

REGISTERED



No. SO(ESTT)40-128/2015
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 28 January, 2025.

To

1. **Mr. Ahmed Nawaz Anjum,**
Junior Special Education Teacher (HI Field/BS-16),
Government Special Education Centre, Lyallpur Town, Faisalabad.
2. **Mr. Awais Mushtaq**
(Junior Clerk / BS-11),
Government Special Education Centre, Lyallpur Town, Faisalabad

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

Laino Saad

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 11.11.2024 on the following charges of inefficiency and misconduct by appointing Mr. Shahbaz Ali, District Education Officer (Spl. Edu.), Sahiwal as inquiry officer;

CHARGES AGAINST MR. AHMAD NAWAZ ANJUM / ACCUSED OFFICER

- i. Mr. Ahmad Nawaz Anjum, while serving as Incharge Headmaster/DDO at Govt. Special Education Centre, Lyallpur Town, Faisalabad, during the relocation of the school on 19.02.2024, issued two guarantee cheques amounting to Rs. 213,431/- without obtaining prior approval from his controlling officer and signed an agreement with the ex-building owner, Mr. Khalid Majeed without proper authorization or intimation to the relevant authorities. Mr. Ahmad Nawaz Anjum concealed critical financial information at the time of relinquishing his charge as Incharge Headmaster. He neither informed the incoming Incharge Headmistress, Ms. Ghosia Samin, Junior Special Education Teacher (BS-16 / MC Field) nor disclosed the pending guarantee cheques issued by him and misrepresented the financial status of the school by falsely stating that all financial matters related to the former building had been cleared.
- ii. Mr. Ahmed Nawaz Anjum displayed gross negligence in failing to peruse and retrieve the guarantee cheques from ex-building owner Mr. Khalid Majeed at the time of payment to the relevant parties

(FESCO and Khalid Majeed). This failure provided the ex-building owner, Mr. Khalid Majeed, the opportunity to transfer the guarantee cheques to his personal account, despite having already received his due payments through a State Bank of Pakistan cheque (*vendor cheque*). This act has caused significant financial harm to the Govt. exchequer.

- iii. Due to Mr. Ahmad Nawaz Anjum's inefficiency and negligence, the guarantee cheques issued were not retrieved or cancelled in a timely manner. As a result, the institution suffered a financial loss of Rs. 213,431, which was allocated for the stipends of special children at Govt. Special Education Centre, Lyallpur Town, Faisalabad.

CHARGE AGAINST MR. AWAIS MUSHTAQ / ACCUSED OFFICIAL

- i. Mr. Awais Mushtaq, Junior Clerk, posted at Government Special Education Centre, Lyallpur Town, Faisalabad facilitated Mr. Ahmed Nawaz Anjum and Mr. Khalid Majeed, in financial irregularities, directly contributing to the mismanagement of funds. Mr. Awais Mushtaq engaged in misconduct by concealing critical financial information from Incharge Headmistress, Ms. Ghosia Samin, Junior Special Education Teacher (BS-16 / MC Field) and misrepresented the financial status of the school by falsely stating that all financial matters related to the former building had been cleared. His failure to report unauthorized transactions and his deliberate withholding of relevant financial details violated his professional duty and contributed to the mismanagement of institutions resources.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 09.01.2025 (**copy enclosed**). The Inquiry Officer has recommended imposition of following penalties:

Sr. No	Accused officer	Recommendations
1.	Mr. Ahmed Nawaz Anjum, JSET-HI	<p>i. Impose minor penalty of withholding of increments for a period of two years under section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.</p> <p>ii. Impose major penalty to recover amounting to Rs. 213,431/- under section 4(1)(b)(i) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006 and deposit the said amount in the account of School so that the stipend could be paid to</p>

Faisalabad

		Special Students of School. iii. Impose Major penalty forfeiture of one year past service under section 4(1)(b)(iii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
2.	Mr. Awais Mushtaq Junior Clerk	Impose minor penalty of withholding of increment for a period of one year under section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (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. It is further decided to afford you an opportunity of personal hearing and for said purpose **Section Officer (ESTT.-II), Special Education Department** has been appointed as **Hearing Officer** under Section 13(4)(c) of the Act *ibid*. Therefore, you are directed to appear before **Section Officer (ESTT.-II), Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

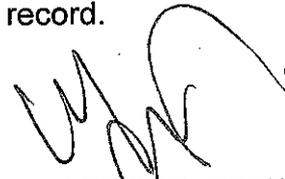


(SAIMA SAEED)

**SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY**

CC.

1. Section Officer (ESTT.-II), Special Education Department.
2. **Mr. Muhammad Ghaffar**, Superintendent (BS-17), Govt. (Primary) National Special Education Complex (Dev), Okara / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officer / official through all possible means, and also to appear before the Hearing Officer on the date fixed for personal hearing alongwith relevant record.
3. PS to Secretary Special Education Department.



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