

REGISTERED



No. SO(Estt) 36-266/2019
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 29th August, 2024

To

Mr. Muhammad Farhan,
Junior Special Education Teacher (BS-16/MC Field),
Incharge Headmaster, Govt. Special Education Centre, Chowk Azam.

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 dated 11.06.2024 on the following charges of inefficiency and misconduct by appointing **Ms. Naila Liaqat**, Instructor Physical Education (BS-18/Personal), Govt. High School of Special Education for HIC, Muzaffargarh as Inquiry Officer:

1. The accused officer was absent on 14.12.2023 and remained absent from 11.01.2024 to 13.01.2024 without informing the DEO (SE), D.G. Khan or obtaining prior leave approval.
2. In his role as Incharge Headmaster, the accused officer neglected to disburse monthly stipend to special students, depriving them of their entitled incentives.
3. Despite repeated instructions by DEO (SE), D.G. Khan, the accused officer consistently demonstrated a lack of punctuality, undermining the authority of directives and disregarding organizational rules.
4. The accused officer did not mark his attendance on the biometric machine on 17.12.2023, yet it was recorded in the physical attendance register which *prima facie* shows that someone else marked his attendance.
5. The accused officer failed to report the absenteeism of Ms. Sobia, JSET-PD, whose last working day was 13.12.2023, and she did not resume duty after winter vacations until 13.01.2024 which shows accused officer's administrative negligence.
6. The deplorable state of classrooms, scattered furniture, and neglect of basic hygiene standards reveal deliberate negligence on accused officer's part, creating an unacceptable learning environment.
7. A leaking water tap in the kitchen was discovered by the District Education Officer (Spl. Edu.), D.G. Khan during the visit on 14.12.2023 leading to the wastage of water resources and non-adhering to anti-dengue measures: coupled with pathetic state of toilets reflects inefficiency and negligence on the part of the accused officer.

8. During visit on 14.12.2023, it was found by the District Education Officer (Spl. Edu.). D.G Khan that school staff is selling unhygienic food items to special students exposing them to health risks, reflecting a lack of consideration for the students' well-being. The wrappers of unhygienic items were found in the racks of kitchen adding further misery to poor state of affairs.
9. Seepage on classroom walls and dropping plaster indicate neglect in maintaining the school's infrastructure.
10. During the visit on 14.12.2023, Ms. Farah Anam, JSET-HI, was found sitting with her 3-year-old child in the accused officer / Headmaster's room, serving food to her child during school hours at 0940 hours, suggesting a lack of interest in teaching special students among the teaching staff.

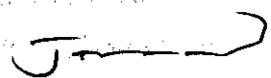
2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department on 24.07.2024 (**copy of Inquiry Report has already been sent to you**). The Inquiry Officer has recommended the imposition of minor penalty of withholding of annual increment for a period of two years under section 4(1)(a)(ii) of the 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 **05.09.2024 at 02:30 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), D.G Khan with the direction to ensure the delivery of this notice to the accused officer and Departmental Representative under intimation to this department
3. Deputy District Education Officer (Spl. Edu.), D.G. Khan/ **Departmental Representative** to attend the hearing on the date fixed alongwith relevant record.
4. PS to Secretary Special Education Department.


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