

REGISTERED



No. SO(Estt)1-201/2007
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the February 20th / 2024

To

Ms. Hina Iftikhar,
Junior Special Education Teacher (H.I Filed/ BS-16),
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**

Laina Saad

WHEREAS, Ms. Hina Iftikhar, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Thokar Niaz Baig, Lahore ('accused officer') filed a complaint dated 25.10.2023 against Mr. Khalid Mahmood, Headmaster (BS-17 + 10% Special Pay) which 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 requested for grant for earned leave w.e.f. 26.10.2023 to 09.11.2023 (15 days) (on full pay) and which was allowed / sanctioned by the Competent Authority vide order dated 15.12.2023. But, the accused officer after expiry of her leaves is not attending the center w.e.f. 10.11.2023 till to date without any intimation / prior approval of the competent authority.

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, **Ms. Hina Iftikhar, Junior Special Education Teacher (H.I Field/ BS-16), Govt. Special Education Centre, Thokar Niaz Baig, Lahore,** have been found guilty of misconduct on account of following charge:

"You were allowed earned leaves w.e.f. 26.10.2023 to 09.11.2023 but after expiry of your leaves, you have been found willfully absent from your duties w.e.f. 10.11.2023 till to date without any intimation or prior permission / approval of leave by the Competent Authority"

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 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 SAEED)
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. The Headmaster, Govt. Special Education Centre, Thokar Niaz Baig, Lahore, with the direction to ensure delivery of this notice at residential address of the accused officer through special messenger under intimation to this department and to provide relevant record to the accused officer.
4. PS to Secretary Special Education Department.
5. Accused officer concerned.
6. Office file.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT