

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

PENALTY ORDER

No. SO(Estt)42-16/2017. WHEREAS, disciplinary proceedings were initiated against Mr. Shoaib Hassan Soomra, Assistant (BS-16), Govt. Special Education Centre, Layyah (*"accused officer"*). The proceedings were conducted by dispensing with the requirement of a regular inquiry, in view of his wilful and unauthorized absence from duty, coupled with the availability of sufficient documentary evidence on record substantiating the charge. Accordingly, a Show Cause Notice dated 03.02.2025 was issued to him under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 (**the "Act"**), on the following charge of misconduct:

"You have been found willfully absent from your duty w.e.f. 25.12.2024 to date without any intimation or prior permission / approval of leave by the Competent Authority. Moreover, you failed to comply with the directions issued by the department to report back to your duties immediately upon the expiry of your approved Ex-Pakistan Extra-Ordinary Leave."

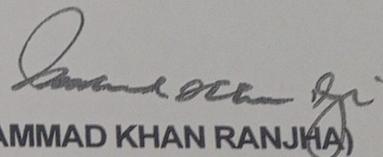
2. **AND WHEREAS**, through the aforesaid Show Cause Notice, the accused officer was required to submit his written reply within seven (07) days. However, he failed to do so within the prescribed time. Consequently, in order to conclude the disciplinary proceedings, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the PEEDA Act, 2006. Accordingly, vide letter dated 13.03.2025, he was directed to appear before the Section Officer (Estt-II), Special Education Department, on 17.03.2025. Despite due service of notice at his residential address, he did not avail the said opportunity. In the interest of justice and to ensure due process, a second opportunity of personal hearing was granted, directing him to appear before the undersigned on 28.08.2025, which he again failed to attend. As a final measure, a last and final opportunity of hearing was extended, requiring his appearance on 18.09.2025, but he once more failed to appear. The record confirms that all notices of hearing were duly served at his residential address, with copies endorsed to the District Education Officer (Special Education) and the concerned Headmistress to ensure delivery. In addition, copies of the Show Cause Notice as well as hearing notices were transmitted to the accused officer through his official email address. It is, therefore, evident that despite strict adherence to all legal, procedural, and formal requirements, and despite provision of repeated and adequate opportunities, the accused officer willfully abstained from participating in the personal hearing proceedings.

3. **AND WHEREAS**, upon examination of the available record, it is established that the accused officer, while serving at Government Special Education Centre, Layyah, was sanctioned Ex-Pakistan Extra-Ordinary Leave (without pay) for two years (w.e.f. 25.12.2022 to 24.12.2024) vide order dated 19.01.2023, with explicit direction to resume duty upon expiry of leave. However, the accused officer failed to comply and has remained absent from duty w.e.f. 25.12.2024 to date. Despite service of Show Cause Notice dated 03.02.2025, no written reply was submitted. Clause 5 of the

notice clearly stipulated that failure to respond would be treated as admission of the charge. Accordingly, the accused officer's non-submission of reply amounts to a deemed admission. The record further reflects that the accused officer was provided multiple opportunities of personal hearing through due service of notices at his residential address and official email, yet failed to appear, thereby demonstrating deliberate disregard for the disciplinary process. No extenuating or mitigating circumstances have been placed on record. It is a settled principle under Section 2(n)(vii) of the PEEDA Act, 2006, that unauthorized absence from duty constitutes misconduct. The accused officer has remained absent without sanction for a continuous period exceeding nine months, which conclusively establishes the charge of misconduct.

4. **NOW, THEREFORE, I, Muhammad Khan Ranjha**, Secretary Special Education / Competent Authority, having carefully examined the entire record and proceedings, am satisfied that the charge of misconduct stands fully proved against the accused officer on account of his willful and continuous absence from duty w.e.f. 25.12.2024 to date, without prior sanction, intimation, or lawful justification. In view of the gravity of the established charge, and in exercise of the powers vested in me under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, I hereby impose upon the accused officer the major penalty of "**Removal from Service**" under Section 4(1)(b)(v) of the Act *ibid*.

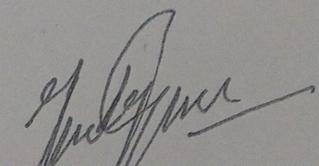
Dated Lahore the
October 22nd, 2025


(MUHAMMAD KHAN RANJHA)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

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. Statistical Officer, Directorate General of Special Education, Punjab, Lahore.
4. District Education Officer (Special Education), D.G Khan to ensure delivery of this order to the accused officer on his official and residential address under intimation to this department.
5. Headmaster / Headmistress, Govt. Special Education Centre, Layyah.
6. Accused officer concerned / **Mr. Shoaib Hassan Soomra**, Assistant (BS-16), Govt. Special Education Centre, Layyah. **Resident of House No. 712 Housing Colony Tehsil & Distt. Layyah. Mobile No: 03346097113, Email: shsoomra@outlook.com**
7. P.S. to Secretary Special Education Department.
8. Office File.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT