



PENALTY ORDER

No. SO(ESTT.)10-705/2016. WHEREAS, Ms. Sadia Rehman, Senior Special Education Teacher (H.I Field / BS-17), previously posted at Govt. Special Education Centre HIC (Devolved), District Sargodha had applied for grant of Ex-Pakistan Extraordinary Leave (without pay) for a period of 730 days w.e.f. 26.10.2024 to 25.10.2026, which request was partially accepted by the Competent Authority, and Ex-Pakistan Extraordinary Leave (without pay) was sanctioned for a period of 365 days only, w.e.f. 26.10.2024 to 25.10.2025, vide order dated 18.02.2025, with explicit directions to report back for duty immediately on expiry thereof. Despite the said clear directions, the accused officer has willfully failed and neglected to resume her duties and has remained continuously absent, without lawful justification or approval of leave from the Competent Authority.

2. **AND WHEREAS**, in view of the documentary evidence already available on record, the requirement of a regular inquiry was dispensed with under Section 5(1)(b) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ("Act"), and a Show Cause Notice dated 10.06.2026 was issued to her under Section 7(b) read with Section 5(1)(a) of the Act, on the following charge of misconduct:

"You have been found willfully absent from your duty w.e.f. 26.10.2025 to till date without prior permission / approval of leave by the Competent Authority."

3. **AND WHEREAS**, in response to the Show Cause Notice, the accused officer submitted a written reply wherein she contended that she had originally sought a two-year leave on humanitarian grounds to attend to her mother's medical treatment, that the order dated 18.02.2025 partially sanctioning the leave to 365 days was never received by her, and that her continued absence was, therefore, non-willful and bona fide. The said reply, alongwith the record, has been duly examined by the undersigned and is found to be unsatisfactory, unsubstantiated, and untenable, for the reasons recorded in para No. 6 below.

4. **AND WHEREAS**, in order to afford a fair opportunity of hearing under Section 7(d) of the Act *ibid*, the accused officer was directed, vide letter dated 16.07.2026, to appear before the undersigned on 05.08.2026, but she neither appeared nor deputed any authorized representative, and instead sought an adjournment on the plea of attending to her mother in Karachi. A second opportunity was afforded vide letter dated 21.08.2026 for appearance on 27.08.2026, which too was met with a similar request for adjournment, without appearance. A last and final opportunity was granted vide letter dated 31.08.2026, directing her to appear on 15.09.2026, with a clear caution that failure to do so would result in the case being decided on the basis of the available record; the accused officer once again failed to appear, and merely requested that her physical presence be dispensed with.

5. **AND WHEREAS**, despite being afforded a cumulative period of over two months and three consecutive opportunities to present herself or produce supporting evidence, the accused officer, at no stage, placed on record any medical certificate,

hospital document, or other credible proof in substantiation of the hardship pleaded by her.

6. **AND WHEREAS**, upon careful examination of the explanation tendered by the accused officer, the same is found devoid of merit. The order dated 18.02.2025, partially sanctioning her leave and directing her to report back for duty, was a lawful order of the Competent Authority addressed directly to her; the plea of its non-receipt, unsupported by any evidence, cannot absolve a responsible Government servant of her statutory obligation to ascertain the status of her own leave application and to report for duty upon expiry of the period for which leave stood admittedly sought, more particularly when only one of the two years applied for could, on the accused officer's own showing, have been treated as sanctioned. Mere personal assumption that an unconfirmed leave request would be deemed extended does not constitute lawful sanction, nor does it furnish a valid defence to prolonged and unauthorized absence. The plea of humanitarian hardship, *though sympathetically considered*, remains a bare assertion unsupported by any documentary proof despite ample and repeated opportunity to furnish the same, and is accordingly held to be an afterthought raised solely to escape the consequences of the charge. It is a settled principle under Section 2(n)(vii) of the Act *ibid* that absence from duty without prior sanction of leave by the Competent Authority constitutes misconduct. The record conclusively establishes that the accused officer has remained willfully and continuously absent from duty w.e.f. 26.10.2025 to date, a period exceeding ten (10) months, in complete defiance of the explicit directions of the Competent Authority.

7. **NOW THEREFORE**, I, Shoaib Iqbal Syed, Secretary, Special Education Department / Competent Authority, having thoroughly examined the record, the written reply, and the conduct of the accused officer throughout the proceedings, am satisfied that the charge of misconduct stands conclusively established against her. Her prolonged and unauthorized absence for over ten (10) months, in open defiance of the lawful directions of the Competent Authority, coupled with her persistent and calculated avoidance of personal appearance despite three consecutive opportunities, reflects a complete disregard for service discipline, betrays the trust reposed in her as a Government servant, and renders her continued retention in service untenable and detrimental to the interest of the Department and the special children under its care. In view of the gravity of the established charge, and in exercise of the powers conferred upon me under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, I hereby impose upon the accused officer the major penalty of "Removal from Service" under Section 4(1)(b)(v) of the Act *ibid*.

8. This order shall take effect forthwith in accordance with law.

Dated Lahore, the
September 18 /2026

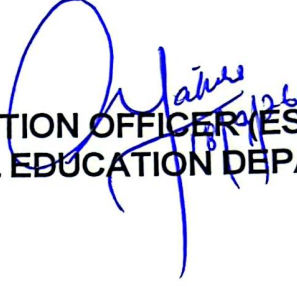
No. & Date Even:

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

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), Sargodha.
 4. Headmaster / Headmistress, Govt. Special Education Centre, HIC (Devolved), District Sargodha.
 5. Statistical Officer, Directorate General, Special Education Punjab, Lahore.
 6. Ms. Sadia Rehman, Senior Special Education Teacher (H.I Field / BS-17), R/o House No. 1012/B, Shaukat Hayat Colony, Ghousia Chowk, Sargodha.
 7. PS to Secretary, Special Education Department, Lahore.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT