



Dated Lahore, the 14 September, 2026

To

Ms. Ayesha Fayyaz
Speech Therapist (BS-17),
Government Secondary Special Education Centre, Rahim Yar Khan.

R/o: House No. 249, Scheme No.3, Street No.13, Peoples Colony,
Ferozewala, Shahdra Lahore.

Mobile No: 0331-4637060

Email id: ayeshatarar6@gmail.com

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

WHEREAS, the District Education Officer (Special Education), Rahim Yar Khan, vide letter No. DEO(Spl.Edu.)/RYK/26/326 dated 19.08.2026, forwarded the report of the Principal, Government Secondary Special Education Centre, Rahim Yar Khan, regarding your absence from duty and availing of leave without prior sanction/approval of the Competent Authority. According to the report available on record, you were appointed as Speech Therapist (BS-17) on contract basis vide appointment order dated 07.10.2022 and were serving at Government Secondary Special Education Centre, Rahim Yar Khan. It has been reported that you proceeded on casual leave w.e.f. 15.12.2025 to 19.12.2025 on account of your marriage. Thereafter, winter vacations were observed from 20.12.2025 to 19.01.2026 and during the said period, you submitted an application for medical leave without pay w.e.f. 12.01.2026 to 26.01.2026 on the ground of backache. However, after expiry of the winter vacations, you did not resume duty and remained absent from 20.01.2026 onwards, except for your attendance at the Centre on 16.02.2026. On 16.02.2026, you attended the Centre and obtained a medical docket for check-up, but thereafter you again proceeded to your home station and remained away from duty w.e.f. 17.02.2026 to 31.03.2026, without obtaining prior sanction of the Competent Authority. It has also been reported that you submitted several applications for medical leave without pay for different periods, however, the said leave was not sanctioned by the Competent Authority, and you remained absent from duty during the periods mentioned above. You ultimately resumed duty on 01.04.2026 and deposited Challan No. 32 amounting to Rs.88,850/- in respect of the reported period of absence from 11.01.2026 to 31.03.2026. However, the deposit of the amount does not, by itself, regularize the period of absence or convert self-availed leave into sanctioned leave.

2. **WHEREAS**, under offer of appointment and Para 7(c) of the Contract Appointment Policy, 2004, medical leave without pay is admissible subject to fulfillment of the prescribed conditions and production of a medical certificate acceptable to the Competent Authority. Mere submission of an application for leave, medical prescription or communication through WhatsApp does not constitute sanction of leave by the Competent Authority, the record prima facie establishes that you repeatedly remained absent from duty and availed medical leave without obtaining prior sanction/approval of the Competent Authority, thereby failing to

maintain regular attendance and due discipline and rendering yourself liable to disciplinary action under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

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. Ayesha Fayyaz** Speech Therapist (BS-17), Government Secondary Special Education Centre, Rahim Yar Khan ('accused officer'), have been found guilty of misconduct on account of following charge:

"You have been found willfully absent from your duty w.e.f. 20.12.2025 to 15.02.2026 and 17.02.2026 to 31.03.2026, without prior permission/approval of leave by the Competent Authority. Your said period of absence exceeds the maximum limit of three months' medical leave without pay admissible to you under your offer of appointment and Para 7(c) of the Contract Appointment Policy, 2004, thereby rendering your contract liable to termination."

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.

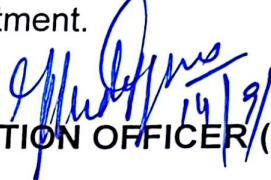

(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even:

A copy is forwarded to:

1. The Director General of Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Bahawalpur with the direction to ensure delivery of this Show Cause Notice to the accused officer through all possible means, well in time.

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3. The Principal Government Secondary Special Education Centre, Rahim Yar Khan., 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.


SECTION OFFICER (ESTT.-I)