

**REGISTERED**



No. SO(Estt)1-201/07  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the February 20<sup>th</sup> / 2024

To

**Mr. Khalid Mahmood,**  
Headmaster (BS 17+10% Special Pay),  
Govt. Special Education Centre, Thokar Niaz Baig, Lahore.

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

*Being read*

**WHEREAS**, Ms. Hina Iftikhar, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Thokar Niaz Baig, Lahore filed a complaint dated 25.10.2023 against **Mr. Khalid Mahmood**, Headmaster (BS-17 + 10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore ('**accused officer**') alleging therein that the behaviour of the accused officer is very absurd with her; the accused officer demand funds for different expenditure of the centre and misbehaved with teaching staff in presence of class-IV employees by uttering immoral remarks and abusive language; The accused officer also misbehaved with her and her husband on 25.10.2023. The said complaint was forwarded to Directorate of Special Education Punjab vide letter dated 03.11.2023 to submit a report in the matter to proceed further. Directorate General of Special Education vide letter dated 17.01.2024 forwarded report made by Ms. Fouzia Khurshid, Director (Monitoring), Directorate General of Special Education, Punjab who after conducting the probe proceedings (*after visiting the centre and recording statements of all concerned*) stated that the accused officer has remained inefficient in performance of his duties as the conductor namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order No. 192 dated 26.11.2022 which is against the job description of the conductor as a junior clerk is also posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore; The attendance register of non-teaching employees of the centre is being marked with same font style which prima facie shows that attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.

2. **AND WHEREAS**, the undersigned being Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, in due

consideration of the facts of the case and on account of availability of sufficient documentary evidence, is of the view that you, **Mr. Khalid Mahmood**, Headmaster (BS-17 + 10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore, have been found guilty of inefficiency and misconduct on account of following charges:

1. You misbehaved with Ms. Hina Iftikhar, JSET and her husband on 25.10.2023 and used abusive language which tantamounts to gross misconduct.
2. You used abusive language and utter immoral and derogatory remarks with female teaching staff of the centre in presence of class-IV employees.
3. You have remained inefficient in performance of your official duties as the conductor of the centre namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order No. 192 dated 26.11.2022 which is against the job description of the conductor as a junior clerk is also posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore.
4. The attendance register of non-teaching employees of the centre shows that attendance of non-teaching staff is being marked with same font style which prima facie shows that the said attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.

3. **AND WHEREAS**, the undersigned in view of sufficient documentary evidence available on record, 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 Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

4. **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 Punjab Employees Efficiency, Discipline and Accountability Act, 2006 should not be imposed upon you.

5. Your reply to Show Cause Notice should reach the undersigned, within

Hina Iftikhar

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the said period failing which it shall be presumed that you have no defence to offer and you have admitted the charge.

6. In case, you desire to consult any record on which the aforesaid charges are based or relevant to the aforesaid charges, 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 SAED)  
SECRETARY  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY**

**No. & Date Even:**

A copy is forwarded to:

1. The Director General of Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore with the direction to ensure delivery of this Show Cause Notice to the accused officer well in time.
3. PS to Secretary Special Education Department.
4. Office file.

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

