



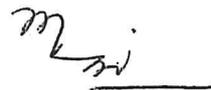
ORDER

No. SO(Estt)20.6/2008. WHEREAS, Show Cause Notice dated 31.08.2020 under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 was served upon Ms. Sadia Shoukat, Ex-Speech Therapist (BS-17), Govt. Special Education Centre, Shorkot, District Jhang presently awaiting posting in Special Education Department on the following charge of misconduct:

“You have been found absent from duty w.e.f 11.08.2019 till date without any intimation or prior permission of the Competent Authority”.

2. **AND WHEREAS**, the accused officer submitted her provisional reply to Show Cause Notice stating therein that she was expecting a baby and her case was very complicated, that her husband is Group Captain in Pakistan Air Force and posted at Quetta and she has applied for deputation to vacant seat of speech therapist in Social Welfare and Special Education Department, Baluchistan, Quetta. She also requested to provide certified copies of certain documents and also requested for extension in time to file reply to Show Cause Notice. Subsequently, available documents were provided to the accused officer and extension in time for one week to submit reply to Show Cause Notice was granted. The accused officer even after lapse of extended time failed to file final reply to Show Cause Notice.

3. **AND WHEREAS**, in order to meet the ends of justice, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the PEEDA Act, 2006 on 29.10.2020, 25.11.2020, 28.01.2021, 03.02.2021 and 15.04.2021 but the accused officer failed to appear, therefore final opportunity was granted to the accused officer and she was directed to appear on 01.06.2021 but the hearing could not be conducted on said date due to official engagements of Secretary Special Education and accused officer filed application for grant of online hearing due to her medical issues. Secretary Special Education allowed her request and directed her to appear for online hearing on 09.06.2021. The accused officer appeared on said date and during online personal hearing, she pleaded herself innocent and reiterated her defence reply while

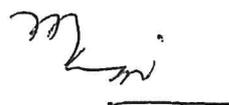


relying on the evidence in the shape of medical reports which she had already produced.

4. **AND WHEREAS**, perusal of record shows that the accused officer was appointed as Speech Therapist (BS-17) on contract basis for a period of five years and posted at Govt. Special Education Centre, Sillanwali, District Sargodha on 18.08.2008. She was transferred to Govt. Special Education Centre, Murree District Rawalpindi on her own request on 30.07.2009. She was transferred to Govt. Special Education Centre, Aroop Town, District Gujranwala on her own request on 02.05.2011. She was posted / adjusted against the post of Lecturer (Home Economics)(BS-17) at Govt. In-Service Training College for the Teachers of Disabled, Lahore on her own request on 01.09.2012. She was transferred to Govt. Special Education Centre, Shorkot Jhang on her own request on 26.08.2015. Perusal of record further shows that Show Cause Notice dated 24.02.2015 was issued to her on the charge of absence from duty w.e.f 13.09.2014 till 24.02.2015 (date of issuance of Show Cause Notice) and upon culmination of disciplinary proceedings she was awarded minor penalty of "**Censure**" by the Secretary Special Education / Competent Authority vide order dated 08.04.2015.

5. **AND WHEREAS**, record further shows that the accused officer was granted Extra Ordinary Leave (EOL) w.e.f 10.08.2016 to 10.08.2018 (**731-days**) vide order dated 21.07.2016 and the leave period was further extended w.e.f 11.08.2018 to 10.08.2019 (**365-days**) vide order dated 19.09.2018. The accused officer after expiry of extended leave period failed to report to department and after lapse of more than one year from the date of expiry of her leave submitted her joining to this department on 23.09.2020 but due to pending disciplinary proceedings against her, she was not given any posting and remained awaiting posting in this department. Suffice is to say that the accused officer remained failed to file final reply to Show Cause Notice and during course of personal hearing also remained unable to bring on record any piece of evidence through which absence period, w.e.f. 11.08.2019 to 23.09.2020 for more than one year, could be justified. Hence, charge of absence from duty w.e.f 11.08.2019 till 23.09.2020 without any intimation or prior permission of the Competent Authority stood fully proved against the accused officer.

6. **NOW, THEREFORE**, I, Muhammad Hassan Iqbal, Secretary Special Education / Competent Authority, after having considered all the material related to the case, provisional defence reply of the accused officer and verbal submission of the accused officer during the course of online personal hearing, am of the considered view



that charge of absence from duty for more than one year w.e.f 11.08.2019 till 23.09.2020 without any intimation or prior permission of the Competent Authority stood fully proved against the accused officer. Therefore, I, being the Competent Authority, in exercise of powers vested in me under Section 7(f)(ii) read with Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, hereby impose major penalty of 'Removal from Service' w.e.f 11.08.2019 upon the accused officer / Ms. Sadia Shoukat, Ex-Speech Therapist (BS-17), Govt. Special Education Centre, Shorkot, District Jhang presently awaiting posting in Special Education Department in terms of Section 4(1)(b)(v) of the Act, ibid.



(MUHAMMAD HASSAN IQBAL)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

Dated Lahore the
June, 15th 2021

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. District Education Officer (Special Education) Sargodha.
4. Accused officer concerned.
5. Statistical Officer.
6. PS to Secretary Special Education Department.
7. Master File.



SECTION OFFICER (ESTT.)