

REGISTERED



No. SO(Estt)10-131/2006
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the October 23rd / 2023

To

Syed Muhammad Naveed Qamar,
Headmaster (VI Field/BS-18),
Govt. Sunrise Institute for the Blind, Lahore.

Subject: **SHOW CAUSE NOTICE UNDER SECTION 7(b) READ WITH SECTION 5(1)(a) OF THE PEEDA ACT, 2006**

WHEREAS, Deputy Secretary, Special Education Department and Director (Academics), Directorate General of Special Education visited Govt. Sunrise Institute for the Blind, Lahore on 03.10.2023 at 10:07 AM and Deputy Secretary Special Education submitted visit report stating therein that you were found absent from duty without intimation. The report alongwith other issues also highlighted poor cleanliness condition of the institute and inadequate management of the hostel facilities.

2. AND WHEREAS, Director General, Directorate General of Special Education vide note dated 10.10.2023 intimated that Deputy Director (Curriculum), Directorate General of Special Education also visited Govt. Sunrise Institute for the Blind, Lahore on 06.10.2023. It has been informed that you were found absent from duty on 06.10.2023 without any prior approval from the authority. Director General Special Education has further intimated that you failed to perform your duties in befitting manner and consequent thereupon, *due to your inefficiency*, cleanliness condition of the institute was poor. You failed to observe the directions issued by Directorate General of Special Education regarding dengue eradication as debris and grown grass was present in the lawn and also the pockets of the dispenser were full of water and water was leaking therefrom. It has further been brought into notice that you remained inefficient in discharge of your duties as you failed to provide healthy educational environment to the special students despite issuance of clear instructions by Director (Academics) and Deputy Secretary, Special Education during the visit on 03.10.2023. Inefficiency and negligence on your part depicts that your conduct is unbecoming of an officer.

3. AND WEREAS, the undersigned being Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, in due consideration of the facts of the case, is of the view that you, **Syed Muhammad Naveed Qamar**, Headmaster (VI Field/BS-18), Govt. Sunrise Institute for the Blind, Ravi Road, Lahore has been found guilty of misconduct and inefficiency on account of following charges:

- i. ***You were found absent from your duty on 03.10.2023 and 06.10.2023 without prior permission / approval of leave by the Competent Authority and during school hours the Principal office was locked on both days.***
- ii. ***During the visit on 03.10.2023 it was found that structure of the institute was in appalling condition but you did not put in any effort to improve the condition of the institute and no***

action was taken to bring the matter into the notice of the higher authorities as last communication made by you with the Executive Engineer, Building Division No. 2 (M&R), Lahore was vide letter dated 10.12.2021.

- Saima Saad*
- iii. On 03.10.2023 at 10:07 AM the teaching staff was on a tea break in the staff room and no one was in the class rooms to look after the special students.
 - iv. As per record, staff of the institute is marking attendance on Bio-Matric machine but the Bio-Matric machine is offline. Moreover, you have not registered yourself on Bio-Matric machine for marking attendance.
 - v. Cleanliness condition of the institute was pathetic. The condition of the kitchen was also not good. During the visit on 03.10.2023, classrooms, hostel, courtyard, clerical office including Principal's office were found filthy. Kitchen was not adequately maintained and unnecessary belongings of the staff were kept there. The presence of the rats in kitchen was evidenced through rat droppings. The hostel Superintendent also failed to provide record of daily grocery items being purchased / received for kitchen.
 - vi. The condition of the hostel was also not up to the mark and showed mismanagement of the space and resources.
 - vii. The drinking water was found to be unpleasant in odor. Your statement regarding source of drinking water was in contradiction with the statement of storekeeper which shows your lack of interest in performance of your duties. No record was provided regarding date of change of filters of the filtration plant installed in the institute.
 - viii. Academic Calendar available in the Art Class was outdated and the updated Academic Calendar was not available in the institute.
 - ix. The CCTV cameras of the institute were functional and it was informed that 21-days recording is maintained but when instructed by Deputy Secretary Special Education, CCTV recording for 03.10.2023 was not provided due to unknown reasons.
 - x. You violated the instructions issued by the Directorate General of Special Education related to dengue eradication as there was debris and grown grass in the lawn. Pockets of the water dispenser were full of water and there was leakage of water which would lead to proliferation of dengue.
 - xi. Your performance as Principal remained unsatisfactory as you failed to provide healthy educational environment to the special students. Despite clear instructions issued by the Director (Academics) and Deputy Secretary Special Education during their visit on 03.10.2023, you did not even bother to clean the fans and classrooms properly.

4. **AND WHEREAS**, in light of availability of sufficient documentary record/evidence, the undersigned is of the opinion that it is not necessary to hold an inquiry into the matter in view of the provision contained in Section 5(1)(b) of the Act *ibid*. It is, therefore, proposed to proceed against you under Section 7(b) read with Section 5(1)(a) of the Act *ibid*.

5. **NOW, THEREFORE**, you are hereby called upon to Show Cause in writing **within 07-days** of the receipt of this notice as to why one or more of the penalties as prescribed under Section 4 of the Act *ibid* should not be imposed upon you.

6. Your reply to Show Cause Notice should reach the undersigned, within the said period failing which it shall be presumed that you have no defence to offer.

7. In case, you desire to consult any record on which the aforesaid charge is based or relevant to the aforesaid charge, you may do so with prior arrangements with the **Section Officer (Estt.)** of this Department **within 03-days** of the receipt of this notice.

Saima Saheed

(SAIMA SAEED)

SECRETARY

**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY**

No. & Date Even.

A copy is forwarded to the:-

1. Director General, Directorate General of Special Education Punjab, Lahore w.r. to Note No. 652 dated 10.10.2023.
2. District Education Officer (Special Education), Lahore to ensure delivery of this Notice to the accused officer under intimation to this department.
3. PS to Secretary Special Education Department.
4. PA to Director General, Special Education, Punjab.
5. Office file.

Ghulam Fatima Bandial

(GHULAM FATIMA BANDIAL)
SECTION OFFICER (ESTT.)

SPECIAL EDUCATION DEPARTMENT