



Dated Lahore, the 14 September, 2026

To

Ms. Afshan Afzal

Senior Special Education Teacher (H.I. Field/BS-18/Personal),
Previously posted at Government National Special Education Centre,
Johar Town, Lahore.

R/o: House No. 534, Mohallah Nashe-e-Iqbal, Phase-I, Near Wapda Town,
Lahore.

Email id: afshanraghib.534@gmail.com

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

WHEREAS, while serving as Senior Special Education Teacher (H.I. Field/BS-18/Personal) at Government National Special Education Centre, Johar Town, Lahore, you were granted Ex-Pakistan Leave w.e.f. 24.10.2024 to 31.05.2025 for a period of 220 days on half pay, for visiting the USA, vide order dated 17.10.2024. The said leave was sanctioned subject to the condition that you would report for duty to the Special Education Department immediately upon expiry of the sanctioned leave period. Upon expiry of the aforesaid leave, instead of resuming your duties, you applied for further extension of Ex-Pakistan Extra Ordinary Leave (without pay). Your request was considered by the Competent Authority and an extension was granted w.e.f. 01.06.2025 to 30.11.2025 for a period of 182 days, vide order dated 17.09.2025, subject to the specific condition that no further extension of leave would be granted. Notwithstanding the aforesaid clear and categorical condition, you subsequently submitted another request for grant of Ex-Pakistan Extra Ordinary Leave for a further period of 14 to 16 months. The Competent Authority, after due consideration, rejected your request and, vide letter dated 27.07.2026, directed you to resume/join duty immediately, with the warning that failure to comply with the said direction would render you liable to disciplinary proceedings. Despite the clear and lawful directions of the Competent Authority, you failed to resume your duties and have remained continuously absent from duty w.e.f. 01.12.2025 till to date. Your continued absence, despite repeated directions to join duty, constitutes misconduct, inefficiency, willful disobedience of the lawful orders of the Competent Authority, and failure to discharge your official duties, thereby rendering you liable to disciplinary action under the provisions of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 (PEEDA Act, 2006).

2. **WHEREAS**, prior to proceeding on the aforesaid leave, you executed a Surety Bond, duly witnessed and secured through two sureties, wherein you specifically undertook and bound yourself: (i) to faithfully confine and abide by the instructions regarding your leave during the period of Ex-Pakistan Leave; (ii) to confine the said leave strictly to the purpose for which it was sanctioned and not to change it without the prior permission of the Governor; and (iii) upon expiry of the leave, to return to Pakistan and resume your duties in the Department. You further bound yourself, in the event of breach of any of the aforesaid terms, to pay on demand a sum of Rs. 30,000/- to the Governor, with your sureties standing bound to guarantee your performance of the said undertaking. Despite having executed the said Surety Bond and having solemnly undertaken to abide by its terms, you have failed to comply with the same.

3. **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. Afshan Afzal**, Senior Special Education Teacher (H.I. Field/BS-18/Personal), Previously posted at Government National Special Education Centre, Lahore. ('**accused officer**'), have been found guilty of misconduct on account of following charge:

- i. You have been found willfully absent from your duty w.e.f. 01.12.2025 till to date, without prior permission / approval of leave by the Competent Authority.
- ii. You have failed to comply with the terms and conditions of the Surety Bond executed by you prior to proceeding on Ex-Pakistan Leave, whereby you had specifically undertaken to confine your leave to the purpose and period for which it was sanctioned and to return to Pakistan and resume your duties upon its expiry, and have thereby committed breach of the said solemn undertaking and failed to comply with the terms and conditions of the said Surety Bond.

4. **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.

5. **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.

6. 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 charge.

7. In case, you desire to consult any record on which the aforesaid charges are based or relevant to the aforesaid charge, you may do so with prior arrangements with the Section Officer (Estt.) of this Department **within 03-days** of the receipt of this notice.


(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even:

A copy is forwarded to:

1. The Director General of Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore with the direction to ensure delivery of this Show Cause Notice to the accused officer through all possible means, well in time.
3. The Principal / Headmaster / Headmistress, Government National Special Education Centre, Johar Town, Lahore, with the direction to ensure the

delivery of this notice to the accused officer through all possible means, under intimation to this department.

4. PS to Secretary Special Education Department.
5. Office file.


14/9/2026
SECTION OFFICER (ESTP.-I)