



ORDER

No. SO(Estt)20-160/2016. WHEREAS, Qurat ul Ain, Speech Therapist (BS-17), Government Special Education Center, Yazman, District Bahawalpur, filed appeal against order dated 28.03.2025 passed by the **Secretary Special Education Department** / Competent Authority whereby minor penalty of "withholding of annual increment for a period of five years" was imposed upon her under the **PEEDA Act, 2006**.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Mr. Ali Bahadur Qazi**, Secretary (Archives), S&GAD was appointed as Hearing Officer to afford personal hearing to the appellant and submit a comprehensive report to arrive at a definitive decision.

3. **AND WHEREAS**, the Secretary (Archives), S&GAD after conducting personal hearing in the presence of the Departmental Representative of Special Education Department submitted hearing report stating therein that the appellant did not appear and submitted a letter wherein, she requested that her authorized representative would appear. In the departmental appeal, she contended that she was suffering from severe medical condition since January, 2024. She went to Malaysia for her treatment as her husband's group insurance policy in Malaysia covered the required treatment. She was unable to travel back to Pakistan due to the severity of symptoms. She further contended that she faced travel restrictions as her visa was expired. She prayed that her appeal may be accepted and the impugned order be set aside.

4. **AND WHEREAS**, on the other hand, the Administrative Department in the Note submitted that the appellant requested for grant of 730 days ex-Pakistan leave (without pay) w.e.f. 01.05.2022 to 30.04.2024 to visit Malaysia. She was granted EOL (without pay) w.e.f. 01.05.2022 to 31.10.2022 which was extended for 550 days w.e.f. 01.11.2022 to 30.04.2024. However, her requests for further extension were rejected *vide* order dated 22.05.2024 and 15.08.2024. She was issued subsequent reminders to report back to the Administrative Department on 03.09.2024, 23.09.2024, 14.10.2024 & 25.10.2024 but she failed to resume duties after expiry of leave on 30.04.2024. Consequently, disciplinary proceedings were initiated against her under the PEEDA Act, 2006 *vide* Show Cause Notice dated 12.12.2024 on the charge of absence from duty w.e.f. 01.05.2024 to 28.03.2025. She was afforded personal hearing before Deputy Secretary, Special Education / Hearing Officer on 22.01.2025 *vide* letter dated 14.01.2025 who reported that the charge of unauthorized absence from duty w.e.f. 01.05.2024 to 28.03.2025 stands fully proved. Therefore, after completing all codal formalities, the Secretary Special Education / Competent Authority, imposed the impugned penalty upon the appellant *vide* order dated 28.03.2025. The Administrative Department proposed that the appeal may be rejected being devoid of merit.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering the appeal of the appellant and the report of the Hearing Officer, it is observed that the charge of absence for 10 months, 26 days was proved against the appellant without any shadow of doubt. Her application for second extension in EOL Secretary Special Education / Competent Authority has rightly imposed the impugned penalty upon the appellant in accordance with law. The appellant could not produce any material to rebut the evidence available on record to prove her innocence. Thus, she failed to substantiate her stance in the appeal.

6. **NOW THEREFORE**, under the circumstances, I, **Zahid Akhtar Zaman**, Chief Secretary, Punjab, in exercise of powers conferred upon me under Section 16 of the PEEDA Act, 2006, do hereby **reject** the appeal of **Qurat ul Ain**, being devoid of merit and substance.

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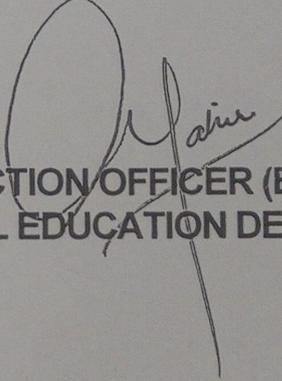
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 15th September, 2025

No. & Date Even.

A copy is forwarded to the:

1. **Accountant General**, Punjab, Lahore.
2. **Director General**, Directorate General of Special Education, Punjab, Lahore.
3. **Deputy Secretary (Service Matters)** to Chief Secretary, Punjab w.r. to Note bearing No. 89647 dated 09.09.2025.
4. **District Education Officer** (Special Education), Bahawalpur to ensure delivery of this order to the appellant under intimation to this department.
5. Headmaster/Headmistress, Govt. Special Education Centre, Yazman, District Bahawalpur to ensure delivery of this order to the appellant under intimation to this department.
6. **Ms. Qurat Ul Ain**, Speech Therapist (BS-17), Govt. Special Education Centre, Yazman, District Bahawalpur. Resident of House No. 82-B, Sattelite Town, Bahawalpur. Mob No. 0348-6533282.
7. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT