teacher (H.I/BS-16),
Government Special Education Centre, Khiali Shahpur Town,
District Gujranwala.

Subject: **SHOW CAUSE NOTICE UNDER SECTION 7(b) READ WITH SECTION 5(1)(a) OF THE PEEDA ACT, 2006**

WHEREAS, it has been reported that you, Ms. Humaira Liaqat, Junior Special Education Teacher (H.I/BS-16), Government Special Education Centre, Khiali Shahpur Town, District Gujranwala, remained absent from duty from 03.02.2026 to 19.03.2026 (45 days) without obtaining prior approval/sanction of leave from the Competent Authority. The record reveals that although you submitted an application for grant of earned leave for the aforesaid period, the same was received in the Directorate General of Special Education, Punjab, Lahore on 11.02.2026 and in the Establishment Section of this Department on 12.02.2026, whereas you had already proceeded on self-sanctioned leave with effect from 03.02.2026. It is a settled principle of service law that a leave application, by itself, does not confer any automatic entitlement upon an employee to abstain from official duties unless formal sanction is accorded by the Competent Authority. Furthermore, your request for grant of earned leave w.e.f. 03.02.2026 to 19.03.2026 (45-days) on full pay has been rejected vide letter dated 25.05.2026. Hence, you have been found guilty of misconduct due to unauthorized absence from duty without prior approval of the Competent Authority.

2. **AND WHEREAS**, the undersigned being Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, in due consideration of the facts of the case, is of the view that you **Ms. Humaira Liaqat**, Junior Special Education Teacher (H.I/BS-16), Government Special Education Centre, Khiali Shahpur Town, District Gujranwala, have been found guilty of misconduct on account of following charge:

"You have been found willfully absent from your duty w.e.f. 03.02.2026 to 19.03.2026 (45 days) without prior permission / approval of leave by the Competent Authority."

3. **AND WHEREAS**, the undersigned is of the opinion that in view of availability of sufficient documentary evidence on record it is not necessary to hold an inquiry into the matter in view of the provision contained in Section 5 (1)(b) of the Act *ibid*. It is, therefore, decided to proceed against you under Section 7(b) read with Section 5 (1)(a) of Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

4. **NOW, THEREFORE**, you are hereby called upon to show cause in writing **within 07-days** of the receipt of this notice as to why one or more of the penalties as prescribed under Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 should not be imposed upon you.

5. Your reply to Show Cause Notice should reach the undersigned, within the said period failing which it shall be presumed that you have no defence to offer and you have admitted the charge.

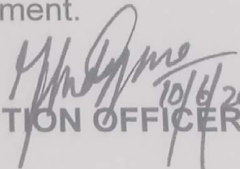
6. In case, you desire to consult any record on which the aforesaid charges are based or relevant to the aforesaid charge, you may do so with prior arrangements with the Section Officer (Estt.) of this Department **within 03-days** of the receipt of this notice.

(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even:

A copy is forwarded to:

1. The Director General of Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Gujranwala with the direction to ensure delivery of this Show Cause Notice to the accused officer through all possible means, well in time.
3. The Principal / Headmaster / Headmistress, Government Special Education Centre, Khiali Shahpur Town, District Gujranwala with the direction to ensure the delivery of this notice at residential address of the accused officer through all possible means, under intimation to this department.
4. PS to Secretary Special Education Department.
5. Office file.


SECTION OFFICER (ESTT.-I)