



PENALTY ORDER

No. SO(Estt)21-70/2008. WHEREAS, Ms. Aisha Tariq, Psychologist (BS-18/Personal), previously posted at Govt. Secondary Special Education Centre, Liaquatpur, District Rahim Yar Khan. Resident of 36-Post Office Road Liaquat Pur, District Rahim Yar Khan, was granted Ex-Pakistan Extraordinary Leave without pay w.e.f. 04.09.2022 to 06.09.2025 (1094 days) vide order dated 09.09.2022. The accused officer subsequently applied for extension of the said Ex-Pakistan Extraordinary Leave w.e.f. 07.09.2025 to 06.09.2027 (730 days), which request was duly examined and rejected by the Competent Authority vide letter dated 23.10.2025, whereby the accused officer was categorically directed to report back for duty immediately.

2. **AND WHEREAS**, despite the said explicit and unambiguous directions of the Competent Authority, the accused officer wilfully failed, neglected and refused to resume her duties, and has remained continuously absent from duty without any lawful justification and without sanction of leave by the Competent Authority, thereby rendering herself liable to disciplinary action.

3. **AND WHEREAS**, in consequence thereof, a Show Cause Notice bearing No. SO(ESTT.)21-70/2008 dated 10.06.2026 was served upon the accused officer under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ("**the Act**"), on the following charge of misconduct:

"You have been found willfully absent from your duty w.e.f. 07.09.2025 to till date without prior permission / approval of leave by the Competent Authority."

As the documentary evidence on record was sufficient, a formal inquiry was dispensed with and proceedings were conducted under the applicable provisions of the Act.

4. **AND WHEREAS**, the accused officer failed to submit any written reply to the said Show Cause Notice within the stipulated period of seven days, and was, in terms of para 5 thereof, liable to be proceeded against on the presumption that she had no defence to offer and had admitted the charge. Notwithstanding the above, and in order to afford the accused officer a further and meaningful opportunity of being heard, a Personal Hearing Notice dated 16.07.2026 was issued under Section 7(d) of the Act, directing her to appear before the undersigned on 04.08.2026, on which date the accused officer failed to appear.

5. **AND WHEREAS**, on the application of the accused officer citing her medical condition, personal circumstances and stay in the United Kingdom, as a matter of indulgence and in the interest of fair play, undersigned permitted her an opportunity of hearing through video conferencing, and a Second Personal Hearing Notice dated 21.08.2026 was accordingly issued, fixing the hearing for 27.08.2026 through Zoom.

6. **AND WHEREAS**, on 27.08.2026 the accused officer filed her written reply to the Show Cause Notice and appeared before the undersigned through the said video conferencing platform, and her stance was duly taken on record and has been considered in its entirety.
7. **AND WHEREAS**, in her said written reply as well as through a separate letter dated 25.07.2026, the accused officer has tendered her resignation from the post of Psychologist (BS-18), and has requested that the same be accepted and departmental clearance processed accordingly.
8. **AND WHEREAS**, I have considered the entire record, the orders sanctioning Ex-Pakistan Extraordinary Leave, the request for further extension and the leave rejection order, the direction to resume duty on its expiry, her continued unauthorized absence, the Show Cause Notice, written reply and the resignation tendered by her during the pendency of proceedings.
9. **AND WHEREAS**, the documentary record establishes that the accused officer was fully aware of the leave actually sanctioned in her favour and was expressly directed to report for duty on its expiry; the obligation to resume duty was therefore neither uncertain nor conditional. The grant of Ex-Pakistan Extraordinary Leave on her earlier request did not create an indefeasible or continuing right to remain away from duty, such grant was governed by the terms of its own sanction order, and leave rejection order she was directed to report back. Her failure to resume duty without lawful extension constitutes a conscious and continued disregard of the authority vested in the Competent Authority.
10. **AND WHEREAS**, the question of acceptance of the said resignation, tendered during the pendency of disciplinary proceedings, has been examined in light of the policy instructions issued by the Regulations Wing, Services & General Administration Department, Government of the Punjab, vide letter No. SOR-I(S&GAD)1-13/2004 dated 16.03.2004, as reiterated vide Circular No. SOR-I(S&GAD)2-2/2012 dated 10.10.2013, which provide in unequivocal terms that once disciplinary proceedings have been initiated by the Competent Authority, the same are to be taken to their logical conclusion, and a resignation tendered during the pendency of such proceedings is not to be accepted until the proceedings stand concluded and a final order has been passed under the applicable law.
11. **AND WHEREAS**, it is a settled principle that the mere tendering of resignation does not, *ipso facto*, terminate the relationship of employer and employee, nor does it absolve a civil servant of liability for misconduct already committed; the accused officer, until acceptance of her resignation by the Competent Authority, continues to remain subject to the disciplinary jurisdiction of the Department, and the pendency of a request for resignation neither validates nor condones the unauthorized absence already committed by her. The contention, *if any*, that the resignation be accepted in lieu of disciplinary action is, therefore, not tenable and is hereby repelled.
12. **AND WHEREAS**, on an objective and cumulative assessment of the record, I find the charge of misconduct on account of unauthorized absence from duty w.e.f. 07.09.2025 stands fully established and proved against the accused officer, no plausible explanation or lawful justification having been furnished by her for the said absence, hence, I am of the considered view that the ends of justice would be adequately met by imposing the minor penalty of Censure rather than a more severe penalty.

13. **NOW THEREFORE**, in exercise of the powers conferred under Section 4 read with Section 7 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, I, **Shoaib Iqbal Syed**, Secretary to the Government of the Punjab, Special Education Department, being the Competent Authority, after having carefully considered all the material and circumstances of the case, hereby hold that the charge of misconduct on account of unauthorized absence from duty stands proved against **Ms. Aisha Tariq**, Psychologist (BS-18/Personal), previously posted at Govt. Secondary Special Education Centre, Liaquatpur, District Rahim Yar Khan, and hereby order as follows:

- I. Minor penalty of “**Censure**” is hereby imposed upon the accused officer under Section 4(1)(a)(i) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006.
- II. The period of unauthorized absence of the accused officer w.e.f. 07.09.2025 till the date of this order shall be treated as Extra Ordinary Leave (EOL) without pay.
- III. The resignation tendered by the accused officer vide her letter dated 25.07.2026 and reiterated in her reply dated 27.08.2026 shall be examined and decided separately, independently and strictly on its own merits, in accordance with law, the applicable rules, and the instructions of the Regulations Wing referred to hereinabove. Nothing contained in this order shall be construed as an acceptance, express or implied, of the resignation so tendered, and the disposal of the said disciplinary proceedings shall not be deemed to prejudice, in any manner, the independent consideration of the resignation on its own merits.

14. This order shall take effect immediately.

(**SHOAIB IQBAL SYED**)
SECRETARY

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
September 14, 2026

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 Education Officer (Special Education), Bahawalpur to ensure delivery of this order to the accused officer under intimation to this department.
4. Headmaster / Headmistress, Govt. Secondary Special Education Centre, Liaquatpur, District Rahim Yar Khan with the direction to ensure the delivery of this order at residential address of the accused officer through all possible means, under intimation to this department.
5. Accused officer concerned / **Ms. Aisha Tariq**, Psychologist (BS-18/Personal), previously posted at Govt. Secondary Special Education Centre, Liaquatpur, District Rahim Yar Khan. Resident of 36-Post Office Road Liaquat Pur, District Rahim Yar Khan.
6. PS to Secretary Special Education Department.

SECTION OFFICER (ESTT-4)
SPECIAL EDUCATION DEPARTMENT