

REGISTERED



No. SO(Estt)36-263/2019
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the January 24th / 2024

To

Ms. Maham Tanveer,
Junior Special Education Teacher (MC Field)(BS-16),
Govt. Special Education Centre, Kamalia,
District Toba Tek Singh.

R/o House No. 322, Block H, Mohallah Ali Pur, Okara.

Mob No. 03226923579

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

Sarwa Saeed

WHEREAS, 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. Maham Tanveer**, Junior Special Education Teacher (MC Field) (BS-16), Govt. Special Education Centre, Kamalia, District Toba Tek Singh have been found guilty of misconduct on account of following charge:

“Your engagement as a contracted employee is subject to the stipulations outlined in the Contract Appointment Policy of 2004, as well as the terms and conditions delineated in the offer of appointment dated June 13, 2019, which were duly acknowledged by you upon commencement of your service. Specifically, it is explicitly stated therein that a leave without pay for a duration of 90 days on medical grounds is permissible. However, in the event that such medical leave extends beyond a period of three months, your contractual agreement shall be subject to termination. You are presently in contravention of the explicit provisions outlined in the Contract Appointment Policy of 2004, as well as the terms and conditions specified in the offer of appointment dated

June 13, 2019, which you duly accepted. This violation is evidenced by your actions wherein, subsequent to availing a 90-day medical leave from January 11, 2022, to February 08, 2022 (29 days) and from January 09, 2023, to April 03, 2023 (85 days), you subsequently sought additional medical leave, commencing from August 21, 2023, to November 03, 2023 (75 days), followed by periods from November 20, 2023, to December 03, 2023 (14 days), and from December 04, 2023, to December 15, 2023 (12 days), amounting to a cumulative period of 101 days. Throughout these periods, you remained willfully absent from duty without prior permission/approval of leave by the Competent Authority. Furthermore, your applications for medical leave have been duly declined, substantiated by the rationale that, being a contracted employee, post the utilization of the stipulated 90-day medical leave period, any additional leaves on medical grounds are not admissible to you under the prevailing terms and conditions. Hence, your conduct towards performance of your duties is highly prejudicial to good service / discipline and tantamounts to gross misconduct.”

2. **AND WHEREAS**, the undersigned is of the opinion that on account of availability of sufficient documentary evidence against you, 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, proposed to proceed against you under Section 7(b) read with Section 5 (1)(a) of Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

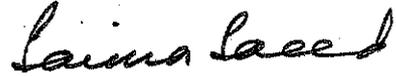
3. **NOW, THEREFORE**, you are hereby called upon to show cause in writing **within 07-days** of the receipt of this notice as to why one or more of the penalties as prescribed under Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 should not be imposed upon you.

4. 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

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and have admitted the charge.

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



(SAIMA SAEED)
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), Faisalabad **with the direction to ensure delivery of this Show Cause Notice to the accused officer well in time.**
3. The Headmaster/Headmistress, Govt. Special Education Centre, Kamalia, District Toba Tek Singh **with the direction to ensure delivery of this notice at residential address of the accused officer through special messenger under intimation to this department and to provide relevant record to the accused officer.**
4. PS to Secretary Special Education Department.
5. Accused officer concerned.
6. Office file.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT