

**REGISTERED**



No. SO(Estt)40-31/2011  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore  
Dated Lahore, the 01<sup>th</sup> November / 2024

To

**Ms. Nazia Hassan Malik,**  
Junior Special Education Teacher (H.I Field / BS-16),  
Govt. Special Education Centre, Muridke.

R/O 45-3-48 Sharif Park Allama Iqbal Town, Lahore  
**AND**  
45-S-48 Sharif Park Multan Road, Lahore

Email: [Nazia.sijjal@gmail.com](mailto:Nazia.sijjal@gmail.com)

Mobile No: 03004990404

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

*Lainna laad*

**WHEREAS**, you, Ms. Nazia Hassan Malik, Junior Special Education Teacher (H.I Field / BS-16), Government Special Education Centre, Muridke, were granted 304 days ex-Pakistan Leave w.e.f 01.05.2022 to 08.06.2022 (39 days with full pay) and w.e.f. 09.06.2022 to 28.02.2023 (265 days without pay) vide order dated 15.04.2022. The ex-Pakistan Leave was subsequently extended for 90 days subject to title w.e.f. 01.03.2023 to 29.05.2023 with the direction to report to this Department after expiry of leave vide order dated 03.03.2023. After the expiration of said leave, you were bound to report to Special Education Department on 30.05.2023. However, instead of resuming your duty, you have submitted a resignation through email and requested to issue GP Fund and Experience letter. Whereas, paragraphs 5 & 6 of the guidelines on acceptance of resignation issued by the Regulation Wing of S&GAD in their letter dated 10.10.2013, states that "**an official availing leave of any kind within or outside the province will have to come back and then tender his / her resignation after clearing the accounts**". Hence, you were bound to join back the Centre / Department on 30.05.2023, however, you have been found absent from duty since that date, constituting misconduct due to your unauthorized absence from your responsibilities.

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. Nazia Hassan Malik, Junior Special Education Teacher (H.I Field / BS-16), Government Special Education Centre, Muridke ('**accused officer**') have been found guilty of misconduct on account of following charge:

**"You were allowed 304 days ex-Pakistan Leave w.e.f 01.05.2022 to 08.06.2022 (39 days with full pay) and w.e.f. 09.06.2022 to 28.02.2023 (265 days without pay) vide order dated 15.04.2022. The ex-Pakistan Leave was subsequently extended for 90 days w.e.f. 01.03.2023 to 29.05.2023 with the direction to report to this Department after expiry of leave vide order dated 03.03.2023. After the expiration of the said leave, you were bound to report to Special Education Department**

**on 30.05.2023 but you failed to do so. Hence, you have been found willfully absent from your duties w.e.f. 30.05.2023 till to date without any intimation or prior permission / approval of leave by the Competent Authority."**

3. **AND WHEREAS**, the undersigned is of the opinion that in view of availability of sufficient documentary evidence on record 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, decided 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 charge, you may do so with prior arrangements with the Section Officer (Estt.) of this Department **within 03-days** of the receipt of this notice.



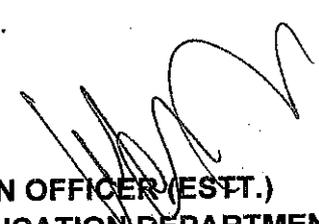
(SAIMA SAEED)  
SECRETARY

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

**No. & Date Even:**

A copy is forwarded to the:

1. Director General of Special Education, Punjab, Lahore.
2. 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 / Headmaster / Headmistress, Govt. Special Education Centre, Muridke with the direction to ensure delivery of this notice at residential address of the accused officer through all possible means under intimation to this department.
4. PS to Secretary Special Education Department.
5. Office file.



SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT