

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

ORDER

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SO(Estt.)40-59/2011: WHEREAS, Deputy Director (Admn), Directorate General of Special Education vide letter dated 01.03.2024 forwarded letter of District Education Officer (Special Education), Lahore dated 23.02.2024 whereby it was informed that **Ms. Rabbia Maqddas**, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Chunian, District Kasur ('accused officer') filed an application dated 15.01.2024 for grant of medical leave w.e.f. 15.01.2024 to 29.01.2024 along with medical certificate issued by Women Medical Officer, THQ Hospital, Pattoki bearing MRN No. 30891-202-006390343 dated 13.01.2024. Later on, the accused officer submitted fitness certificate dated 30.01.2024 bearing OPD No. 149 issued by THQ Hospital, Chunian, District Kasur. It was further apprised that in order to verify the medical certificate, Medical Superintendent, Tehsil Headquarter, Pattoki, District Kasur was requested vide letter dated 15.02.2024. In response thereof, Medical Superintendent, Tehsil Headquarter Hospital Pattoki, District Kasur vide letter dated 19.02.2024 informed that as per available record and report of concerned Focal Person Biometric and Clinical, the medical certificate MRN No. 30891-202-006390343 dated 13.01.2024 submitted by the accused officer was found bogus / forged. Through letter dated 13.01.2024, Deputy Director (Admn), DGSE had requested to proceed against the accused officer.

2. **AND WHEREAS**, given the circumstances and the fact and on account of existence of adequate documentary evidence on file, disciplinary proceedings against the accused officer were initiated vide Show Cause Notice dated 01.04.2024 under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 ('Act') on the following charges of misconduct:

1. 'You submitted an application for medical leave spanning from January 15, 2024 to January 29, 2024, accompanied by medical certificate bearing MRN No.30891-202-006390343 dated January 13, 2024, issued and signed by the Women Medical Officer at Tehsil Headquarter Hospital Pattoki, Kasur. This certificate recommended a period of complete bed rest for 15 days. Subsequently, on February 15, 2024, The District Education Officer (Spl. Edu.), Lahore, requested verification of the aforementioned medical certificate from the Medical Superintendent at Tehsil Headquarter Hospital Pattoki, Kasur. In response, the Medical Superintendent, Tehsil Headquarter Hospital Pattoki, Kasur, through a letter dated February 19, 2024, conveyed that upon review of available records and the report from the concerned Focal Person

... certificate dated 15.01.2024 to January 29, 2024, ...
... certificate dated 22.03.2024 dated January 18, 2024,
... and signed by the Medical Officer at ...

Biometric and Clinical, the medical certificate is found to be bogus / forged. This evidence prima facie indicates that your submission of a bogus / forged medical certificate with the intention of obtaining medical leave constitutes a serious act of misconduct.

2. You remained absent from duty for a period of 15 days w.e.f. 15.01.2024 to 29.01.2024 without prior permission / approval of leave. Moreover, your request for grant of medical leave for said period was rejected by the Competent Authority vide letter dated 22.03.2024. Hence, you have been found absent from duty during the said period and have committed gross misconduct."

3. AND WHEREAS, through the aforementioned Show Cause Notice the accused officer was directed to submit her defence reply within seven days. Accordingly, the accused officer submitted a written reply which was examined and found unsatisfactory. Therefore, in order to finalize the disciplinary proceedings, *vide letter dated 22.04.2024*, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid* on 03.05.2024 and for said purpose **Deputy Secretary, Special Education** was appointed as **Hearing Officer** under Section 7(d) of the Act *ibid*.

4. AND WHEREAS, the Hearing Officer after affording opportunities of personal hearing to the accused officer and examining the record submitted hearing report by stating therein that the accused officer appeared before the undersigned on 25.04.2024 (earlier before the fixed date of hearing) and requested to conduct hearing proceedings on the same day due to some medical issues. Hence, in order to finalize the disciplinary proceedings and in the interest of justice, the hearing proceedings were conducted on 25.04.2024. The Hearing Officer further observed that record shows that the accused officer has candidly admitted the charge. The charge has not been denied in specific terms rather the accused officer has requested that lenient view may be taken keeping in view her medical condition. The Hearing Officer further observed that justification given by the accused officer for submitting a medical certificate which is found to be bogus / forged are insufficient. The stance of the accused officer that since she was admitted in the hospital and her condition was critical cannot be made simpliciter as the same does not give license to the accused officer to submit a bogus / forged official document in order to mislead the department for obtaining leave. The Hearing Officer was of the view that the accused officer has admitted the charge, apart from the admission of accused officer sufficient documentary evidence is available on record which connects the accused officer with charge as levelled against her.

