

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER

No. SO(Estt)10-318/10. WHEREAS, Show Cause Notice dated 07.03.2021 under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 was served upon Samra Javed, Headmistress (BS-18), Govt. Special Education Centre, Hafizabad on the following charge of misconduct:

“You have been found absent from your duties w.e.f 08.02.2021 to 10.02.2021 without any intimation or prior permission of the Competent Authority. Moreover, you are in habit to attend the office once or twice in the week and mark your attendance of the previous absent days. 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, unbecoming of an officer and tantamounts to gross misconduct”.

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 09.06.2021. During personal hearing, the accused officer contended that she was present in the centre on the days mentioned in Show Cause Notice and went to district accounts office for salary purpose at the time when district monitoring officer arrived. She further contended that she comes to her duty regularly. Lastly, she requested that she may be exonerated from the charges leveled against her.

3. **AND WHEREAS**, Deputy Commissioner, Hafizabad deputed Assistant Commissioner (HR&C), Hafizabad to check the attendance of the Principal as well as staff of the Special Education Centre, Hafizabad. The monitoring officer after visiting the Special Education Centre, Hafizabad on 10.02.2021 (Wednesday) at 10:30 A.M reported that accused officer has been found absent from duty w.e.f 08.02.2021 to 10.02.2021 without any intimation or prior permission of Competent Authority. It was further reported by the monitoring officer that the accused officer is in habit of attending the office once or twice in the week and she mark her attendance of the previous absent days. Deputy Commissioner, Hafizabad forwarded the report of monitoring officer along with copy of attendance register wherein no attendance of accused officer has been marked on 08.02.2021, 09.02.2021 and 10.02.2021. The accused officer with the reply to Show Cause Notice has also annexed attendance register of absent days wherein the attendance of accused officer has been marked without mentioning the time of marking of attendance. Furthermore, during course of personal hearing the accused officer has herself admitted that she marked the attendance of the days mentioned in

Show Cause Notice after the day of surprise visit on 11.02.2021. The accused officer failed to substantiate her stance and to bring on record any material to rebut the evidence already available on record.

4. **NOW, THEREFORE**, I, Muhammad Hassan Iqbal, 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 on account of absence from duty without any intimation or prior permission stood proved against the accused officer. Therefore, I, being Competent Authority in exercise of powers vested in me under section 7(f) read with Section 4 of Punjab Employees Efficiency & Discipline Act, 2006, while taking a lenient view, hereby impose minor penalty of “**Censure**” in terms of **Section 4(1)(a)(i)** of the PEEDA Act 2006 upon the accused officer / Samra Javed, Headmistress (BS-18), Govt. Special Education Centre, Hafizabad.

Dated Lahore the
June 16th / 2021


(MUHAMMAD HASSAN IQBAL)
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.)