



No. SO(Estt) 4-34/2019
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the 14th June, 2024.

To

Ms. Farwa Rubab,
Senior Special Education Teacher (HI Field / BS-17)
Presently posted as Headmistress, Government Special Education Centre,
Jhang City.

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 under Section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated 12.03.2024 on the following charges of inefficiency and misconduct by appointing Mr. Asad Ullah (BS-18), District Education Officer (Spl. Edu.), Gujranwala as Inquiry Officer;

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- i. Mr. Abdul Sattar, former District Education Officer (Spl. Edu.), Faisalabad in his capacity as Reporting Officer recorded adverse remarks i.e., in the column of Integrity "Reported to be corrupt", in the column of Overall Grading "Below Average" and in the column of Usefulness for Retention / Extension in Service "Not useful" in the PERs of Ms. Farwa Rubab, Senior Special Education Teacher (HI Field / BS-17) presently posted as Headmistress, Government Special Education Centre, Jhang City, for the periods w.e.f. 18.06.2020 to 31.12.2020, 01.01.2021 to 31.12.2021 and 01.01.2022 to 31.12.2022. The said adverse assessment is attributed to poor performance, financial indiscipline and non-compliance with Procurement Rules by Ms. Farwa Rubab.
 - ii. The performance of Ms. Farwa Rubab, Senior Special Education Teacher (HI Field / BS-17) presently posted as Headmistress, Government Special Education Centre, Jhang City, remained subpar w.e.f. 18.06.2020 till 31.12.2022 because she did not carry out her responsibilities in a suitable manner, in accordance with applicable standards.
 - iii. Ms. Farwa Rubab is in habit to remain absent from duty without proper intimation, permission, or approval of leave. She failed to fulfill the responsibilities assigned to her.
 - iv. Mr. Abdul Sattar being Reporting Officer counseled Ms. Farwa Rubab on multiple occasions but on account of her persistent subpar performance, written explanations, warnings, and expressions of displeasure were issued, serving as alerts regarding her alleged

conduct. Despite these efforts, Ms. Farwa Rubab failed to rectify her performance.

- v. Ms. Farwa Rubab was in habit to disregard instructions and orders issued by District Education Officer (Spl. Edu.), Faisalabad. When she was requested to provide any information, she consistently refused, citing the conclusion of the school hours as the reason for non-compliance. The poor performance of Ms. Farwa Rubab is evident from the dormant cases pertaining to Dengue activities.
- vi. During the visit of the then District Education Officer (DEO), Faisalabad to the Centre on 12.11.2022, out of total 102 enrolled students, only two students were present. Whereas, in another institute i.e., Govt. National Education Centre (Devolved), Jhang, situated in the same premises, attendance rate was 70%. During the visit of the then DEO, Faisalabad on 12.11.2022, behaviour of Ms. Farwa Rubab was unprofessional and non-cooperative with him which shows poor performance and inefficiency of Ms. Farwa Rubab.
- vii. Ms. Farwa Rubab failed to ensure application of Punjab Procurement Rules, 2014 while making procurements, thus caused loss to Govt. exchequer. She also failed to maintained relevant registers including stick registered which shows her poor performance.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 05.06.2024 (copy of Inquiry Report is attached). The Inquiry Officer has recommended the imposition of following penalties:

"Considering that the accused officer was joined as S.S.E.T following recommendations of the Punjab Public Service Commission and that she was serving at a higher post i.e., Headmistress (BS-17+10%) in her own salary. And considering that no act of financial corruption has been proven against her in the inquiry. And considering that there was a communication gap and personal dislike between the accused officer and her reporting officer. And considering that all the charges proven against her are partly proven. Minor Penalty of withholding of one increment for a specific period of one year" is recommended against her".

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 charge against you.

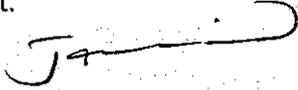
4. **NOW THEREFORE**, in exercise of the powers conferred upon me as Competent Authority under Section 13(4) of the PEEDA Act, 2006, you are hereby called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the PEEDA Act, 2006 may not be imposed upon you. You are allowed to submit additional defence in writing, if any.

5. You are also afforded an opportunity of personal hearing and directed to appear before Deputy Secretary, Special Education Department / Hearing Officer appointed 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 as and when the case is fixed for hearing by the Hearing Officer.

(SAIMA SAEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. PS to Deputy Secretary, Special Education Department / Hearing Officer.
2. District Education Officer (Special Education), Faisalabad to ensure the delivery of this Notice to the accused officer on her official and residential address under intimation to this department.
3. Mr. Muhammad Akmal Shah, Senior Special Education Teacher (H.I) (BS-17), Government (Middle) Special Education Centre, Tandianwala, District Faisalabad / Departmental Representative to attend the hearing on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT