



No. SORI(S&GAD)1-31/2023
GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT (REGULATIONS WING)

Dated Lahore the 5th September, 2023

To

1. The Additional Chief Secretary, Punjab.
2. The Chairman, Planning & Development Board, Lahore.
3. The Senior Member, BOR, Punjab.
4. The Principal Secretary to Governor, Punjab.
5. The Secretary to Chief Minister, Punjab.
6. All Administrative Secretaries in the Punjab.
7. All Heads of Attached Departments in the Punjab.
8. The Provincial Police Officer, Punjab Lahore.
9. All Commissioners in the Punjab.
10. The Registrar, Lahore High Court Lahore.
11. All Deputy Commissioners in the Punjab.
12. All Heads of Autonomous Bodies in the Punjab.
13. The Secretary, Provincial Assembly, Punjab.
14. The Secretary, Chief Minister's Inspection Team, Lahore.
15. The Secretary, Punjab Public Service Commission, Lahore.
16. The Secretary Ombudsmen, Punjab, Lahore.
17. The Registrar, Punjab Service Tribunal, Lahore.

Subject:

**DISCIPLINARY PROCEEDINGS AGAINST CIVIL SERVANTS ON
ACCOUNT OF UNAUTHORIZED ABSENCE FROM DUTY -
IMPLEMENTATION OF LAW IN LETTER AND SPIRIT**

In continuation of instructions issued by the Regulations Wing of S&GAD vide circular letters No. SORI-1-25/2001, dated 10.07.2003 and SORI(S&GAD)1-25/2001, dated 09.09.2013, I am directed to state that proviso (ii) of clause (f) of section 7 of the Punjab Employees Efficiency, Discipline and Accountability Act 2006 (hereinafter referred to be as the "Act") clearly provides that where charge of absence from duty for a period of more than one year is proved against the accused, the penalty of compulsory retirement or removal or dismissal from service shall be imposed upon the accused; hence, ousting imposition of any penalty other than the penalty of compulsory retirement or removal or dismissal from service.

2. However, authorities, in most cases, fail to adhere to the implementation of the aforesaid explicit provision of the Act and, in the garb of leniency, long absence period is dealt with minor penalties and various instances are available on record where proved absence of more than one year has been condoned and accused are either exonerated or awarded minor penalties. Such disposal of extended period of absence is not only against the provision of law but also violates principle of good governance.

3. The Chief Minister has taken serious notice of non-observance of provisions of the Act which clearly entails that no leniency can be extended where charge of absence from duty for a period of more than one year is proved against the accused.

4. The Chief Minister is therefore pleased to direct that cases of willful absence from duty shall be decided strictly in accordance with the relevant provisions of the Act and in case of any violation, responsibility shall be fixed on the delinquents

5. All the Administrative Departments are directed to ensure strict compliance of the above instructions in letter and spirit.

6. This issues with the approval of the Chief Minister.



(IRFAN AHMAD SANDHU)
Secretary (Regulations), S&GAD

No. and Dated Even:

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

1. PS to Chief Secretary / Additional Chief Secretary / Secretary Services / Secretary I&C / Secretary Regulations / Secretary Archives), S&GAD.
2. All Addl. Secretaries / Deputy Secretaries and Section Officers in S&GAD.



(MUHAMMAD SALEEM)
Deputy Secretary (Regulations)
S&GAD