



Dated Lahore, the 07th November, 2024

To

Mr. Muhammad Irshad Hussain Khan,
 Deputy Director,
 Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan.

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

show cause

WHEREAS, Deputy Director (Admn), Directorate General of Special Education Punjab Lahore vide letter dated 06.11.2024 has forwarded a report wherein it has been apprised that surprise visit of Govt. Bahauddin Zakariya School for Special Education, Multan was made by Special Assistant to Chief Minister on 02.11.2024. During the visit, it was found that no special student was attending the school on the said day. It has further been apprised that to dig out facts, District Education Officer (Spl. Edu.), Sahiwal was appointed Probe Officer to conduct a detailed fact-finding probe. The Probe Officer after conducting the probe submitted report and recommended initiation of disciplinary proceedings against Mr. Muhammad Irshad Hussain Khan (BS-18), Deputy Director, Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan on the charges of inefficiency and misconduct.

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, is of the view that you, Mr. Muhammad Irshad Hussain Khan (BS-18), Deputy Director, Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan has been found guilty of inefficiency and misconduct on account of following charges:

1. You sanctioned three days causal leave from October 31, 2024, to November 2, 2024 in favour of Mr. Saif-ur-Rehman, the school bus driver, without arranging for an alternate driver. This lapse led to the suspension of pick-and-drop service for special needs students being provided by the school during these dates, which severely disrupted the school's operations and impacted student attendance as well as educational activities.
2. Prior to sanctioning the school bus driver's leave, you failed to formally notify or consult the District Education Officer (Spl. Edu.), Multan, either in writing or via a telephonic call, about the suspension of transportation services. Consequently, no actions were taken to arrange an alternate school bus driver for continuation of transportation service, which was crucial to maintaining student attendance and ensuring continued access to educational services for special needs students.

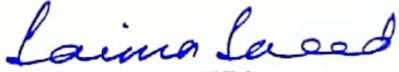
3. On October 30, 2024, the school bus remained off road due to non-availability of diesel, and no student attended the school on the said date. But, you failed to inform District Education Officer (Spl. Edu.), Multan regarding suspension of pick and drop facility on October 30, 2024 which establish inefficiency on your part.
4. Due to your inefficiency and lack of supervision, the transportation service being provided by the school to special students remained suspended from October 30, 2024, to November 2, 2024, resulting in the complete absence of students from the school. The surprise visit on November 2, 2024, confirmed that no students were in attendance, thus compromising the school's fundamental responsibility to provide consistent educational support to special needs students.

3. **AND WHEREAS**, in light of availability of sufficient documentary record/evidence, the undersigned is of considered 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, has been decided to proceed against you under Section 7(b) read with Section 5 (1)(a) of the Act *ibid*.

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 Act *ibid* 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.

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 the:-

1. Director General, Directorate General of Special Education Punjab, Lahore.
2. District Education Officer (Spl. Edu.), Multan to ensure delivery of this Notice to the accused officer under intimation to this department.
3. Director (Admn), Directorate General of Special Education Punjab, Lahore to ensure delivery of this Notice to the accused officer under intimation to this department.
4. PS to Secretary Special Education Department.
5. PA to Director General, Special Education, Punjab.
6. Office file.


SECTION OFFICER (ESTT.-I)