

**REGISTERED**



No. SO(Estt)40-59/2011  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 20th August, 2024

To

**Ms. Sidra Idrees,**  
Educator (BS-16),  
Govt. Slow Learners Institute, Sheikhpura.

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

**WHEREAS,** Deputy Director (Admn), Directorate General of Special Education vide letter dated 26.07.2024 forwarded letter of District Education Officer (Special Education), Lahore dated 18.07.2024 whereby it has been informed that medical certificate bearing No. M.R. No. 011576791 dated 21.08.2023 issued by Dr. Hina Ansari, Focal Person, Medical OPD, Lahore General Hospital for medical leave w.e.f 21.08.2023 to 05.09.2023, medical certificate bearing registration No. 11105-45011080-2 dated 05.09.2023 issued by Senior Registrar Medicine, Mayo Hospital for medical leave w.e.f. 06.09.2023 to 19.09.2023 and medical certificate bearing registration No. 11105-45828196-2 dated 02.10.2023 issued by Senior Registrar Medicine, Mayo Hospital for medical leave w.e.f. 02.10.2023 to 01.11.2023 submitted by you for availing medical leaves for above said period, as per reports of concerned Medical Superintendents are found to be bogus / unverified.

**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 have been found guilty of misconduct on account of following charges:

- 1. You submitted an application for medical leave w.e.f. 21.08.2023 to 05.09.2023, accompanied by a medical certificate bearing No. M.R. No. 011576791 dated 21.08.2023 issued by Dr. Hina Ansari, Focal Person, Medical OPD, Lahore General Hospital. This certificate recommended a period of complete bed rest for 2 weeks. The medical certificate was forwarded to Medical Superintendent, Lahore General Hospital, Lahore for verification. In response, the Medical Superintendent, Lahore General Hospital, Lahore, through a letter dated 23.04.2024, conveyed that as per report of the Women Medical Officer / Focal Person Medical OPD, the medical rest certificate submitted by you bearing No. 011576791 dated 21.08.2023, is un-verified. This evidence prima facie indicates that your submission of a bogus / un-verified medical certificate with the**

intention of obtaining medical leave constitutes a serious act of misconduct.

2. You submitted an application for medical leave w.e.f. 06.09.2023 to 19.09.2023, accompanied by a medical certificate bearing No. 11105-45011080-2 dated 05.09.2023 issued by Senior Registrar Medicine, Mayo Hospital. This certificate recommended a period of complete bed rest for 2 weeks. The medical certificate was forwarded to Medical Superintendent, Mayo Hospital, Lahore for verification. In response, the Medical Superintendent, Mayo Hospital, Lahore, through a letter dated 07.05.2024, conveyed that as per report of the Additional Medical Superintendent (OPD), Mayo Hospital, the OPD slip bearing No. 11105-45011080-2 dated 05.09.2023, is un-verified. This evidence prima facie indicates that your submission of a bogus / un-verified medical certificate with the intention of obtaining medical leave constitutes a serious act of misconduct.
3. You submitted an application for medical leave w.e.f. w.e.f. 02.10.2023 to 01.11.2023, accompanied by a medical certificate bearing No. 11105-45828196-2 dated 02.10.2023 issued by Senior Registrar Medicine, Mayo Hospital. This certificate recommended a period of complete bed rest for one month. The medical certificate was forwarded to Medical Superintendent, Mayo Hospital, Lahore for verification. In response, the Medical Superintendent, Mayo Hospital, Lahore, through a letter dated 07.05.2024, conveyed that as per report of the Additional Medical Superintendent (OPD), Mayo Hospital, the OPD slip bearing No. 11105-45828196-2 dated 02.10.2023, is un-verified. This evidence prima facie indicates that your submission of a bogus / un-verified medical certificate with the intention of obtaining medical leave constitutes a serious act of misconduct.
4. You remained absent from duty w.e.f 21.08.2023 to 05.09.2023 (14-days), w.e.f. 06.09.2023 to 19.09.2023 (14-days) and w.e.f. 02.10.2023 to 01.11.2023 (31-days) without prior permission / approval of leave. Moreover, your request for grant of medical leave for said periods was rejected by the Competent Authority vide letter dated 04.07.2024. Hence, you have been found absent from duty during the said periods and have committed gross misconduct.

3. **AND WHEREAS**, on account of availability of sufficient documentary evidence on record, the undersigned is of the 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*.

Saima Saad

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 charges are based or relevant to the aforesaid charges, 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 to

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

**No. & Date Even.**

A copy is forwarded to the:

1. District Education Officer (Special Education), Lahore 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.
2. Headmistress, Govt. Slow Learners Institute, Sheikhpura to ensure deliver of this Notice to the accused officer on her official and residential address through all possible means under intimation to this department.
3. PS to Secretary Special Education Department.
4. PA to Director General, Special Education, Punjab.



SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT