

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER

No. SO(Estt)4-11/2019. WHEREAS, Deputy Director (Admn.), Directorate General of Special Education Punjab vide letter No. 28/255-Admn:2022/10799 dated 20.11.2024 forwarded the letter of District Education Officer (Special Education) Sahiwal dated 30.10.2024, whereby it was been informed that **Ms. Sehrish Nazir**, Senior Special Education Teacher (HI Field / BS-17), Govt. Secondary School of Special Education (HI) Girls, Sahiwal ('accused officer') has been found absent from her duty w.e.f. 01.10.2024 till to date without any intimation / prior approval of the Competent Authority.

2. **AND WHEREAS**, upon receipt of absence report, given the circumstances and the fact of the case, absence of the accused officer and on account of existence of adequate documentary evidence on file, while dispensing with regular inquiry in view of documentary evidence available on record under Section 5(1)(b) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ("Act"), disciplinary proceedings were initiated against the accused officer under Section 7(b) read with Section 5(1)(a) of the Act *ibid* vide Show Cause Notice dated 07.01.2025 on the following charge of misconduct on account of absence from duty;

"You have been found willfully absent from your duty w.e.f. 01.10.2024 till to date without prior permission / approval of leave by the Competent Authority".

3. **AND WHEREAS**, through the above said Show Cause Notice, the accused officer was directed to submit her written reply within 07-days. The accused officer submitted written reply which was considered and found unsatisfactory, therefore, in order to finalize the disciplinary proceedings, the accused officer was granted opportunity of personal hearing under Section 7(d) of Act *ibid* and for this purpose she was directed to appear before the Deputy Secretary, Special Education / Hearing Officer appointed under Section 7 (d) of the Act *ibid*.

4. **AND WHEREAS**, the Hearing Officer after affording an opportunity of personal hearing to the accused officer submitted hearing report. Thereafter, regular inquiry under Section 3 read with Section 5 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 was initiated against the accused officer vide order dated 28.04.2025 on the following charge of misconduct by appointing Mr. Abdul Rafay Rao, Headmaster (BS-18), presently posted as Principal (BS-19), Govt. Special Education Centre, Shalimar Town, Lahore as Inquiry Officer;

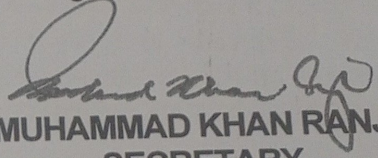
"The accused officer has been found willfully absent from your duty w.e.f. 01.10.2024 till to date without prior permission / approval of leave by the Competent Authority".

5. **AND WHEREAS**, the Inquiry Officer, after conducting proceedings strictly in accordance with law, submitted the inquiry report wherein it was concluded that the charge of misconduct levelled against the accused officer through order dated 28.04.2025 remained unsubstantiated. Accordingly, the Inquiry Officer recommended exoneration of the accused officer.

6. **AND WHEREAS**, upon careful examination of the inquiry report in conjunction with the entire case record, including the findings and recommendations of the Inquiry Officer, it emerges that a comprehensive and methodical approach was adopted to ascertain the veracity of the charge. The relevant documentary record, including the medical reports and opinion of the duly constituted Medical Board, was meticulously scrutinized, and statements of all concerned individuals were duly recorded. Despite this exhaustive process, no incriminating material or substantive evidence was found to establish willful absence on the part of the accused officer. Rather, the Inquiry Officer concluded that although the accused remained absent, such absence was attributable to a serious medical condition and was neither deliberate nor intentional. This conclusion is duly corroborated by the Medical Board's report. The findings unequivocally establish that the charge of misconduct remained unproven and unsubstantiated. Furthermore, the record demonstrates that the proceedings were conducted strictly in accordance with the provisions of the PEEDA Act, 2006, while observing the principles of natural justice and due process. A holistic appraisal of the inquiry report confirms that the recommendations are factually sound, legally tenable, and firmly supported by the available evidence on record.

7. **NOW THEREFORE**, I, **Muhammad Khan Ranjha**, Secretary Special Education / Competent Authority in the instant case, for the reasons stated hereinabove and in exercise of powers conferred upon me under Section 13(5) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, while concurring with the findings and recommendations of the Inquiry Officer, do hereby **exonerate** the accused officer, under Section 13(3) of the Act *ibid*, from the charge levelled against her vide order of inquiry dated 28.04.2025.

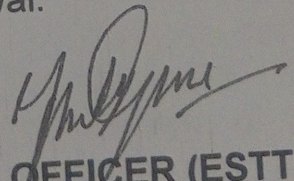
Dated Lahore the
October 27 / 2025


(MUHAMMAD KHAN RANJHA)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even.

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

1. Director General, Special Education, Punjab, Lahore.
2. District Accounts Officer, Sahiwal.
3. District Education Officer (Special Education), Sahiwal to ensure the delivery of this order to the accused officer on her official and residential address under intimation to this department.
4. Headmaster, Govt. Secondary School of Special Education (HI) Girls, Sahiwal to ensure the delivery of this order to the accused officer on her official and residential address and through all possible means under intimation to this department.
5. **Ms. Sehrish Nazir**, Senior Special Education Teacher (HI Field / BS-17), Govt. Secondary School of Special Education (HI) Girls, Sahiwal.
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT