



GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT

Dated Lahore the 28th November, 2025

ORDER

No.SO(DF)5-54/2025: WHEREAS, Ms. Rabia Iqbal, Lecturer in Mathematics (BS-17) formerly posted at Govt. College of Science Wahdat Road, Lahore, 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. willful absence from duty w.e.f. **01.03.2019 to-date** without prior permission.

2. **AND WHEREAS, Ms. Rabia Iqbal** joined Higher Education Department as Lecturer in Mathematics on contract basis in 2012 through Punjab Public Service Commission and her services were regularized in 2015. She was granted ex-Pakistan leave (without pay) w.e.f. 01.03.2018 to 28.02.2019 (365-days) vide order dated 28.02.2018 and after expiry of her leave, she did not join back. Accordingly, a Show Cause Notice was served upon her on account of willful absence from duty w.e.f. 01.03.2019 to date and after completing all codal formalities, major penalty of "Removal from Service" was imposed upon her on account of willful absence from duty w.e.f. 01.03.2019 to till date vide order dated 20.07.2022. Feeling aggrieved, she filed an appeal before the Worthy Chief Secretary Punjab which was rejected by the Appellate Authority i.e. Chief Secretary Punjab vide order dated 14.03.2023. She filed an appeal before the Hon'ble Punjab Service Tribunal, Lahore. The Hon'ble Court passed an order dated 30.04.2025. The operative part of which is as under:

"This appeal is partially allowed, the impugned orders are set aside. Resultantly, the appellant is reinstated into service and the case is remanded to the competent authority to conduct denovo proceedings in accordance with law. Fate of intervening period during which the appellant remained out of service will depend upon the outcome of denovo proceedings".

Resh
In compliance of the order of the Hon'ble Court, Ms. Rabia Iqbal, Lecturer in Mathematics (BS-17), formerly posted at Govt. College of Science Wahdat Road, Lahore was reinstated into Govt. service vide order dated 09.07.2025 and Show Cause Notice issued on 09.07.2025. Reminders dated 03.09.2025 & 18.09.2025 were also issued. She is still awaiting posting in Higher Education Department.

3. **AND WHEREAS,** she submitted her reply to the Show Cause Notice stating that as per judgment dated 30.04.2025, while reinstating her into service, the learned Member-I has directed to conduct denovo proceedings in accordance with law, which required denovo regular departmental inquiry but she has been issued Show Cause Notice which is not true implementation of the judgment of the Punjab Service

Tribunal, Lahore dated 30.04.2025. Therefore, she has requested that Show Cause Notice dated 09.07.2025 may be withdrawn and inquiry proceedings under PEEDA Act, 2006 may be initiated to decide the matter in accordance with law & rules.

4. **AND WHEREAS**, she was afforded an opportunity of personal hearing in terms of Section 7(d) of the Act on 04.11.2025 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 four years"**, under section 4(1)(a)(ii) of the PEEDA Act, 2006. Her absence / intervening period w.e.f. 01.03.2020 to 08.07.2025 may be decided in consultation with Finance Department separately as her continuous service was less than ten years.

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 four years"**, under section 4(1)(a)(ii) of the PEEDA Act, 2006" upon **Ms. Rabia Iqbal**, Lecturer in Mathematics (BS-17/awaiting posting in HED). Furthermore, her posting order will be issued after decision of her intervening period in consultation with Finance Department.

(GHULAM FARID)
SECRETARY
HIGHER EDUCATION DEPARTMENT

No. & Date Even

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

1. Accountant General Punjab, Lahore.
2. Directorate of Public Instruction (Colleges), Punjab, Lahore.
3. Director of Education (Colleges), Lahore.
4. Deputy Director (Colleges), Lahore.
5. Section Officer (EF-II), Higher Education Department.
6. Principal, Govt. College of Science Wahdat Road, Lahore.
7. **Ms. Rabia Iqbal**, Lecturer in Mathematics (BS-17/awaiting posting in Higher Education Department). R/O 267, E-II Johar Town, Lahore.
8. PS to Secretary, Higher Education Department.
9. PA to Special Secretary, Higher Education Department.
10. PA to Additional Secretary (Estt.), Higher Education Department.
11. PA to Deputy Secretary (EF), Higher Education Department.
12. Manager, MIS, Higher Education Department to update the record.
13. Office Order File.

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of SECTION OFFICER (DISCIPLINE FEMALE)