

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER

SO(Estt)10-421/2011. WHEREAS, disciplinary proceedings were initiated by the Secretary Special Education / Competent Authority against Ms. Ummay Habiba, Headmistress (BS-17 +10% Special Pay), Govt. Special Education Centre, District Attock vide order dated 13.03.2020 on the following charges of misconduct by appointing Mr. Adil Abbas, Headmaster (BS-18), Govt. Secondary School of Special Education for Hearing Impaired Girls, Rawalpindi as inquiry officer:

- i. **The Accused Officer travelled abroad illegally on her official passport No. AT-6030733 w.e.f 23.01.2018 to 04.05.2018 during her maternity leave w.e.f 16.01.2018 to 15.04.2018 (90-days) without getting NOC from the Competent Authority which is a sheer violation of Govt. instructions, rules and policies set for the Govt. Servants.**
- ii. **The Accused Officer has been found absent from her duty w.e.f 16.04.2018 to 15.05.2018 (30-days) without any intimation or prior approval of the competent authority.**

2. **AND WHEREAS**, the Inquiry Officer conducted the inquiry into the above mentioned charges and submitted his report on 18.08.2020 and recommended imposition of major penalty of "Removal from Service" under Section 4(1)(b)(v) of the PEEDA Act, 2006.

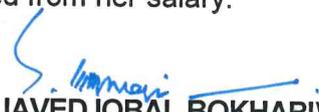
3. **AND WHEREAS**, upon receipt of the Inquiry Report, the Competent Authority / Secretary Special Education issued Show Cause-Cum-Personal Hearing Notice to the accused officer under Section 13(4) of the PEEDA Act, 2006 directing the accused officer to submit her additional defence, if any, and also appear before the undersigned for personal hearing on 08.09.2020.

4. **AND WHEREAS**, the accused officer appeared before the Secretary Special Education/Competent Authority on the fixed date and submitted her written defence reply stating therein that while she was on maternity leave w.e.f 16.01.2018 to 15.04.2018, she submitted an application for grant of NOC to visit USA and the same was transmitted to Director General Special education by District Education Officer Rawalpindi. However, due to illness, she had to go to USA and after the expiry of her maternity leave, she filed another application for grant of earned leave for 30 days w.e.f 16.04.2018 to 15.05.2018 alongwith her leave account. She stated that she applied for grant of NOC and earned leave but department did not proceed on her applications. She further contended that she was condemned unheard during inquiry proceedings as she already had submitted application to Secretary Special Education stating therein that she had reservations on Inquiry officer and requested for change of Inquiry officer.

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5. **AND WHEREAS**, the accused officer travelled abroad illegally on her official passport No. AT-6030733 w.e.f 23.01.2018 to 04.05.2018 during her maternity leave w.e.f 16.01.2018 to 15.04.2018 (90-days) without getting NOC from the Competent Authority which is sheer violation of Government Instructions, Rules and Policies set for the Government Servants. Moreover, as per travel history provided by FIA, the accused officer visited United States of America during 01.04.2013 to 07.06.2013, 16.08.2014 to 03.10.2014 and 23.01.2018 to 04.05.2018 without taking permission / NOC from the Competent Authority. The accused officer also remained willfully absent from her duty w.e.f 16.04.2018 to 15.05.2018 without prior permission of Competent Authority. Furthermore, during the course of personal hearing, the accused officer could not adduce any plausible reason / evidence to rebut the charges leveled against her. Hence, the charges of misconduct stands fully proved against her.

6. **NOW THEREFORE**, I, Syed Javed Iqbal Bokhari, Secretary Special Education / Competent Authority in the instant case, after having considered all the facts / material relating to the case, verbal submissions of the accused officer and recommendations of the Inquiry Officer, am of considered view that the charges of misconduct on the part of accused officer stand proved as she travelled abroad during her maternity leave without getting NOC from the Competent Authority. Therefore, in exercise of powers vested upon me under Section 13(5) read with Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, I, hereby impose minor penalty of **“withholding of annual increment for a period of two years”** in terms of Section 4(1)(a)(ii) of the Act ibid upon the accused officer / Ms. Ummay Habiba, Ex-Headmistress (BS-17 +10% Special Pay), Govt. Special Education Centre, Hazro, District Attock presently posted at Govt. Special Education Centre, Attock. The amount of pay and allowances unlawfully drawn by her to which she was not entitled during the period of her unauthorized absence w.e.f 16.04.2018 to 15.05.2018 shall be recovered from her salary.


(SYED JAVED IQBAL BOKHARI)
SECRETARY SPECIAL EDUCATION/
COMPETENT AUTHORITY

Dated Lahore, the
September 22, /2020

No. & Date Even:

A copy is forwarded for information and necessary action to the:-

1. Accountant General, Punjab, Lahore.
2. District Education Officer, Special Education, Rawalpindi.
3. District Accounts Officer, Attock.
4. Accused officer concerned.
5. Head of Institution concerned.
6. PS to Secretary Special Education Department.
7. Master File.


SECTION OFFICER (Estt.)