



GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT

Dated Lahore the 28th November, 2025

ORDER

No.SO(DF)5-52/2025: WHEREAS, Ms. Mehreen Iqbal, Lecturer in Statistics (BS-17) formerly posted at Govt. Associate College for Women Manghot, Rawalpindi was proceeded against by the Competent Authority, under the provisions of Punjab Employees Efficiency, Discipline and Accountability Act, 2006, on the charge of misconduct i.e. wilful absence from duty w.e.f.01.02.2024 to-date without prior permission of the Competent Authority.

2. AND WHEREAS, Ms. Mehreen Iqbal was appointed as Lecturer in Statistics (BS-17) on regular basis through PPSC vide Notification dated 03.10.2015. She was granted 396-days Ex-Pakistan Extra Ordinary Leave w.e.f. 01.01.2023 to 31.01.2024 (as per leave title) vide order dated 03.01.2023. After expiry of her leave, she did not join back this department and remained absent from duty w.e.f. 01.02.2024 to 31.05.2025. Accordingly, a Show Cause Notice dated 05.09.2025 was served upon her under section 7(b) read with section 5(1)(a) of PEEDA Act, 2006 with the direction to submit her reply in writing within seven days of receipt of this show cause notice.

3. AND WHEREAS, she submitted her reply to the Show Cause Notice stating that she was sanctioned Ex-Pakistan Extraordinary Leave (EOL) from January 1st, 2023 to January 31st, 2024, to accompany her family, as her husband, an employee of the Pakistan Atomic Energy Commission, was deputed to CERN, Switzerland, for one year. During his deputation, his parent organization extended his stay until May 31st, 2025. Consequently, she submitted an application for an extension of her leave from February 1, 2024 to May 31, 2025. However, her application was rejected. Later, considering her family and domestic circumstances, she submitted a fresh request (Diary No. 1990 dated August 1st, 2024), but unfortunately, she did not receive any decision or communication despite follow-up attempts. Due to domestic and financial constraints, and the presence of her two minor children aged 8 and 12 years, it was extremely difficult for her to leave them unattended abroad and return alone. This was a genuine hardship, and she deeply regrets her inability to rejoin duty on time. After her return to Pakistan on May 29th, 2025, she personally visited the Higher Education Department on June 3rd, 2025, and submitted an application for ex post facto approval of her leave. She sincerely apologizes for any inconvenience caused to the department due to her prolonged absence. She assures that there was no wilful

negligence on her part; rather, compelling family circumstances prevented her timely return.

4. **AND WHEREAS**, she was afforded an opportunity of personal hearing in terms of Section 7(d) of the Act before the Special Secretary, Higher Education Department which she availed. During the course of personal hearing, she reiterated her earlier stance stated in her reply to the Show Cause Notice.

5. **AND WHEREAS**, the Special Secretary, Govt. of the Punjab, Higher Education Department / Hearing Officer, after having a thorough examination of the record and listening to the contention of the lady officer in detail, has recommended / proposed imposition of minor penalty of **"withholding of increment for period of three years"**, under section 4(1)(a)(ii) of the PEEDA Act, 2006 and her absence / intervening period w.e.f. 01.02.2024 to 31.05.2025 may be sanctioned as EOL (without pay).

6. **NOW THEREFORE**, I, **GHULAM FARID**, Secretary, Higher Education Department / Competent Authority after careful examination of record and facts of the case, in exercise of the powers conferred upon me under Section hereby impose a minor penalty of **"withholding of increment for period of three years"**, under section 4(1)(a)(ii) of the PEEDA Act, 2006" upon **Ms. Mehreen Iqbal**, Lecturer in Statistics (BS-17) formerly posted at Govt. Associate College for Women Manghot, Rawalpindi. Her absence / intervening period **w.e.f. 01.02.2024 to 31.05.2025** is hereby sanctioned as EOL (without pay).

(GHULAM FARID)
SECRETARY
HIGHER EDUCATION DEPARTMENT

No. & Date Even

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

1. Directorate of Public Instruction (Colleges), Punjab, Lahore.
2. Director of Education (Colleges), Rawalpindi.
3. Deputy Director (Colleges), Rawalpindi.
4. Section Officer (EF-II), Higher Education Department.
5. Principal, concerned.
6. **Ms. Mehreen Iqbal**, Lecturer in Statistics (BS-17) formerly posted at Govt. Associate College for Women Manghot, Rawalpindi.
7. PS to Secretary, Higher Education Department.
8. PA to Special Secretary, Higher Education Department.
9. PA to Additional Secretary (Estt), Higher Education Department.
10. PA to Deputy Secretary (EF), Higher Education Department.
11. Manager, MIS, Higher Education Department to update the record.
12. Office Order File.

o/c - Rsh
(ROBEELA SHAHEEN)
SECTION OFFICER (DISCIPLINE FEMALE)