

REGISTERED



No. SO(Estt)3-506/2022
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 03th September, 2024

To

1. **Hafiz Muhammad Saleem Zia,**
Headmaster (BS-18),
Government Special Education Centre Shahkot, District Nankana.
2. **Ms. Maria Islam,** (BS-18) District Education Officer (Spl. Edu.), Lahore.
3. **Mr. Amjad Ali,**
Naib Qasid,
Government Special Education Centre Shahkot, District Nankana.
4. **Ms. Shamshad Amjad,**
Aaya,
Government Special Education Centre Shahkot, District Nankana.

Subject:

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

WHEREAS, joint disciplinary proceedings were initiated against you vide order dated 16.01.2024 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency and misconduct by appointing Mr. Ghulam Murtaza, Director (Admn) (BS-19), Directorate General of Special Education, Punjab, Lahore as Inquiry Officer;

CHARGES AGAINST HAFIZ MUHAMMAD SALEEM ZIA

1. The accused officer unlawfully allowed / permitted Naib Qasid, Mr. Amjad Ali and Aaya, Ms. Shamshad Amjad to reside within the premises of the Govt. Special Education Centre, Shahkot alongwith their family and to use Govt. resources / utilities thus causing loss to Govt. exchequer. These illegal acts of the accused officer tantamounts to inefficiency and gross misconduct.
2. The accused officer by allowing accused official No.1 and 2 to reside alongwith their family within the premises of the Centre jeopardized the safety and security of the special students studying the Centre, hence committed misconduct.

3. The presence and residence of family of the official staff within the premises of the Centre is detrimental to the special students studying in the Centre and may lead to untoward situation.
4. The performance of the accused officer remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and failed to discharge his official duties. If the stance of the accused officer tendered by him before Director General that he did not allow any official staff to reside within the premises of the Centre is taken as his statement, the same also tantamounts to inefficiency as he failed to monitor and to report to the higher authorities that official staff of the Centre is residing within the premises of the Centre alongwith their family and are using Govt. resources / utilities which is causing loss to Govt. exchequer.

CHARGE AGAINST MS. MARIA ISLAM

The accused officer remained inefficient in discharging her official duties, *as assigned to her*, in befitting manner. Her monitoring remained very poor and she did not report the matter of residence of official staff alongwith their families within the premises of Govt. Special Education Centre, Shahkot and use of Govt. resources / utilities by them promptly to higher authorities. This is attributable to her failure to fulfill her responsibilities in a manner consistent with established standards. The poor administration / supervision / monitoring shown by the accused officer also reflects her sheer negligence and inefficiency.

CHARGE AGAINST MR. AMJAD ALI

The accused official No. 1 was illegally / unlawfully residing within premises of the Centre with his family and using / utilizing the Govt. resources unauthorizedly causing loss to Govt. exchequer.

CHARGE AGAINST MS. SHAMSHAD AMJAD

The accused official No. 2 was illegally / unlawfully residing within premises of the Centre with her family and using / utilizing the Govt. resources unauthorizedly causing loss to Govt. exchequer.

2. **AND WHEREAS**, the Inquiry Officer after conducting inquiry into the above-mentioned charges, has submitted inquiry report to this department (**copy enclosed**).

3. **AND WHEREAS**, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charge(s) 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 **Hearing Officer** under Section 13(4)(c) of the Act *ibid*. Therefore, you are directed to appear before the **Additional Secretary, Special Education Department** as and when the case is fixed for hearing by the Hearing Officer.



(SAIMA SAEED)
SECRETARY to

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

CC.

1. **Additional Secretary, Special Education Department / Hearing Officer.**
2. District Education Officer (Special Education), Rawalpindi.
3. **Deputy Director (Monitoring)**, Directorate General of Special Education, Punjab, Lahore / **Departmental Representative** is directed to ensure delivery of this notice to the accused officers / officials and also to appear before Additional Secretary, Special Education Department / Hearing Officer on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary, Special Education Department.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT