

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

PENALTY ORDER

No. SO(Estt)40-123/2015. **WHEREAS**, disciplinary proceedings under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ("**PEEDA Act, 2006**") were initiated against **Ms. Humaira Liaqat**, Junior Special Education Teacher (H.I./BS-16), Government Special Education Centre, Khiali Shahpur Town, District Gujranwala, vide Show Cause Notice dated 10.06.2026, under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006, on the following charge:

"You have been found willfully absent from your duty w.e.f. 03.02.2026 to 19.03.2026 (45 days) without prior permission/approval of leave by the Competent Authority."

2. **AND WHEREAS**, the record reveals that the accused officer remained absent from duty from 03.02.2026 to 19.03.2026 for a period of 45 days without obtaining prior approval/sanction of leave from the Competent Authority. Although she subsequently submitted an application for grant of earned leave for the aforesaid period, the application was received in the Directorate General of Special Education, Punjab, Lahore on 11.02.2026 and in the Establishment Section of this Department on 12.02.2026, whereas she had already proceeded on leave with effect from 03.02.2026. Her request for grant of earned leave for the said period on full pay was subsequently declined vide letter dated 25.05.2026.

3. **AND WHEREAS**, the accused officer did not submit any written reply to the Show Cause Notice within the prescribed period. However, in accordance with the requirements of natural justice and Section 7(d) of the PEEDA Act, 2006, she was afforded an opportunity of personal hearing and was directed to appear before the undersigned / Competent Authority on 04.08.2026. She availed the said opportunity and submitted her explanation during the personal hearing.

4. **AND WHEREAS**, during the personal hearing, the accused officer explained that she had proceeded on leave following the premature birth of her baby, who was stated to be in critical medical condition and required continuous medical attention. She expressed regret for her absence, tendered an apology, assured that there was no intention to disregard departmental rules or official responsibilities, and stated that it was her first such lapse in service. She also assured that she would be more careful in future.

5. **AND WHEREAS**, the explanation furnished by the accused officer has been carefully considered along with the entire record of the case, including the Show Cause Notice, the documentary evidence available on record, her failure to obtain prior sanction of leave, and the explanation furnished by her at the stage of personal hearing. The fact remains that she proceeded on leave on her own without obtaining prior approval of the Competent Authority. Such conduct constitutes misconduct within the meaning of the PEEDA Act, 2006. Nevertheless, the personal circumstances explained by the accused officer, particularly the premature birth and

critical medical condition of her baby, her expression of regret and assurance regarding future conduct, as well as the fact that the lapse has been represented as her first such occurrence, have been taken into consideration as mitigating circumstances while determining the quantum of penalty.

6. **NOW THEREFORE**, after careful consideration of the facts and circumstances of the case, the charge levelled against Ms. Humaira Liaqat, Junior Special Education Teacher (H.I./BS-16) is held to have been established to the extent that she proceeded on leave without obtaining prior approval/sanction of the Competent Authority. Consequently, in exercise of the powers conferred under Section 4(1)(a)(i) read with Section 7 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, I, **Shoaib Iqbal Syed**, Secretary, Special Education Department being Competent Authority, hereby imposes upon Ms. Humaira Liaqat the minor penalty of '**Censure**' under Section 4(1)(a)(i) of the PEEDA Act, 2006 for proceeding on leave from 03.02.2026 to 19.03.2026 (45 days) without prior sanction/approval of the Competent Authority.

7. At the same time, having regard to the peculiar circumstances explained by the accused officer during the personal hearing and in order to regularize the period of absence, *ex post facto* sanction of leave for the period from 03.02.2026 to 19.03.2026 (45 days) is accorded, subject to the admissibility of leave under the applicable Leave Rules and verification of the leave account by the concerned authority.

8. It is, however, clarified that the *ex post facto* sanction of leave shall be treated as a measure for regularization of the period of absence and shall not obliterate or condone the lapse of proceeding on leave without prior approval, for which the penalty of Censure has been imposed under the PEEDA Act, 2006.

9. The disciplinary proceedings against Ms. Humaira Liaqat are hereby concluded accordingly.

(SHOAIB IQBAL SYED)

SECRETARY

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
August 19th, 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), Gujranwala to ensure delivery of this order to the accused officer under intimation to this department.
4. Accused officer concerned / **Ms. Humaira Liaqat**, Junior Special Education Teacher (H.I./BS-16), Government Special Education Centre, Khiali Shahpur Town, District Gujranwala.
5. PS to Secretary Special Education Department.

SECTION OFFICER (ESTT-I)
SPECIAL EDUCATION DEPARTMENT