

REGISTERED



No. SO(Estt) 40-60/2011

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 02ND January, 2024

To

1. **Ms. Hina Iftikhar**,
Junior Special Education Teacher (H.I Field / BS-16),
previously posted at Govt. Special Education Centre, Thokar Niaz
Baig, Lahore.
Presently reported to department.
2. **Mr. Khalid Mahmood**,
Headmaster (BS-17+10% Special Pay),
Govt. Special Education Centre, Thokar Niaz Baig, Lahore.

Subject: **PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE
PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND
ACCOUNTABILITY ACT, 2006**

I am directed to refer to subject noted above and to state that disciplinary proceedings were initiated against you under 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order of inquiry dated 09.09.2024 on the following charges of inefficiency and misconduct by appointing **Mr. Abdul Sattar**, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as inquiry officer:

CHARGE AGAINST HINA IFTHIKHAR / ACCUSED OFFICER NO. 1

"You were allowed earned leaves w.e.f. 26.10.2023 to 09.11.2023 but after the expiry of your leaves, you willfully absented yourself from your duties w.e.f 10.11.2023 till 12.05.2024 (for a period of 06 months) without any intimation or prior permission / approval of the leave by the Competent Authority".

**CHARGES AGAINST KHALID MEHMOOD / ACCUSED OFFICER
NO. 2**

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 uttered immoral and derogatory remarks with female teaching staff of the centre in the 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 posted at Govt. Special Education Centre,

Thokar Niaz Baig, Lahore, for assisting you in handling administrative and financial matters.

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 (hand writing) 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.

2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department (**copy of Inquiry Report has already been sent to you**). The Inquiry Officer has recommended the imposition of following penalties:

Sr. No	Accused officer/ Official	Recommendations
1.	Ms. Hina Iftikhar , Junior Special Education Teacher (H.I Field / BS-16), previously posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, presently reported to department. (Accused officer No.01)	Since the charge stands fully proved against the accused officer, hence, she may be imposed upon, a minor penalty of " Censure " under section 4(1)(a)(i) and a major penalty of " forfeiture of past service for a period of (03) years " under section 4(1)(b)(iii) of PEEDA Act, 2006.
2.	Mr. Khalid Mahmood , Headmaster (BS-17+10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore. (Accused officer No.02)	Since the charges (No. 01 to 03) stand proved against the accused officer, hence, he may be imposed upon, a minor penalty of " withholding of increments for a period of two years " under section 4(1)(a)(ii) of PEEDA Act, 2006.

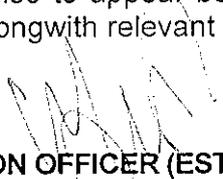
3. In view of above, I am further directed to inform you that in exercise of powers conferred under Section 13(4) of the Act *ibid*, Secretary Special Education has decided to afford you an opportunity of personal hearing and has appointed **Deputy Secretary, Special Education Department** as Hearing Officer under Section 13(4)(c) of the Act *ibid* for said purpose. Therefore, you are directed to appear before the **Deputy Secretary, Special Education Department / Hearing Officer** on **09.01.2025 (Thursday) at 03:00 P.M.** in his office chamber at 31-Sher Shah Block, New Garden Town, Lahore for this purpose. If you fail to avail this opportunity, the case shall be decided *on the basis of available record*.

ISSUED BY THE ORDER OF
DEPUTY SECRETARY
SPECIAL EDUCATION DEPARTMENT/
HEARING OFFICER

C.C:

1. **PS to Deputy Secretary, Special Education Department/Hearing Officer**
2. District Education Officer (Special Education), Lahore to ensure the delivery of this notice to the accused officers under intimation to this department.

3. **Mr. Saqib Rukh Noshahi**, Senior Special Education Teacher (BS-17), Govt. Deaf and Defective Hearing High School for Boys, Gulberg-II, Lahore / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officers through all possible means, and also to appear before the Hearing Officer on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT