



ORDER

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No. SO(Estt)33-51/2016. WHEREAS, Deputy Director (Admn), Directorate General of Special Education, Punjab, Lahore, through letter dated 28.08.2024, forwarded report of Principal, Government (Secondary) Special Education Centre, Shalimar Town, Lahore, regarding the wilful and unauthorized absence of **Mr. Rehmat Ali**, Superintendent (BS-17), Govt. Special Education Centre, Shalimar Town, Lahore ("**accused officer**"). The accused officer was reported absent from duty for multiple periods: 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), and 08.01.2024 to 25.04.2024 (109 days), without prior permission or approved leave from the Competent Authority. The report further detailed that the accused officer submitted two fraudulent medical certificates purportedly issued by Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore. The first certificate, dated 15.12.2023 (Outdoor Patient's Ticket No. 3136), advised bed rest for one week but was declared bogus by the Medical Superintendent (Letter No. 484, dated 08.01.2024). The second certificate, also dated 15.12.2023 (Outdoor Patient's Ticket No. 30032), advising two weeks of bed rest, was similarly declared fake as per the Medical Superintendent's verification (Letter No. 45164, dated 15.04.2024). The submission of fake medical certificates was identified as gross misconduct. In addition, the accused officer provided medical certificates from Sir Ganga Ram Hospital, Lahore, covering various periods between 13.11.2023 and 09.12.2023. These included certificates advising bed rest for two weeks (13.11.2023 to 26.11.2023), one week (27.11.2023 to 02.12.2023), and another week (03.12.2023 to 09.12.2023). However, the accused officer failed to submit original documents or leave title reports issued by the Accountant General, Punjab, as required for processing these leave requests. This failure reflected his irresponsible behaviour and negligent attitude toward his official duties. The accused officer also submitted a medical certificate dated 26.04.2024 (No. 142023-2805931) from Govt. M. Muhammad Nawaz Sharif Teaching Hospital, advising five days of bed rest. While this certificate was verified as authentic by the Medical Superintendent (Letter No. 7496/MNSH, dated 12.06.2024), the accused officer neither informed his office nor submitted a leave request, further demonstrating negligence. Subsequently, the accused officer applied for leave covering 01.05.2024 to 08.08.2024 (100 days) but failed to follow proper procedures. Despite instructions in a letter dated 31.05.2024, issued by the Section Officer (Establishment), Special Education Department, to submit a complete leave file, including the original leave title issued by the Accountant General, Punjab, through proper channel, the accused officer did not comply. Instead, he continued his absence from duty without submitting the required documents and without approval of leave. It was reported that the accused officer's repeated wilful absence, submission of fraudulent medical certificates, and persistent failure to follow established procedures constitute gross misconduct under the Punjab

Employees Efficiency, Discipline, and Accountability (PEEDA) Act, 2006. The letter requested initiation of disciplinary proceedings against the accused officer in accordance with the provisions of the Act.

2. **AND WHEREAS**, keeping in view the ancillary and related facts of the case and on account of availability of sufficient documentary evidence on record, *while dispensing with regular inquiry*, disciplinary proceedings against the accused officer were initiated vide Show Cause Notice dated 24.10.2024 under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 on the following charges of misconduct:

1. You have been found wilfully 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.
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 behaviour.
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 proper channel. Despite this directive, you failed to comply and remain absent, without fulfilling the necessary

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

3. **AND WHEREAS**, through the above said Show Cause Notice, the accused officer was directed to submit his written reply / defense reply within 07-days but he failed to do so. Therefore, in order to finalize the disciplinary proceedings, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid* and for said purpose vide letter dated 26.11.2024, he was directed to appear before Deputy Secretary, Special Education / Hearing Officer appointed under Section 7(d) of the Act *ibid* on 05.12.2024.

4. **AND WHEREAS**, the Hearing Officer after providing opportunity of hearing to the accused officer, submitted a report stating therein that the accused officer appeared on the fixed date and tendered an apology explaining that he had been undergoing medical treatment and was unable to apply for approval of his leave in a timely manner and lastly, requested for exoneration from the charges. During the hearing proceedings, he also filed written reply of the show cause notice which was examined and found to be unsatisfactory. While concluding the case, the Hearing Officer was of the view that all charges levelled against the accused officer stood proved against him and he has been found guilty of misconduct on account of remaining wilfully absent from duty and submission of bogus medical certificates.

5. **AND WHEREAS**, upon meticulous examination of the facts, evidence, and circumstances of this case, as well as the written reply submitted by the accused officer and the Hearing Officer's report, it is irrefutably established that the accused officer engaged in gross misconduct through wilful absence from duty, submission of fraudulent medical certificates, and repeated non-compliance with procedural requirements. It is also observed that the accused officer has demonstrated repeated and wilful absences from duty without prior approval or sanction of leave by the Competent Authority, spanning 109 days from January 8, 2024, to April 25, 2024, and another 100 days from May 1, 2024, to August 8, 2024. This blatant disregard for procedural requirements disrupted departmental operations, hindered efficiency, and undermined the administrative discipline expected from him being civil servant. In an attempt to justify his unauthorized absences, the accused officer submitted two medical certificates—Outdoor Patient's Ticket Nos. 3136 and 30032—purportedly issued by Govt. M. Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore. Upon verification, these certificates were declared fraudulent by the Medical Superintendent of the hospital. The deliberate submission of fake documents constitutes a grave breach of integrity and an act of deception that undermines the principles of transparency,

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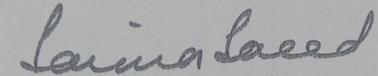
honesty, and ethical conduct essential to public service. Under Section 3 of the PEEDA Act, 2006, civil servants are required to maintain the highest standards of integrity and conduct. Submitting forged documents is not merely an administrative lapse but a deliberate and serious violation of these standards. The act also stipulates that conduct unbecoming of an officer or detrimental to the efficiency of public service warrants strict disciplinary action. Judicial precedents reinforce the seriousness of such misconduct. In *Naseem Ahmed v. Government of Pakistan* (2016 SCMR 947), the Supreme Court of Pakistan held that submitting forged documents amounts to grave misconduct and warrants severe penalties, including dismissal. Similarly, the Lahore High Court in *Government of Punjab v. Muhammad Imran* (2017 PLC (CS) 1683) emphasized the obligation of public servants to maintain transparency and honesty, particularly when claiming entitlements such as medical leave. These rulings underscore that dishonesty and fraud in government service not only violate service rules but also erode public trust and institutional integrity. The accused officer's defense—that his absences were due to medical reasons and that he was allegedly barred from duty by the Principal, Government (Secondary) Special Education Centre, Shalimar Town, Lahore—lacks credibility and evidentiary support. A wade through the record reveals no official grievances or complaints lodged by the accused officer regarding these issues. His failure to raise concerns through proper administrative channels further diminishes the reliability of his claims. The accused officer's assertion that he was unaware of the fraudulent nature of the submitted medical certificates is equally untenable. As a seasoned officer with decades of service, he bears the responsibility to ensure the authenticity of any documents submitted in his official capacity. Ignorance cannot absolve him of accountability for this serious breach of conduct. The accused officer's persistent failure to adhere to procedural requirements for obtaining leave is further evidenced by his non-compliance with directives from the Competent Authority. A letter dated May 31, 2024, instructed him to submit a leave file along with the original leave title issued by the Accountant General, Punjab. Despite this, he failed to comply and repeatedly submitted incomplete leave applications without proper documentation. This persistent negligence reflects a disregard for official procedures and demonstrates an irresponsible attitude towards his duties. While the accused officer cites his 37 years of service as a mitigating factor, the gravity and persistence of the present charges overshadow his past record. Misconduct of such a serious nature nullifies any mitigating effect of prior service. Absence from duty without proper approval is a serious violation and tantamounts to gross misconduct. Filing an application for leave without awaiting formal approval does not constitute permission to proceed on leave. Established principles dictate that unauthorized or wilful absence demonstrates intentional neglect of duty and reckless disregard for responsibilities. In light of the above, the accused officer's conduct, including his wilful absences, submission of fraudulent medical certificates, and persistent non-compliance with procedural requirements, constitutes gross misconduct.

6. **NOW THEREFORE**, I, **Saima Saeed**, Secretary, Special Education Department and Competent Authority in this case, after thorough review of all relevant aspects and materials associated with the case, am of the firm opinion that the record

conclusively establishes the guilt of the accused officer for misconduct and the charges of grave misconduct, as specified in the Show Cause Notice issued to the accused officer, stand fully substantiated. It is indisputably clear that the accused officer's conduct constitutes inefficiency, negligence, and misconduct of an egregious nature. The actions of the accused officer including prolonged wilful absence from duty, submission of fraudulent medical certificates, and non-compliance with procedural requirements, constitute serious misconduct. These actions have disrupted departmental operations, violated the trust inherent in public service, and demonstrated a lack of integrity, discipline, and responsibility. The behaviour demonstrated by the accused officer is incompatible with the responsibilities of his position and the values of public service. His continued retention in service would be inimical to the principles of accountability, discipline, and institutional effectiveness. In light of the severity of the established charges, and in exercise of the powers vested in me under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, and for the reasons detailed above, major penalty of "compulsory retirement" under Section 4(1)(b)(iv) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.

7. **NOTWITHSTANDING ABOVE**, the period w.e.f. 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 (date of passing of this order) shall be treated as leave of kind due.

Dated Lahore the
27th January, 2025



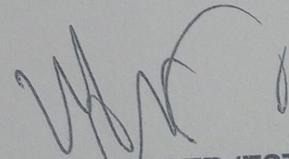
(SAIMA SAEED)
SECRETARY to

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), Lahore to ensure delivery of this order to the accused officer under intimation to this department.
5. Accused officer concerned / **Mr. Rehmat Ali**, Superintendent (BS-17), Govt. Special Education Centre, Shalimar Town, Lahore.
6. P.S. to Secretary Special Education Department.
7. Office File.



SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT