

REGISTERED



No. SO(ESTT.)10-662/2016
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 09th October, 2024.

To

1. **Mr. Irfan Ahmad,**
Senior Special Education Teacher (V.I Field/BS-17) / Incharge Principal,
Govt. Secondary Special Education Centre, R.Y Khan.
2. **Ms. Mehnaz Kousar,**
Senior Special Education Teacher (P.D Field / BS-17) / Ex-DDO,
Govt. Secondary Special Education Centre, R.Y Khan.
3. **Mr. Iftikhar Ali Abbasi,**
Senior Clerk,
Govt. Secondary Special Education Centre, R.Y Khan.

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

Saima Saeed

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 29.02.2024 on the following charge of inefficiency and misconduct by appointing **Ms. Saira Rehman,** Vice Principal (BS-18), Govt. Degree College of Special Education, Multan as Inquiry Officer;

CHARGES AGAINST MR. IRFAN AHMAD / ACCUSED OFFICER NO. 1

- i. Scholarship cheques amounting to Rs. 1,51,200/- were issued to special students on 27.01.2020 whereas bank statement of the official bank account of Govt. Special Education Centre, Rahim Yar Khan No. CDA 6010099092400018 maintained at Bank of Punjab, Model Town, Branch, Rahim Yar Khan shows that Cheques No. 8022890318, 8022890296 and 8022890327 were en-cashed on 27.01.2020 by the accused officer No. 1 being Drawing and Disbursement Officer and after that cash payment was made to the beneficiary i.e., students of school because the bank statement does not reflect that the said cheques were cleared in clearing inward. The course of action adopted by the accused officer No.1 violates the directive issued by Directorate General of Special Education viz-a-viz payment of stipend through bank account only and shows inefficiency of the accused officer No. 1.

- ii. Scholarship cheques amounting to Rs. 1,51,200/- were issued to the special students on 27.01.2020 whereas cheques amounting to Rs. 88,800/- were cancelled on 07.10.2020 by the accused officer No.1 and 2 (both being DDOs) on photocopies and original cheques were not available in the record.
- iii. The accused officer No.1 failed to maintain all record pertaining to financial matter as well as administrative matters of the Centre during his tenure as DDO which demonstrates financial indiscipline which is attributable to his poor record keeping and also shows his inefficiency which is reflected from the fact that he failed to maintain record regarding utilization of amounts withdrawn from the official bank account of Govt. Special Education Centre, Rahim Yar Khan during his tenure as DDO. The accused officer No. 1 also failed to ensure reconciliation of the cash book with the official Bank account of the Centre.

CHARGES AGAINST MS. MEHNAZ KOUSAR / ACCUSED OFFICER NO. 2

- i. The accused officer No. 2 fraudulently withdrew the earnest money amounting to Rs. 36,000/- submitted by M/S Oxford Trading Corporation in shape of CDR for supply of uniform to Govt. Secondary Special Education Centre, Rahim Yar Khan for the financial year 2019-2020.
- ii. The accused officer No. 2 withdrew an amount of Rs. 1,87,000/- through Cheque No. 8022847338 fraudulently from the DDO account of Govt. Secondary Special Education Centre, Rahim Yar Khan and embezzled the same, in connivance with Mr. Iftikhar Ali Abbasi, ex-Senior Clerk / accused official.
- iii. Scholarship cheques amounting to Rs. 1,51,200/- were issued to the special students on 27.01.2020 whereas cheques amounting to Rs. 88,800/- were cancelled on 07.10.2020 by the accused officer No.1 and 2 (both being DDOs) on photocopies and original cheques were not available in the record.
- iv. The accused officer No. 2 failed to maintain all record pertaining to financial matter as well as administrative matters of the Centre during his tenure as DDO which demonstrates financial indiscipline which is attributable to her poor record keeping and also shows her inefficiency which is reflected from the fact that she failed to maintain record regarding utilization of amounts withdrawn from the official bank account of Govt. Special Education Centre, Rahim Yar Khan during her tenure as DDO.

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The accused officer No. 2 also failed to ensure reconciliation of the cash book with the official Bank account of the Centre.

CHARGES AGAINST MR. IFTIKHAR ALI ABBASI

- i. The accused official in connivance with Ms. Mehnaz Kousar / accused officer No.2 illegally withdrew the earnest money amounting to Rs. 36,000/- submitted by M/S Oxford Trading Corporation in shape of CDR for supply of uniform to Govt. Secondary Special Education Centre, Rahim Yar Khan for the financial year 2019-20 and did not pay the same amount to M/S Oxford Trading Corporation.
- ii. The accused official after withdrawing an amount of Rs. 1,87,000/- through Cheque No. 8022847338 from the DDO account of Govt. Secondary Special Education Centre, Rahim Yar Khan embezzled the same, in collusion with Mehnaz Kousar / accused officer No. 2.
- iii. The accused official was awarded minor penalty of reduction to five lower stages in his pay scale by the Deputy Director (Admn.), Directorate of Special Education Punjab, Lahore / Competent Authority vide order dated 31.2.2011. The accused official managed to escape from the said penalty by tampering his service book by mentioning the effect of the same in back dates and also made fictitious entry of penalty with different writing style and ambiguous signature of the then DDO. The accused official did not get the penalty implemented from District Accounts Office, Rahim Yar Khan.
- iv. The accused official misbehaved, threatened and abused the In-charge Principal in presence of other staff members on 28.01.2022

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 18.09.2024 (**copy of Inquiry Report is attached**). The Inquiry Officer has recommended imposition of following penalties;

Sr. No.	Name of accused officer	Penalty Recommended
1.	Mr. Irfan Ahmad, Senior Special Education Teacher (V.I Field/BS-17) / Incharge Principal, Govt. Secondary Special Education Centre, R.Y Khan ('accused officer No.1')	Minor Penalty of " Censure " under Section 4(1)(a)(i) of the PEEDA Act, 2006.
2.	Ms. Mehnaz Kousar , Senior Special Education Teacher (P.D Field /BS-17)/Ex-DDO, Govt. Secondary Special	1. Minor penalty of ' withholding of increment for a period of three years ' under Section 4(1)(a)(ii) of the PEEDA Act, 2006.

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	Education Centre, R.Y Khan (‘accused officer No.2’)	2. Major penalty of ‘recovery of Rs. 1,87,000/- from the pay’ under Section 4(1)(b)(i) of the PEEDA Act, 2006.
3.	Mr. Iftikhar Ali Abbasi, Senior Clerk, Govt. Secondary Special Education Centre, R.Y Khan (‘accused official)	1. Major penalty of ‘recovery of Rs. 658,191/- from the pay’ under Section 4(1)(b)(i) of the PEEDA Act, 2006. 2. Major penalty of ‘compulsory retirement’ under Section 4(1)(b)(iv) of the PEEDA Act, 2006.

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 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 **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 / Hearing Officer**.
2. **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 officers and official 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.
4. Office File.

Amir
9/10/2021
SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT