

REGISTERED



No. SO(ESTT)40-60/2011
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 23rd December, 2024.

To

- i. **Ms. Hina Iftikhar,**
Junior Special Education Teacher (H.I Field / BS-16),
previously posted at Govt. Special Education Centre, Thokar Niaz Baig,
Lahore.
Presently reported to department.
- ii. **Mr. Khalid Mahmood,**
Headmaster (BS-17+10% Special Pay),
Govt. Special Education Centre, Thokar Niaz Baig, Lahore.

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

Saima Saad

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 09.09.2024 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;

CHARGE AGAINST HINA IFTHIKHAR / ACCUSED OFFICER NO. 1

"You were allowed earned leaves w.e.f. 26.10.2023 to 09.11.2023 but after the expiry of your leaves, you willfully absented yourself from your duties w.e.f 10.11.2023 till 12.05.2024 (for a period of 06 months) without any intimation or prior permission / approval of the leave by the Competent Authority".

CHARGES AGAINST KHALID MEHMOOD / ACCUSED OFFICER NO. 2

1. You misbehaved with Ms. Hina Iftikhar, JSET and her husband on 25.10.2023 and used abusive language which tantamounts to gross misconduct.
2. You used abusive language and uttered immoral and derogatory remarks with female teaching staff of the centre in the presence of class-IV employees.

3. You have remained inefficient in performance of your official duties as the conductor of the centre namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order No. 192 dated 26.11.2022 which is against the job description of the conductor as a Junior Clerk is posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, for assisting you in handling administrative and financial matters.
4. The attendance register of non-teaching employees of the Centre shows that attendance of non-teaching staff is being marked with same font style (hand writing) which *prima facie* shows that the said attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.

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 penalties:

Sr. No	Accused officer/ Official	Recommendations
1.	Ms. Hina Iftikhar , Junior Special Education Teacher (H.I Field / BS-16), previously posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, presently reported to department (Accused officer No.01)	Since the charge stands fully proved against the accused officer, hence, she may be imposed upon, a minor penalty of " Censure " under section 4(1)(a)(i) and a major penalty of " forfeiture of past service for a period of (03) years " under section 4(1)(b)(iii) of PEEDA Act, 2006.
2.	Mr. Khalid Mahmood , Headmaster (BS-17+10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore. (Accused officer No.02)	Since the charges (No. 01 to 03) stand proved against the accused officer, hence, he may be imposed upon, a minor penalty of " withholding of increments for a period of two years " under section 4(1)(a)(ii) of 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

(SAIMA SAEED)
**SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY**

CC.

1. PS to **Deputy Secretary, Special Education Department / Hearing Officer**.
2. District Education Officer (Special Education), Lahore to ensure the delivery of this notice to the accused officers under intimation to this department.
3. **Mr. Saqib Rukh Noshahi**, Senior Special Education Teacher (BS-17), Govt. Deaf and Defective Hearing High School for Boys, Gulberg-II, Lahore / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officers through all possible means, and also to appear before the Hearing Officer on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary Special Education Department.

[Signature]
**SECTION OFFICER (ESTT-I.)
SPECIAL EDUCATION DEPARTMENT**