



To

Ms. Iram Batool Alvi
Senior Special Education Teacher (H.I./BS-17)
Government Special Education Centre, Pattoki, District Kasur.

R/o: House No. 356, Inside Qila Rupa Singh, Chunian District Kasur.

Mobile No: 03334144289

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

WHEREAS, it has been reported that while serving as Senior Special Education Teacher (H.I./BS-17) at Government Special Education Centre, Pattoki, District Kasur, you applied for grant of Medical Leave on Full Pay for the period from 14.11.2025 to 02.12.2025 (19 days) in support whereof you submitted medical certificates purportedly issued by THQ Hospital, Chunian, District Kasur. In order to ascertain the authenticity of the said medical certificates, this Department sought verification from the Medical Superintendent, THQ Hospital, Chunian, District Kasur. In response, the Medical Superintendent, vide Letter No. 2388-89/MS dated 04.06.2026, categorically reported that the record pertaining to the medical certificates submitted by you was examined and the said medical certificates were found to be bogus/fabricated and were not supported by the official record maintained by the Hospital. In view of the aforesaid verification report, your request for grant of Medical Leave on Full Pay for the period from 14.11.2025 to 02.12.2025 (19 days) was examined by the Competent Authority and was rejected, as the leave application was founded upon fabricated/bogus medical certificates. By submitting fabricated/bogus medical certificates in support of your leave application, you knowingly attempted to obtain a benefit to which you were not legally entitled and committed wilful misrepresentation, dishonesty and misconduct. Your said act constitutes misconduct and inefficiency thereby attracting disciplinary action under the provisions of the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006.

2. **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. Iram Batool Alvi**, Senior Special Education Teacher (H.I./BS-17), Government Special Education Centre, Pattoki, District Kasur ('accused officer'), have been found guilty of misconduct on account of following charge:

- i. That you knowingly, deliberately and dishonestly submitted fabricated/bogus medical certificates, purportedly issued by THQ Hospital, Chunian, District Kasur, in support of your application for grant of Medical Leave on Full Pay for the period from 14.11.2025 to 02.12.2025 (19 days), with the intention of securing leave and other service benefits through wilful misrepresentation and deception. Subsequently, the Medical Superintendent, THQ Hospital, Chunian, District Kasur, vide Letter No.

2388-89/MS dated 04.06.2026, categorically verified that the said medical certificates were bogus/fabricated and not borne out from the official record of the Hospital. Your aforesaid act constitutes grave misconduct, lack of integrity, dishonesty, wilful misrepresentation and submission of forged/fabricated official documents to the Department.

- ii. That by relying upon the aforesaid fabricated/bogus medical certificates, you intentionally sought to obtain regularization of your absence from duty and grant of Medical Leave on Full Pay for the period from 14.11.2025 to 02.12.2025 (19 days), despite having no lawful entitlement thereto. Upon verification of the medical certificates and rejection of your leave application by the Competent Authority, your absence during the aforesaid period stood unauthorized, without sanctioned leave and in violation of the applicable leave rules and lawful orders of the Competent Authority. Your conduct, therefore, amounts to unauthorized absence from duty coupled with an attempt to obtain official benefits by means of fabricated documentary evidence, thereby rendering you liable to disciplinary action under PEEDA Act, 2006.

3. **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.

4. **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.

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.

6. 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 Headmistress, Govt. Special Education Centre, Pattoki, District Kasur, with the direction to ensure the delivery of this notice at residential address of 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)