

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER

SO(Estt.)27-224/2015: 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 was 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 Ms. Sidra Idrees, Educator (BS-16), Govt. Slow Learners Institute, Sheikhpura ('accused officer') for availing medical leaves for above said periods, as per reports of concerned Medical Superintendents were found to be bogus / unverified.

2. AND WHEREAS, given the circumstances and the facts of the case and on account of existence of sufficient documentary evidence on file, *while dispensing regular inquiry in terms of Section 5 of the Act ibid*, disciplinary proceedings were initiated against the accused officer vide Show Cause Notice dated 20.08.2024 under Section 7(b) read with Section 5(1)(a) of the Act *ibid* on the following charges of misconduct:

- i. 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

Lamin Saad

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.

- ii. 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.
- iii. 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.
- iv. 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**, through the aforementioned Show Cause Notice the accused officer was directed to submit her written 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 09.09.2024*, the accused officer was afforded an opportunity of personal

Laura Saad

hearing under Section 7(d) of the Act *ibid* on 19.09.2024 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 opportunity of personal hearing to the accused officer in presence of Departmental Representative and examining the record submitted hearing report by stating therein that through reply filed by accused officer, she has candidly admitted the charges. The charges have not been denied in specific terms rather the accused officer has requested that lenient view may be taken keeping in view her medical condition. After thorough examination of the record, the justification given by the accused officer for submitting medical certificates which are found to be bogus / un-verified are deemed inadequate. The stance of the accused officer that her condition was critical which led to submission of such medicate certificates has been considered and it is observed that critical medical condition does not give license to the accused officer to submit a bogus / forged official document in order to mislead the department for obtaining leave. It is further observed that in view of reply submitted by the accused officer, the charges of submitting bogus / un-verified medical certificates are fully proved and she has been found guilty of misconduct.

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 charges. The report from the Medical Superintendent further corroborates the charges. 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 / un-verified document. The accused officer's claim that she had medical issues 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 / un-verified medical certificate and deceiving the department as well as absence from duty as levelled

Saima Saeed

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 absence period **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)** spent on unauthorized leave shall be treated as leave of kind due.

Saima Saheed

(SAIMA SAEED)
SECRETARY to

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
October 11, 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 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.
4. **Headmaster / Headmistress, Govt. Slow Learners Institute, Sheikhpura** to ensure delivery of this order to the accused officer and also ensure implementation of this order under intimation to this department.
5. **Accused officer concerned / Ms. Sidra Idrees, Educator (BS-16), Govt. Slow Learners Institute, Sheikhpura.**
6. **PS to Secretary Special Education Department, Lahore**

Saima Saheed
11/10/24
SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT