



No. SO(Estt)42-58/2019  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the February 03, 2024

To

**Syed Nihal Mehdi,**  
Assistant (BS-16),  
presently reported to department.

Subject:

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

**WHEREAS**, disciplinary proceedings were initiated against you vide order dated 27.10.2023 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency, misconduct and corruption by appointing Mr. Faryad Hussain (BS-18), District Education Officer (Special Education), Sargodha as Inquiry Officer;

- i. *The accused official was deputed as focal person for the oversight and management of retrieved land measuring 104 Kanal 8 Marla situated at Chak No. 23-UCC, Tehsil Sharaqpur, District Sheikhupura earmarked for construction of Govt. Shadab Village at Sharaqpur. Furthermore, the accused official was entrusted with the duty of engaging with relevant government departments falling under the jurisdiction of the district administration, Sheikhupura in connection with this land. Moreover, the accused official was explicitly tasked with the duty of safeguarding government assets and, in the event of any unauthorized intrusion, to promptly notify both the local administration and the department. However, the accused official failed to comply with these directives and neglected the execution of the responsibilities and functions that were assigned to him in the due course of his official duties.*
- ii. *Being focal person, it was duty of the accused official to abide by the rules and regulations of the Govt. but the accused official failed to exercise due diligence in the discharge of his duties. In clear breach of his assigned responsibilities, the accused official, motivated by personal gain for unjust enrichment and leveraging his official position, engaged in the unauthorized cultivation of crops on government-owned land in violation of Govt. policy. The accused official, in furtherance of*

Laina Saad

*this unlawful and unauthorized act and in pursuit of personal interests and gains, engaged the services of private individuals to undertake cultivation activities on the government-owned land since the year 2021 onwards.*

- iii. *The accused official remained involved in corrupt practices as he fraudulently indulged himself in misusing Govt. property/assets and resources to secure personal gains and advantages. The funds acquired by the accused official through the harvesting of the crops cultivated on the Govt. land have been willfully, dishonestly and fraudulently misappropriated.*
- iv. *The accused official, without obtaining prior approval/permission from the authority, undertook the installation of a tube well on government-owned land through the services of a private individual, namely Iftikhar. This installation was solely intended for the unlawful purpose of irrigating the crops that were illegally cultivated by the accused official on the government-owned land.*

The Inquiry Officer has submitted his report to this department on 31.01.2024 (copy enclosed).

2. **AND WHEREAS**, the Inquiry Officer has recommended imposition of following penalties upon you;

1. Major penalty of "compulsory retirement" under Section 4(1)(b)(iv) of the PEEDA Act, 2006;
2. Major penalty of Recovery out of pay / pension amounting to Rs. 1136500/- under Section 4(1)(b)(i).

3. **AND WHEREAS**, 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 Act *ibid*, you are hereby called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the Act *ibid* may not be imposed upon you. You are allowed to submit additional defense in writing, if any.

5. It is further decided to afford you an opportunity of personal hearing and for said purpose **Additional Secretary, Special Education Department** is appointed

Saini Saad

**Hearing Officer** under Section 13(4)(c) of the Act *ibid.* Therefore, you are directed to appear before the **Additional 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. **Additional Secretary, Special Education Department / Hearing Officer.**
2. **District Education Officer (Special Education), Lahore with the direction to ensure the delivery of this notice to the accused official at his residential address through special messenger.**
3. **Deputy Director (Development), Directorate General of Special Education, Punjab, Lahore / Departmental Representative to ensure delivery of this notice to the accused officer and also to appear before Additional Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.**
4. **PS to Secretary, Special Education Department.**

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT