

REGISTERED



No. SO(ESTT) 23-100/2016
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 16 December, 2024.

To

1. **Ms. Sana Ali,**
Junior Special Education Centre, Wazirabad,
District Gujranwala.
2. **Mr. Nasir Mehmood,**
Headmaster (BS-17+10%),
Presently posted at Govt. Special Education Centre, Aroop Town,
Gujranwala.

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 22.07.2024 on the following charges of inefficiency and misconduct by appointing **Mr. Abdul Sattar**, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as inquiry officer;

CHARGES AGAINST MS. SANA ALI, JSET

- i. The schedule of classes (Time Table) for M.Phil. Special Education (Session 2022-2024) issued by Institute of Special Education, University of the Punjab, Lahore submitted by Ms. Sana Ali is different from the one which has been submitted by the complainant / Mr. Waqar Ahmad. In the schedule of classes submitted by the complainant / Mr. Waqar Ali, the time for start of class is 02:00 P.M. (four days a week / from Monday to Thursday) whereas, as per schedule of classes submitted by Ms. Sana Ali time for start of class is 03:00 P.M. (four days a week / from Monday to Thursday), this difference of time table shows that the accused officer has not submitted true time table which tantamounts to inefficiency and misconduct.
- ii. The accused officer daily avail short leave, without mentioning the same in attendance register, to attend her academic commitments and thereby compromise her duties as a Junior Special Education Teacher at the Govt. Special Education Centre, Wazirabad which constitutes grave misconduct.

CHARGE AGAINST MR. NASIR MEHMOOD, HEADMASTER

- i. Mr. Nasir Mehmood, in his capacity as the ex-Headmaster, Govt. Special Education Centre, Wazirabad issued NOC to Ms. Sana Ali, JSET without permission / approval of the Competent Authority and also accommodated her in academic activities during regular working hours of the Centre by

daily allowing her short leave without mentioning the same in attendance register which tantamounts to inefficiency and gross misconduct.

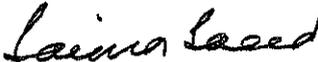
2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department (**copy of Inquiry Report is attached**). The Inquiry Officer has recommended imposition of following penalty;

Sr. No.	Name of accused officer	Penalty
1.	Ms. Sana Ali, Junior Special Education Centre, Wazirabad, District Gujranwala.	Minor penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006.
2.	Mr. Nasir Mehmood, Headmaster (BS-17+10%), Govt. Special Education Centre, Aroop Town, Gujranwala.	Minor penalty of 'Censure' under Section 4(1)(a)(i) 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 SAEED)

SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. PS to **Deputy Secretary, Special Education Department / Hearing Officer**.
2. **Mr. Jafar Hussain**, Superintendent (BS-17), O/o the District Education Officer (Special Education) Gujranwala / **Departmental Representative** is directed to ensure delivery of this notice to the accused officers through all possible means and also 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