

REGISTERED



No. SO(ESTT)1-133/2005
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 30th October, 2024.

To

Mr. Ali Faizan,
Junior Special Education Teacher / Incharge Headmaster
Govt. Special Education Centre, Khushab

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 of inquiry dated 19.08.2024 on the following charges of inefficiency, misconduct and corruption by appointing **Ms. Nazia Jabeen**, Headmistress (BS-18), Govt. Shadab Institute for MCC, Faisalabad;

- i. The accused officer embezzled funds available for purchase of 200 KG of coal during the winter of 2022. During probe proceedings, the purchase made by the accused officer was found to be irregular and without proper justification, which indicates potential financial mismanagement, embezzlement and misuse of school funds.
- ii. The accused officer being Incharge Headmaster failed to justify the expenditure of an amount of Rs. 64,487/- withdrawn for organizing an event in connection with children's result day celebrations on 31.03.2023. The absence of proper record keeping and justification for expenditures during event further indicates inefficiency in managing resources and proper utilization of school funds under his supervision.
- iii. The uniforms purchased during the financial year 2022-23 were not distributed to the students and during probe proceedings found to be placed in the school. The accused officer in his justification stated that since 40 students were not attending the school therefore, said uniforms could not be distributed. The justification advanced by the accused officer shows his inefficiency that despite being aware of the fact that 40 students were not attending school since long, he purchased excess uniforms for them. Due to his inefficiency in managing the affairs of the school, public funds were mis-utilized. This also augments the inefficiency of the accused

officer that he, *being Incharge Headmaster instead of taking steps for enhancement of enrolment of the school*, failed to report that 40 students under his supervision were not attending classes.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 11.10.2024 (**copy of inquiry report is attached**). The Inquiry Officer has recommended imposition of minor penalty of 'Censure'.

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 SAEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. PS to **Deputy Secretary, Special Education Department / Hearing Officer**.
2. **Mr. Azhar Ali**, Superintendent (BS-17), Government Secondary School for Hearing Impaired for (Boys), Sargodha / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officer 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.


SECTION OFFICER (ESTT-I.)
SPECIAL EDUCATION DEPARTMENT