

**REGISTERED**



No. SO(ESTT)2-03/07  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 01 *Septm* 2025.

To

**Mr. Muhammad Zubair,**  
Instructor Physical Education,  
ex-Incharge Principal, Govt. Secondary School of Special Education (HI),  
Pakpattan.  
Presently posted at **Govt. Special Education Centre, Muridkey.**

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 under Section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order of inquiry dated 08.11.2024 (remanded vide order dated 24.06.2025) on the following charges of inefficiency and misconduct by appointing **Mrs. Nadia Saeed**, Headmistress (BS-18), Govt. Higher Secondary School of Special Education for HIC (Boys), Sahiwal as Inquiry Officer;

1. The accused officer claimed bogus bill amounting Rs. 10,200/-, 4940/- and Rs. 1000/- under Head A03304, Hot & Cold during the financial year 2020-21 & 2021-22 respectively, Ice and Coal were not purchased during this period.
2. The accused officer claimed bogus bill amounting Rs. 36,657/- (April to June & August, 2021) and Rs. 85,134/- (June to August, 2022) under Head A03305, POL Generator but the generator was not used during office/ school hours.
3. The accused officer claimed bogus bill amounting to Rs. 3,68,817/- for the buses which remained off road but shown on road in the log books and claimed diesel voucher of (70/Liters per bus per month + 3 buses = 210 liters) (Rs. 2,00,119/- to kept off road 3-buses for 3-days per month from September, 2022 to December, 2022, Rs. 99,288/- to keep off road all 3-buses for 7-days w.e.f. 17.12.2022 to 23-12-2022 and Rs 69,464/- to keep off-road bus No GBA-506 from 09.01.2023 to 23-01-2023 and bills of POL were claimed.
4. The accused officer claimed bogus bills amounting to Rs. 35,810/- (Rs. 18,000/- for printing of file covers, Rs 6,350/- for printing of school letter heads and Rs. 11,450/- for printing of training certificates) which were not purchased, as on 07.06.2021, three hundred printed file covers were

purchased out of which one hundred were consumed and two hundred were kept in store / unused and 450 file covers were again purchased which was not justifiable. All official letter / correspondence was made through computer generated letters. School letter head and printed file covers were not purchased. No training was conducted whereas training certificates were distributed.

5. The accused officer claimed 03-bogus bills amounting Rs 46,820/- (Rs. 7,000/- Token dated 17.06.2021, Rs. 20,220/- Token dated 29.09.2022 and Rs. 19,600/- Token dated 20.09.2023 for photocopy but neither requisition nor detail was provided.
6. The accused officer claimed bogus bills amounting Rs. 1,40,782/- (Rs 31,925/- on 15.03.2021, Rs. 33,000/- 04.06.2021, Rs. 27,463/- on 14.05.2022, Rs. 8,100/- on 26.01.2022, Rs. 14,400/- on 09.12.2021, Rs. 11,194/- on 08.09.2022, Rs. 14,700/- dateless bill) for repair of Furniture & Fixture but according to statements of school teachers a very few furniture items were repaired and amount claimed is in excess which is not justifiable.
7. Sports related items amounting to Rs. 1,19,832/- (Rs. 61,753/- on 01.04.2021, Rs. 58,079 on 17.05.2021) and Sport items worth Rs. 1,48,649/- (Rs. 74,471/- on 07.05.2022, Rs. 74,178/- on 17.05.2022) were not purchased but bogus bills were claimed.
8. 20-used batteries of school buses, bus kamances, 2-water pump, 1-wash basin set and excess uniforms of special students were stolen from store and sold illegally after 13.12.2021, the worth of said items was Rs 2,50,000/-.
9. The accused officer marked his attendance after availing leaves by tempering the attendance register with blade 14.04.2022 to 20.04.2022, 03.06.2023, 10.06.2023, 17.06.2023.
10. Mr. Muhammad Jamil, ex-Naib Qasid marked the attendance of the accused officer on bio-matric machine as his thumb/figure impression was saved against the user ID of the accused officer. The accused officer was absent from duty or went to attend case hearings at Lahore High Court whereas his attendance was marked on bio-matric machine on 24.09.2022, 01.10.2022, 21.10.2022, 22.10.2022 25.10.2022, 29.10.2022, 11.11.2022, 12.11.2022, 02.12.2022, 03.12.2022 24.12.2022, 13.01.2023, 14.01.2023 and 21.01.2023.
11. The accused officer was residing illegally in the hostel superintendent room and used to eat food from hostel and bogus entries of Adnan, Arshad, Muzammil Yasin, Attiq ur Rehman and Tayyab Razzaq students were recorded in hostel attendance register to manage the expenditure.

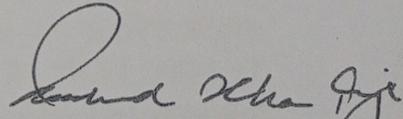
2. **AND WHEREAS**, the Inquiry Officer, after finalizing the post remand inquiry proceedings, has submitted remand inquiry report to this department on 08.08.2025 (copy enclosed). The Inquiry Officer has recommended imposition of following penalties:

- i. Major penalty of **recovery from Pay amounting to Rs. 260,614/-** under section 4(1)(b)(i) of the PEEDA Act, 2006.
- ii. Major penalty of **forfeiture of past service for a period of 03 years** under section 4(1)(b)(iii) of the PEEDA Act, 2006.

3. **AND WHEREAS**, in view of the above, 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 PEEDA Act, 2006, you are hereby called upon to show cause in writing within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the PEEDA Act, 2006 may not be imposed upon you. You are allowed to submit additional defence in writing, if any.

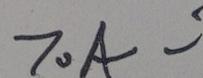
5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 17-09-25 at 12:30 PM for this purpose. If you fail to appear, the case shall be decided ex-parte.



(MUHAMMAD KHAN RANJHA)  
SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY

CC.

1. **Mr. Imran Sher**, Superintendent (BS-17), office of District Education Officer (Spl. Edu.), Sahiwal / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officer through all possible means, and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
2. District Education Officer (Special Education), Sahiwal.
3. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT-I.)  
SPECIAL EDUCATION DEPARTMENT

01/9/2025