

REGISTERED



No. SO(Estt)40-513/18  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the May 08 / 2025

To

**Ms. Saba Dabeer,**  
Junior Special Education Teacher (H.I Field / BS-16),  
Govt. Secondary School of Special Education for HI (Girls), Gujrat.

R/o

House No. 282 G4 Johar Town, Lahore.  
**And**  
Sector D1, Green Town, H. No. 594/C, Block 3, Lahore.

**Mobile No:** 03344848401 / 03218832705

**Email:** [sabadabeer12@gmail.com](mailto:sabadabeer12@gmail.com)

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

**WHEREAS**, while serving at the Government Secondary School of Special Education for HI (Girls), Gujrat, you were granted Ex-Pakistan Leave w.e.f. 25.03.2024 to 24.03.2025 (365-days) (without pay) to visit UAE vide order dated 25.03.2024 (*substituted vide order dated 25.03.2024*) with the direction to report to this department after expiry of leave. But you failed to comply with the directions and did not resume your duty upon the expiration of your approved leave and has been found absent from your duty w.e.f. 25.03.2025 to till date. Moreover, prior to the approval of your leave, you submitted an **affidavit** and **Surety Bond**, binding yourself to the following terms:

**Affidavit Clause 6:** I shall return after the expiry of my Leave.

**Surety bond Clause 3:** Upon expiry of leave she shall resume duties in the said department.

**Surety Bond Clause 4:** In the event of break of the aforesaid terms employee binds himself firmly to pay on demands sum of Rupees 60,000/- (Sixty Thousand Rupees only) to the Governor of the Punjab.

**Surety Bond Clause 5:** In witness whereof the produce below the sureties who shall be responsible and stand bound by this agreement and guarantee that the employee abide by this and in case she fail to do so the sureties shall pay the Govt. the said amount in default of the payment by the employee.

By failing to rejoin your duties after expiry of leave, you have violated the terms and conditions outlined in the affidavit and surety bond and have been found willfully absent from duty w.e.f. 25.03.2025 to till-date, thus guilty of misconduct.

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. Saba Dabeer**, Junior Special Education Teacher (H.I Field / BS-16), Govt. Secondary School of Special Education for HI (Girls), Gujrat have been found guilty of misconduct on account of following charges:

i. You have been found willfully absent from your duty w.e.f. 25.03.2025 to date without any intimation or prior permission / approval of leave by the Competent Authority. Moreover, you failed to comply with the directions issued by the department to report back to your duties immediately upon the expiry of your approved ex-Pakistan leave.

ii. By failing to rejoin your duties after the expiration of your approved leave, you have violated the terms and conditions of the Affidavit and Surety Bond signed by you prior to the approval of your leave whereby you were bound to resume your duties upon the expiry of your leave. Clause 4 & 5 binds you to pay a penalty in the event of a breach of the bond's terms. Your non-compliance constitutes a breach of this binding agreement.

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.

*Saba*

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 charges.

6. 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.

*Shahida 8/5/2025*  
(SHAHIDA FARRUKH NAVEED)  
SECRETARY  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

**No. & Date Even:**

A copy is forwarded to the:

1. Director General of Special Education, Punjab, Lahore.
2. District Education Officer (Special Education), Gujranwala with the direction to ensure the delivery of this show cause notice at residential address of the accused officer and through all possible means, under intimation to this department.
3. Principal / Headmaster / Headmistress, Govt. Secondary School of Special Education for HI (Girls), Gujrat, to ensure the delivery of this Show Cause Notice at residential address of the accused officer and through all possible means including email on her official email address, under intimation to this department.
4. PS to Secretary Special Education Department.

*8/5/25*  
SECTION OFFICER (ESTT-I)