

REGISTERED



No. SO(Estt)40-122/2015  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 20 August, 2024

To

**Ms. Farooha Urooj,**  
Junior Special Education Teacher (H.I field / BS-16),  
Govt. Special Education Centre, Lodhran.

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

*Lainq, Saad*

**WHEREAS**, Deputy Director (Admn), Directorate General of Special Education through letter dated March 6, 2024, forwarded communications from the District Education Officer (Special Education), Multan dated February 24, 2024, and the Headmistress of the Government Special Education Centre, Lodhran, District Multan dated February 23, 2024. These communications indicated that you filed an application for earned leave from March 1, 2024, to April 17, 2024 (48 days). Upon review, it was found that the request for leave was not accompanied by necessary documentation. Further, it was discovered through communication with the Headmistress that you have already proceeded on leave. Consequently, on March 18, 2024, you were instructed to justify your position as to why disciplinary action should not be taken against you without leave approval. Your response, received on April 9, 2024, was examined and found unsatisfactory.

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. Farooha Urooj, Junior Special Education Teacher (H.I field / BS-16), Govt. Special Education Centre, Lodhran ('accused officer')**, have been found guilty of misconduct on account of following charge:

**"You filed an application for earned leave w.e.f. 01.03.2024 to 17.04.2024 (48-days) and proceeded on leave prior to approval of the leave by the Competent Authority. Consequently, you have committed an act of misconduct and have been found to be absent from your duties during this period."**

3. **AND WHEREAS**, due to availability of sufficient documentary evidence on record, the undersigned is of considered view that 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 has, therefore, been decided to proceed against you under Section 7(b) read with Section 5(1)(a) of the Act *ibid*.

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 penalties as prescribed under Section 4 of the Act *ibid* 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 either you have no defence to offer or you have admitted the charge.

6. In case, you desire to consult any record on which the aforesaid charge is based or relevant to the aforesaid charge, you may do so with prior arrangements with the **Section Officer (Establishment)** of this Department **within 03-days** of the receipt of this notice.



(SAIMA SAEED)  
SECRETARY

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

**No. & Date Even.**

A copy is forwarded to the:

1. The Directorate General of Special Education Punjab, Lahore.
2. District Education Officer (Special Education), Multan to ensure delivery of this notice to the accused officer on her official and residential address through all possible means under intimation to this department.
3. Headmistress, Govt. Special Education Centre, Lodhran to ensure delivery of this notice to the accused officer on her official and residential address through all possible means under intimation to this department.
4. PS to Secretary Special Education Department.
5. Office File.



SECTION OFFICER (ESTT.)