5. AND WHEREAS, upon thorough review and consideration of all aspects and materials related to the case, including the written response of the accused officer and the accompanying documents, as well as the report from the Hearing Officer, it has been observed that the accused officer has not denied the

Submitted

... charges. The report from the Medical Superintendent of Tehsil Headquarter Hospital Pattoki, District Kasur, dated February 19, 2024, further corroborates the charge in terms that the medical certificate MRN No. 30891-202-006390343, dated January 13, 2024, submitted by the accused officer, is bogus / forged. The explanation provided by the accused officer in her written reply has been duly considered. However, I am not convinced by her justification for submitting the bogus / forged document. The accused officer's claim that she was hospitalized and in a critical condition does not justify the submission of a forged document to mislead the department in order to obtain leave. Official documents are presumed to be truthful, and the accused officer has undermined this presumption through her misconduct.

6. **NOW THEREFORE, I, Saima Saeed, Secretary Special Education** being Competent Authority in the instant case, *for reasons recorded herein above*, in exercise of powers vested upon me under Section 7(f) read with Section 4 of the Act *ibid*, am of the view that charges of submission of bogus / forged medical certificate and deceiving the department as well as absence from duty as levelled against the accused officer through Show Cause Notice stands fully proved, therefore, keeping in view the gravity of proven charges and mitigating circumstances involved in this case i.e., medical issues of the accused officer, *while taking lenient view*, minor penalty of **'withholding of increments for a period of two years'** under Section 4(1)(a)(ii) of the Act *ibid* is hereby imposed upon the accused officer.

7. **NOTWITHSTANDING ABOVE**, keeping in view the delinquency and conduct of the accused officer, in order to regularize the service of the accused officer, the period w.e.f. **15.01.2024 to 29.01.2024 (15-days)** spent on unauthorized leave (*request for leave on medical grounds for the period w.e.f 15.01.2024 to 29.01.2024 has already been rejected vide order dated 22.03.2024*) shall be treated as **Extra Ordinary Leave (without pay)**. Whereas, request for leave on medical ground for the period w.e.f. 12.02.2024 to 29.02.2024 (18-days) already submitted by the accused officer is hereby **rejected** and the period w.e.f. **12.02.2024 to 29.02.2024 (18-days)** during which the accused officer remained on unauthorized medical leave, is also ordered to be treated as **Extra Ordinary Leave (without pay)**.


(SAIMA SAEED)
SECRETARY to

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

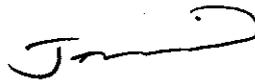
Dated Lahore, the
05th July, 2024

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 Accounts Officer, Kasur** with the request to implement this order, under intimation to this Department.

4. **District Education Officer (Special Education), Lahore** to ensure delivery of this order to the accused officer and implementation of this order under intimation to this department.
5. **Headmaster / Headmistress, Govt. Special Education Centre, Chunian, District Kasur** to ensure delivery of this order to the accused officer and also ensure implementation of this order under intimation to this department.
6. **Accused officer concerned / Ms. Rabbia Maqddas, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Chunian, District Kasur.**
7. **PS to Secretary Special Education Department, Lahore.**



**SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT**

4. **District Education Officer (Special Education), Lahore** to ensure delivery of this order to the accused officer and implementation of this order under intimation to this department.
5. **Headmaster / Headmistress, Govt. Special Education Centre, Chunian, District Kasur** to ensure delivery of this order to the accused officer and also ensure implementation of this order under intimation to this department.
6. **Accused officer concerned / Ms. Rabbia Maqddas, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Chunian, District Kasur.**
7. **PS to Secretary Special Education Department, Lahore.**

**SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT**