



No.SO(Estt)10-318/2010
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the January 25th 2024

To

Ms. Samra Javed,
Headmistress (BS-18) (MC Field),
Govt. Special Education Centre, Safdrabad, District Sheikhpura.

Subject: **SHOW CAUSE-CUM-PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006**

WHEREAS, disciplinary proceedings were initiated against you vide order dated 04.04.2023 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency and misconduct by appointing Mr. Shahid Abbas, Principal (VI Field/BS-19), Govt. (High) Special Education Centre, Shalimar Town, Lahore as Inquiry Officer;

- i. The behaviour of the accused officer with staff of the Centre is outrageous, contemptible and abusive.
- ii. The accused officer is habitual leave hunter and she remains absent from duty and attends office twice in a week and marks attendance through proxies.
- iii. The accused officer is involved in multifarious sort of corrupt practices like managing day to day affairs of the Centre like tree plantation, white wash, class rooms decoration etc. from salaries of the staff and then re-imburement of these expenditures from public exchequer.
- iv. No classes were held from 17.05.2022 to 31.05.2022 and majority of teachers recorded their students as absent during that period, but these entries were overwritten by converting absent into presence to justify fuel consumption.
- v. Camera recording (DVR) is not available on record or destroyed to conceal the facts.
- vi. The accused officer uses undue influence for vested interests and illegal gains.

The Inquiry Officer has submitted his report to this department on 16.01.2024 (copy enclosed).

2. AND WHEREAS, the Inquiry Officer has recommended imposition of following penalties upon you;

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1. Minor penalty of withholding of increments for a period of two years under Section 4(1)(a)(ii) of the PEEDA Act, 2006, and
2. Major penalty of "Reduction to a Lower Post and Pay Scale from the Substantive Post for a period of two years under Section 4(1)(b)(ii) of the PEEDA Act, 2006.

3. **AND WHEREAS**, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charges against you.

4. **NOW THEREFORE**, in exercise of the powers conferred upon me as Competent Authority under Section 13(4) of the Act *ibid*, you are hereby called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the Act *ibid* may not be imposed upon you. You are allowed to submit additional defense in writing, if any.

5. It is further decided to afford you an opportunity of personal hearing and for said purpose **Additional Secretary, Special Education Department** is appointed **Hearing Officer** under Section 13(4)(c) of the Act *ibid*. Therefore, you are directed to appear before the **Additional Secretary, Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

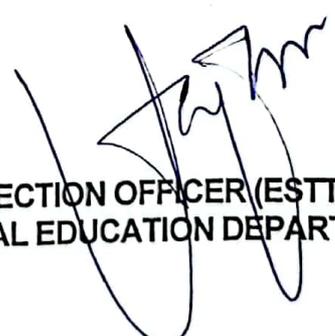


(SAIMA SAEED)

**SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY**

CC.

1. **Additional Secretary, Special Education Department / Hearing Officer.**
2. **District Education Officer (Special Education), Lahore with the direction to ensure the delivery of this notice to the accused officers at their official address through special messenger.**
3. **Mr. Jafar Hussain, Superintendent (BS-17), O/o the District Education Officer (Special Education) Gujranwala / Departmental Representative to ensure delivery of this notice to the accused officer and also to appear before Additional Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.**
4. **PS to Secretary, Special Education Department.**



**SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT**