

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

PENALTY ORDER

No. SO(ESTT.)36-301/2020. WHEREAS, disciplinary proceedings were initiated against **Ms. Ayesha**, Junior Special Education Teacher (M.C Field / BS-16), previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, on the report of the District Education Officer (Special Education), Rawalpindi, forwarded through the Directorate General of Special Education, Punjab, disclosing that the accused officer had applied for Ex-Pakistan Leave w.e.f. 23.06.2024 to 31.01.2026 to visit Portugal, which request was duly examined and declined by the Competent Authority vide letter dated 24.06.2025 on administrative grounds, in view of the acute shortage of teaching staff. Despite the said rejection, the accused officer proceeded abroad without obtaining any prior approval, sanction of leave, or No Objection Certificate from the Competent Authority, and has since remained absent from duty.

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 22.06.2026 was accordingly 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. 17.09.2025 to till date without prior permission / approval of leave by the Competent Authority."

3. AND WHEREAS, the accused officer was called upon, through the aforesaid Show Cause Notice, to submit her written defence within seven (07) days of its receipt; however, she neither responded nor offered any explanation within the period allowed. In order to conclude the proceedings in a fair and transparent manner, she was thereafter afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid*. Vide letter dated 16.07.2026, she was directed to appear before the undersigned on 04.08.2026 at 10:30 A.M., but she chose not to avail this opportunity. A second notice, dated 10.08.2026, required her presence on 27.08.2026 at 11:00 A.M., which too went unheeded. A last and final opportunity was extended vide letter dated 31.08.2026, directing her to appear on 15.09.2026 at 10:50 A.M., failing which the case would be decided on the basis of the record available; even this final opportunity was allowed to lapse without appearance.

4. AND WHEREAS, the record establishes that the Show Cause Notice and all subsequent hearing notices were duly conveyed to the accused officer through the District Education Officer (Special Education), Rawalpindi and the Headmistress, Govt. Special Education Centre, Taxila, at her residential address as well as through email, under intimation to this Department. Notwithstanding due compliance with all procedural

and legal formalities and the grant of repeated opportunities, the accused officer chose to remain disengaged from the disciplinary process throughout.

5. **AND WHEREAS**, a careful examination of the record reveals a consistent pattern of disregard for departmental authority on the part of the accused officer. Having been refused Ex-Pakistan Leave on administrative grounds, she nevertheless expressed an intention on 15.09.2025 to renew her leave request, and on the following day conveyed, only verbally, an intention to resign from service; despite being advised by the Headmistress to route the same through a formal resignation and clearance of dues, she submitted no such application. Instead, she proceeded abroad to Portugal without any sanction or No Objection Certificate and has remained continuously absent from duty since 17.09.2025, a fact she herself confirmed when contacted telephonically by the District Education Officer concerned.

6. **AND WHEREAS**, such conduct amounts to a deliberate and calculated defiance of the lawful decision of the Competent Authority, and constitutes gross misconduct, wilful absence, and a serious breach of service discipline. The accused officer's failure to submit a reply to the Show Cause Notice dated 22.06.2026 further attracts the consequence stipulated in Clause 5 thereof, which reads as under:

"5. 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."

Accordingly, her silence is to be treated as a deemed admission of the charge levelled against her. The record further establishes that her unauthorized absence, coupled with unsanctioned foreign travel, has continued for a period of approximately twelve (12) months without any lawful justification or mitigating explanation.

7. **AND WHEREAS**, her conduct throughout the proceedings, including her repeated non-appearance despite three consecutive opportunities of personal hearing duly served upon her, reflects an absence of any bona fide defence and a wilful disregard for the disciplinary process. It is well settled under Section 2(n)(vii) of the PEEDA Act, 2006, that absence from duty without the prior approval of leave by the Competent Authority constitutes misconduct. The accused officer's continued and unauthorized absence from 17.09.2025 till date, undertaken in open defiance of the rejection of her leave application, stands conclusively established on record.

8. **NOW THEREFORE**, I, **Shoaib Iqbal Syed**, Secretary, Special Education Department / Competent Authority, having carefully examined the entire record and proceedings of the case, am satisfied that the charge of misconduct stands fully proved against the accused officer on account of her wilful and continued absence from duty w.e.f. 17.09.2025 to date, pursued in defiance of the rejection of her leave application and without any sanction, intimation, or lawful justification. Her conduct reflects a calculated disregard for the authority of the Department, a complete abdication of professional responsibility towards the special children under her charge, and a wilful evasion of the disciplinary process despite ample and repeated opportunity to be heard. Such conduct renders her continued retention in service wholly untenable and detrimental to the interest of the Department. 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.

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

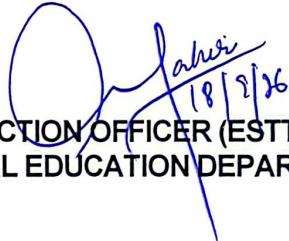
(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
September 18 /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), Rawalpindi.
4. Headmistress, Govt. Special Education Centre, Taxila, District Rawalpindi.
5. Statistical Officer, Directorate General, Special Education Punjab, Lahore.
6. Ms. Ayesha, Junior Special Education Teacher (M.C Field / BS-16), Resident of Plot No. 101, Block 2, Mahala Kareem Park, Ravi Road, Lahore.
7. PS to Secretary, Special Education Department, Lahore.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT