

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

ORDER

No. SO (Estt)27-16/10. WHEREAS, Show Cause Notice dated 07.01.2021 under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 was served upon Hafiza Hafsa Mehmood, Psychologist, Govt. Institute for the Slow Learners, District Hafizabad on the following charge of misconduct:

“On 16.11.2020 at 11:00 AM, Deputy DEO (W), Hafizabad visited Govt. Institute for the Slow Learners, Hafizabad and during his visit, you were found absent from your duty without intimation and prior approval of leave. Moreover, on 23.11.2020 at 09:07 AM, Assistant Commissioner (HR&C), Hafizabad visited the said school and you again were found absent from your duty without intimation and prior approval of leave. Your conduct towards performance of your duty is highly prejudicial to good service discipline, contrary to the conduct rules, for the time being in force and unbecoming of an officer.”

2. **AND WHEREAS**, the accused officer submitted her written defence reply which was found unsatisfactory, therefore, as per provisions of the PEEDA Act, 2006, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act ibid on 15.02.2021. During personal hearing, the accused officer contended that she was on medical leave w.e.f 16.11.2020 to 30.11.2020 and had timely submitted medical certificates to the Headmistress and in attendance register her medical leaves have been marked. She requested that she may be exonerated from the charges leveled against her.

3. **AND WHEREAS**, examination of record and perusal of attendance register shows that medical leave of the accused officer has been marked from 16.11.2020 to 30.11.2020 but the accused officer failed to provide any application for grant of medical leave which she submitted to the headmistress. Whereas, medical certificates submitted by the accused officer are issued by Jinnah Hospital, Lahore having MRN No. 0022-2020-0071791 dated is 17.11.2020 in which Doctor has advised

her bed rest for two weeks w.e.f 16.11.2020 which clearly depict that marking of medical leave in attendance register is an afterthought.

4. **NOW, THEREFORE,** I, Syed Javed Iqbal Bokhari, Secretary Special Education / Competent Authority, after having considered all the material related to the case, reply submitted by the accused officer and verbal submissions made by the accused officer during personal hearing, am of the considered view that the charge of misconduct stood proved against the accused officer. Therefore, I, being Competent Authority in exercise of powers vested in me under section 7(f) of Punjab Employees Efficiency & Discipline Act, 2006, while taking a lenient view, hereby impose minor penalty of “**Censure**” under Section 4(1)(a)(i) of the PEEDA Act 2006 upon the accused officer / Hafiza Hafsa Mehmood, Psychologist, Govt. Institute for the Slow Learners, District Hafizabad with the direction to mend her ways and remain punctual / careful in future.

Dated Lahore the
February 26th / 2021


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

No. & Date Even.

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

1. Accountant General, Punjab, Lahore.
2. Director General, Directorate General of Special Education, Punjab, Lahore.
3. District Education Officer (Special Education) Gujranwala.
4. Accused officer concerned.
5. Statistical Officer.
6. PS to Secretary Special Education Department.
7. Master File.


SECTION OFFICER (ESTT.)