

REGISTERED



No. SO(ESTT.)36-266/2019  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 06 August, 2024.

To

**Ms. Sobia,**  
Junior Special Education Teacher (BS-16 / PD Field),  
Govt. Special Education Centre, Chowk Azam.

Subject: **SHOW CAUSE-CUM-PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006.**

**WHEREAS**, disciplinary proceedings were initiated against you under Section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated 11.06.2024 on the following charge of inefficiency and misconduct by appointing **Ms. Naila Liaqat**, Instructor Physical Education (BS-18/Personal), Govt. High School of Special Education for HIC, Muzaffargarh as Inquiry Officer;

"The accused officer was found absent on 12.12.2023 and 13.12.2023, she did not resume her duty till 13.01.2024. The accused officer was on casual leave on 10.12.2023 to 11.12.2023 meaning thereby that she neither attended the Centre before the start of winter vacations, *which commenced on 18.12.2023 and ended on 09.01.2024*, nor after the winter vacations till 13.01.2024. Hence, the period of casual leaves and unauthorized absence w.e.f. 09.12.2023 till 17.12.2023 and 10.01.2024 till 13.01.2024 got sandwiched between the period winter vacations as per Revised Punjab Leave Rules 1981, Appendix-17 (Clause-ii). Therefore, she has remained willfully absent from duty w.e.f 13.12.2023 till 13.01.2024."

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 24.07.2024 (**copy of Inquiry Report is attached**). The Inquiry Officer has recommended the imposition of minor penalty of Censure under section 4(1)(a)(i) of the PEEDA Act, 2006.

3. **AND WHEREAS**, in view of the above, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charge against you.

4. **NOW THEREFORE**, in exercise of the powers conferred upon me as Competent Authority under Section 13(4) of the PEEDA Act, 2006, you are hereby

*Naila Liaqat*

called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the PEEDA Act, 2006 may not be imposed upon you. You are allowed to submit additional defence in writing, if any.

5. You are also afforded an opportunity of personal hearing and directed to appear before **Section Officer (General), Special Education Department / Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid* for said purpose. Therefore, you are directed to appear before the **Section Officer (General), Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

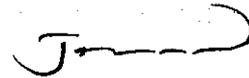


(SAIMA SAEED)

**SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY**

CC.

1. **Section Officer (General), Special Education Department / Hearing Officer.**
2. District Education Officer (Special Education), D.G Khan with the direction to ensure the delivery of this notice to the accused officer and Departmental Representative on their official address under intimation to this department.
3. Deputy District Education Officer (Spl. Edu.), D.G. Khan / **Departmental Representative** to attend the hearing on the date fixed for personal hearing along with relevant record.
4. PS to Secretary, Special Education Department.



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