

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 09th September, 2024

To

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

Subject: **PERSONAL HEARING NOTICE UNDER SECTION 7(d) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006**

I am directed to refer to the subject cited above and to state that disciplinary proceedings were initiated against you by the Secretary Special Education being Competent Authority under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act') vide Show Cause Notice dated 20.08.2024 on the following charge of inefficiency and misconduct and it was decided to dispense with the inquiry in terms of Section 5(1)(a) of the Act *ibid*:

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

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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.

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2. I am further directed to state that Show Cause Notice dated 20.08.2024 was served upon you in terms of Section 7(b) read with Section 5(1)(a) of the Act *ibid*, and you were directed to submit your written reply within 07 days.

3. Your reply to the said Show Cause Notice has been examined by the Competent Authority and the same has been found to be unsatisfactory. Hence, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid*.

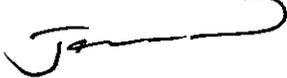
4. In view of above, I am further directed to inform you that in exercise of powers conferred under Section 7 of the Act *ibid*, Secretary Special Education has decided to afford you an opportunity of personal hearing and has appointed **Deputy Secretary, Special Education Department as Hearing Officer** under Section 7(d) of the Act *ibid* for said purpose. Therefore, you are directed to appear before the

Deputy Secretary, Special Education Department / Hearing Officer on **19.09.2024 at 01:30 P.M.** in his office chamber at 31-Sher Shah Block, New Garden Town, Lahore for this purpose. If you fail to avail this opportunity, the case shall be decided *on the basis of available record*.

**ISSUED BY THE ORDER OF
SECRETARY to
GOVT. OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

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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 and to attend the schedule personal hearing alongwith complete record of the case and concise statement regarding performance of the accused officer.
2. **Deputy Secretary, Special Education Department / Hearing Officer.**
3. PS to Secretary Special Education Department.


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