

REGISTERED



No. SO(Estt)33-51/2016
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the October 24th / 2024

To

Mr. Rehmat Ali,
Superintendent (BS-17),
Govt. Special Education Centre, Shalimar Town, Lahore.

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 Punjab Lahore vide letter dated 28.08.2024 has forwarded the letter of Principal, Govt. (Secondary) Special Education Centre, Shalimar Town, Lahore whereby it has been informed that you have been found willfully absent from your duty w.e.f. 08.11.2023 to 12.11.2023 (05-days), 10.12.2023 to 14.12.2023 (05-days), 22.12.2023 to 24.12.2023 (03-days) & 08.01.2024 to 25.04.2024 (109-days) to date without prior permission / approval of leave by the Competent Authority. It has also been reported that you submitted two fake / bogus medical certificates vide Outdoor Patient's Ticket No. 3136 dated 15.12.2023 obtained from Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore advising bed rest for one week which was declared Bogus as per Medical Superintendent, Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore's letter No. 484 dated 08.01.2024, vide Patient's Ticket No. 30032 dated 15.12.2023 obtained from Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore advising bed rest for two week which was also declared fake and bogus as per Medical Superintendent, Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore's letter No. 45164 dated 15.04.2024 which constitutes gross misconduct. You also submitted medical certificates vide outdoor Patient's Ticket No. 14018, dated 13.11.2023 obtained from Sir Ganga Ram Hospital, Lahore advising bed rest for two weeks w.e.f. 13.11.2023 to 26.11.2023 (14-days), vide Outdoor Patients Ticket No. 1614 dated 27.11.2023 obtained from Sir Ganga Ram Hospital, Lahore bed rest for one week w.e.f. 27.11.2023 to 02.12.2023 (06-days), vide Outdoor Patient's Ticket No. 1673 dated 02.12.2023 obtained from Sir Ganga Ram Hospital, Lahore advising bed rest for one week w.e.f. 03.12.2023 to 09.12.2023 (07-days) but no original documents and leave title report issued by the Accountant General, Punjab was

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submitted by you for further process to get sanctioned the leaves on the basis of said medical certificates which manifestly shows your irresponsible behavior and negligent attitude towards discharge of your official duties. You also submitted medical certificate vide No. 142023-2805931 dated 26.04.2024, from Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore advising bed rest for 05 days. Although the document dated 26.04.2024 has been verified by the Medical Superintendent, Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore vide letter No. 7496/MNSH, dated 12.06.2024 but you did not bother to inform the Principal Office / made any request for grant of leave. This further demonstrates your irresponsible behavior and negligent attitude. Moreover, you submitted an application for leave for the period from 01.05.2024 to 08.08.2024 (100 days), without following the proper procedure. Subsequently, you were instructed, via a letter dated 31.05.2024, issued by the Section Officer (Establishment), Special Education Department, to submit the complete case file, including the original leave title issued by the Accountant General, Punjab, Lahore, through the proper channel namely, the District Education Officer (Special Education), Lahore and the Director General, Directorate General of Special Education, Punjab Lahore before any further action could be taken in the matter. However, you remained absent from duty and has failed to submit the required documents for the leave period in question. Lastly, it has been requested that disciplinary proceedings may be initiated against you under the PEEDA Act, 2006.

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 and on account of availability of sufficient documentary evidence, is of the view that you, Mr. Rehmat Ali, Superintendent (BS-17), Govt. Special Education Centre, Shalimar Town, Lahore ('accused officer'), have been found guilty of misconduct on account of following charge:

1. You have been found willfully absent from duty on the following dates i.e., 08.11.2023 to 12.11.2023 (5 days), 10.12.2023 to 14.12.2023 (5 days), 22.12.2023 to 24.12.2023 (3 days), 08.01.2024 to 25.04.2024 (109 days), 01.05.2024 to date without prior permission or approval of leave by the Competent Authority.

Leave record

2. You submitted multiple fraudulent medical certificates to justify your absence from duty, specifically: Outdoor Patient's Ticket No. 3136 dated 15.12.2023 from Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore, advising bed rest for one week. This certificate was declared bogus by the hospital's Medical Superintendent (MS) via Letter No. 484 dated 08.01.2024. Patient's Ticket No. 30032 dated 15.12.2023 from the same hospital, advising bed rest for two weeks. This certificate was similarly declared fake and bogus by the hospital's MS via Letter No. 45164 dated 15.04.2024. The submission of these fake medical documents amounts to a deliberate attempt to deceive the department, constituting serious misconduct. In addition to the submission of fake certificates, you also submitted several medical certificates from Sir Ganga Ram Hospital, Lahore, for the following periods: 13.11.2023 to 26.11.2023 (14 days), 27.11.2023 to 02.12.2023 (6 days) & 03.12.2023 to 09.12.2023 (7 days). However, you failed to provide original supporting documents, including the leave title issued by the Accountant General, Punjab. This failure to follow proper leave procedures, despite repeated instructions, further demonstrates your negligent and irresponsible behavior.

3. You were instructed via letter dated 31.05.2024 from the Section Officer (Establishment), Special Education Department, to submit the complete leave file through the proper channel. Despite this directive, you failed to comply and remains absent, without fulfilling the necessary documentation requirements for your leave period from May 1, 2024, to August 8, 2024 (100 days). Furthermore, your failure to submit leave applications in a timely manner, and repeated submission of fraudulent medical certificates, all while remaining absent from duty,

showcases your irresponsible behavior and negligent attitude towards your official duties, hence you have committed gross misconduct and negligence.

3. **AND WHEREAS**, the undersigned in view of sufficient documentary evidence available on record, is of the opinion 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 is, therefore, proposed to proceed against you under Section 7(b) read with Section 5 (1)(a) of Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

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 of the penalties as prescribed under Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 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 you have no defence to offer and 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 (Estt.) 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;

1. The Director General of Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore with the direction to ensure delivery of this Show Cause Notice to the accused officer well in time.
3. Principal, Government Special Education Centre, Shalimar Town, Lahore, with the direction to ensure delivery of this notice at residential address of

the accused officer through special messenger and all possible means, under intimation to this department and to provide relevant record to the accused officer.

4. PS to Secretary Special Education Department.
5. Office file.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT