



ORDER

SO(Estt.)40-406/2017: WHEREAS, Deputy Director (Admn), Directorate General of Special Education, Punjab, Lahore vide letter dated 08.06.2023 forwarded an application dated 03.05.2023 filed by **Ms. Fatima Batool**, Junior Special Education Teacher (HI Field / BS-16), Govt. Secondary of Special Education for Hearing Impaired, Attock ('accused officer') for grant of medical leave with full pay w.e.f 03.05.2023 to 24.05.2023 (22-days) supported by OPD slip issued by Dr. Maryam Ejaz Khan, Isfandyar Bukhari District Hospital Attock countersigned by Medical Superintendent, Isfandyar Bukhari District Hospital Attock bearing No. 425 dated 03.05.2023 and leave title issued by District Accounts Officer dated 03.05.2023 alongwith letters of District Education Officer (Spl. Edu.), Rawalpindi dated 27.05.2023 and Headmistress concerned dated 18.05.2023. **Ex-post facto** sanction for grant of 22-days medical leave w.e.f. 03.05.2023 to 24.05.2023 was accorded in favour of the accused officer vide order dated 16.06.2023. Albeit, in order to verify the medical certificate, a letter dated 16.06.2023 was written to Medical Superintendent, Isfandyar Bukhari District Hospital Attock, with the copy of medical certificate.

2. **AND WHEREAS**, Medical Superintendent, Isfandyar Bukhari District Hospital Attock, vide letter dated 27.06.2023, informed that the doctor advised medical rest to the accused officer only for the period of **01 week (07-days)** but medical rest has been altered from the given rest into 04 weeks, which shows wilful tampering of the medical certificate by the accused officer.

3. **AND WHEREAS**, given the circumstances and the fact and on account of existence of adequate documentary evidence on file, disciplinary proceedings against the accused officer were initiated vide Show Cause Notice dated **11.08.2023** under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 ('Act') on the following charge of misconduct:

***"You visited Isfandyar Bukhari District Hospital, Attock on 03.05.2023 for treatment under OPD slip No.425, Dr. Maryam Ejaz Khan, Consultant Gynaecologist, examined you and advised bed rest for 01-week w.e.f. 03.05.2023. But you while submitting your request for grant of medical leave to this Department attached therewith a medical certificate bearing No.425 dated 03.05.2023 signed by Dr. Maryam Ejaz Khan, Consultant Gynaecologist and countersigned by Medical Superintendent IBD, Hospital, Attock which contains tampering (the period of bed rest was converted to 04 weeks by tampering). The Medical Superintendent, IBD Hospital, Attock confirmed vide letter dated 27.06.2023 that you were advised medical bed rest only for a period of 01 week (07-days) but the given rest has been altered***

**into 04 weeks. Prima Facie, it is established that you with mala fide intention converted the period of bed rest from 01 week to 04 weeks to deceive this Department. Hence you have been found guilty of gross misconduct."**

4. **AND WHEREAS**, through the aforementioned Show Cause Notice the accused officer was directed to submit her defence reply within seven days. Accordingly, the accused officer submitted a written reply which was examined and found unsatisfactory. Therefore, in order to finalize the disciplinary proceedings, *vide letter dated 28.08.2023*, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid* on 04.09.2023 and for said purpose **Deputy Secretary, Special Education** was appointed as **Hearing Officer** under Section 7(d) of the Act *ibid*.

5. **AND WHEREAS**, the Hearing Officer after affording opportunities of personal hearing to the accused officer and examining the record submitted hearing report by observing that written reply filed by accused officer shows that the accused officer has candidly admitted the charge. The alterations/tampering made on the OPD slip has not been denied; that the stance of the accused officer that she was admitted in the hospital and her condition was critical cannot be made simpliciter as the same does not give permission to the accused officer to tamper / change / modify / alter the official documents; that OPD slip issued by Isfandyar Bukhari District Hospital Attock was tampered with intention to mislead the department. The Hearing Officer was of the view that the accused officer has admitted the charge and tampering made in the OPD Slip, apart from the admission of accused officer sufficient documentary evidence is available on record which connects the accused officer with charge as levelled against her.

6. **AND WHEREAS**, after having considered all aspects and material related to the case, reply of the accused officer coupled with documents annexed therewith and report of Hearing Officer, it has been noticed that the accused officer has not denied the charge, it is also proved by the report of MS Isfandyar Bukhari District Hospital, Attock that alterations/tampering has been made on the OPD slip. The stance of the accused officer that she has taken in written reply has been given due consideration and I am not persuaded to agree with the justification given by the accused officer for tampering the medical slip. The stance of the accused officer that she was admitted in the hospital and her condition was critical does not permit her or any other person on her behalf to tamper/change/modify/alter the official documents. Admittedly presumption of truth is attached with the official documents and the accused officer has shattered said presumption by her wrong doing. It is also observed that OPD slip issued by Isfandyar Bukhari District Hospital Attock was tampered with intention to mislead the departmental. As far as stance of the accused officer that tampering has been made by her husband and she came to know about said tampering through Show Cause Notice, is concerned, it is noticed that this stance is also devoid of any justification because if the accused officer was aware that her medical rest is only for one week (*as originally advised by doctor*) than why she remained on leave after expiry of one week is not answered. Moreover, this stance is also negated by the application filed by the accused officer dated 03.05.2023 alongwith leave title. The accused officer in her application dated

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03.05.2023 stated that her doctor advised her bed rest for one month. It is also observed that it is admitted at all hands that application dated 03.05.2023 was filed by the accused officer and contents of said application are also not disputed by the accused officer.

7. **NOW THEREFORE, I, Saima Saeed**, Secretary Special Education being Competent Authority in the instant case, *for reasons recorded herein above*, in exercise of powers vested upon me under Section 7(f) read with Section 4 of the Act *ibid*, am of the view that charge of tampering official record and deceiving the department as levelled against the accused officer through Show Cause Notice stands fully proved, therefore, keeping in view the gravity of proven charge and mitigating circumstances involved in this case i.e., medical issues of the accused officer, *while taking lenient view*, minor penalty of '**withholding of increments for a period of two years**' under Section 4(1)(a)(ii) of the Act *ibid* is hereby imposed upon the accused officer.

*Saima Saeed*

(SAIMA SAEED)

SECRETARY to

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore, the  
October 10<sup>th</sup> /2023

No. & Date Even:

A copy is forwarded for information and necessary action to the:-

1. **Accountant General** Punjab, Lahore.
2. **Director General**, Special Education Punjab, Lahore.
3. **District Accounts Officer**, Attock with the request to implement this order, under intimation to this Department.
4. **District Education Officer (Special Education)**, Rawalpindi to ensure delivery of this order to the accused officer and implementation of this order under intimation to this department.
5. **Principal**, Govt. Secondary School of Special Education for Hearing Impaired, Attock to ensure delivery of this order to the accused officer and also ensure implementation of this order under intimation to this department.
6. **Accused officer concerned / Ms. Fatima Batool**, Junior Special Education Teacher (HI Field / BS-16), Govt. Secondary of Special Education for Hearing Impaired, Attock.
7. **PS** to Secretary Special Education Department, Lahore.

*[Signature]*  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT