

REGISTERED



No. SO(ESTT)1-7/2008
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 18 January, 2025.

To

Mr. Asif Bashir,
Senior Special Education Teacher, (H.I Field),
Govt. School of Special Education, Rajanpur.

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

WHEREAS, de novo inquiry proceedings were initiated against you under Section 13(6) read with Section 5 and Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated **11.10.2024** on the following charges of inefficiency and misconduct by appointing **Mr. Tariq Javed**, Headmaster (BS-18), Govt. Special Education Centre, Nankana Sahib as inquiry officer;

- Lamin Saad*
- i. On the 7th of October, 2023, during a surprise visit of the Government School of Special Education for Hearing Impaired Children (HIC) in Rajanpur, conducted by the District Education Officer (Special Education), D.G. Khan, it came to light that the accused officer, serving as the Incharge of the school, exhibited a failure to effectively manage the school's affairs. Consequently, only 04 out of 12 teachers were present, and only 03 out of 12 non-teaching staff members were present and rest of the staff was either absent or granted leave.
 - ii. Upon inspection on the 7th of October, 2023, it was observed that the cleanliness conditions within the school were severely inadequate, characterized by pervasive dust accumulation. The state of all six washrooms within the facility was deemed non-functional and displayed a lamentable condition. Additionally, a lack of access to clean drinking water was noted. Furthermore, inefficiency of the accused officer was evident as no students have attended the school since the 2nd of October, 2023.
 - iii. The accused officer, without proper authorization from the competent authority, granted medical leave to the school driver. Furthermore, during an inspection, the accused officer hastily prepared an application for Ms. Robila Ghaffar, an attendant, and submitted it to the visiting officer without the applicant's signature. This action suggests an attempt by the accused officer to protect Ms. Robila Ghaffar by filing the application on her behalf.
 - iv. An allocation totaling Rs. 07.535 million was disbursed under ADP scheme No. 453 to the school. However, owing to the inefficiency of

the accused officer, the repair and maintenance endeavors within the school premises remain incomplete. An assessment of the progress conducted by the contractor reveals that only 40% of the stipulated work has been executed, notwithstanding the withdrawal of the entire allocated sum by the contractor. The accused officer neglected to discharge his professional duties by failing to promptly report this discrepancy to the higher authorities. Consequently, not only has this oversight severely impacted the operational functionality of the school, but it has also resulted in a substantial financial loss to the Government exchequer.

- v. The accused officer engaged in the unauthorized sale of the school's old main gate, facilitated by the assistance of the Chowkidar, yielding proceeds amounting to Rs. 25,000. However, the entirety of these funds was not remitted to the Government exchequer, thus the accused officer in breach of fiduciary duty misappropriated the public assets.
- vi. During the visit, it was noted that there was an absence of a Chowkidar at the main gate of the school, and furthermore, no surveillance cameras were found installed on the premises of the school. This contrasts with the assertions made by the accused officer to the former District Education Officer (DEO), wherein it was stated that cameras had been installed in the school. Such misrepresentation not only constitutes a breach of trust towards the management but also violates the instructions provided periodically, thereby compromising the safety and security of both the children and the school's assets. Such behaviour tantamounts to gross misconduct.
- vii. During the visit, it was noted that the accused officer affixed a sign outside his office bearing the inscription "District Child Protection Officer/Focal Person." However, the accused officer failed to display a nameplate indicating his official designation within the Special Education Department. This contravenes established decorum, as the accused officer appears to be utilizing his official position for other activities.
- viii. As a result of the inefficiency of the accused officer, both playgrounds have become inundated with mud and clay, and no grass has been cultivated despite the presence of a designated gardener (Mali).
- ix. The accused officer procured uniforms for chowkidars, drivers, and conductors utilizing funds designated for the uniforms of special students.
- x. Despite purchasing uniforms for special students in June 2023, it was observed during the visit that these uniforms had not been distributed to the special student which shows the inefficiency of the accused officer.
- xi. On 07-02-2022, the school's driver submitted a request to the then headmistress for the replacement of six tires. Subsequently, the school bus underwent inspection by Motor Vehicle Examiner (MVE) Rajanpur on 16-02-2022, during which it was recommended that all

Lavina Saad

six tires be replaced. Following the tire replacement, the vehicle was to undergo a final inspection by the MVE. However, in May 2023, the accused officer being Incharge / DDO of the school proceeded with the repair work totaling Rs. 69,906/- on the bus without obtaining the required inspection from the MVE. Additionally, on 16.06.2023, the accused officer purchased four tires amounting to Rs. 199,184/- based on a requisition submitted by the driver 15 months prior. This demonstrates a grave lapse in diligence on the part of the accused officer, resulting in the operation of an unfit vehicle for transporting students. Furthermore, the accused officer's actions of splitting the procurement process into two bills, thereby violating clause 9 of the PPRA Rules 2014, are evident. Moreover, the accused officer approved expenditure for which they lacked both competency and authorization.

xii. During visit, the inspection of the store showed that a considerable number of stitching machines were haphazardly scattered, lacking proper organization and arrangement. Additionally, a substantial quantity of hostel items such as pillows and blankets were found in the store, which, despite being procured, have remained unused since the date of acquisition.

xiii. A substantial sum of amounting totalling Rs. 9,83,000/- was found to be parked / held in the DDO's bank account, specifically account No. 3035754469 at the National Bank of Pakistan, Rajanpur branch. The accused officer, in his capacity as DDO, failed to provide any breakdown or bank reconciliation statement to substantiate the rationale behind the funds deposited in the school's bank account.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department and has recommended imposition of minor penalty of 'Censure' under Section 4(1)(a)(ii) of the PEEDA Act, 2006 (copy enclosed).

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 Deputy Secretary, 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 **Deputy Secretary, Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

Saima Saheed
(SAIMA SAEED)

**SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY**

CC.

1. PS to Deputy Secretary, Special Education Department.
2. **Mr. Mumtaz Ul Hassan**, Superintendent (BS-17), Govt. Degree College of Special Education, Multan / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officer 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.

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