

REGISTERED



No. SO(Estt.) 43-3/12
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the May 14th, 2025

To

Mr. Muhammad Irshad Hussain Khan,
ex-Deputy Director (BS-18), Govt. Bahauddin Zakariya School for
Special Education, Multan.
(Compulsory Retired on 02.01.2025)

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 by the Competent Authority vide order of inquiry dated 14.03.2025 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct & inefficiency by appointing Mr. Qaiser Abbas Shah, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer;

1. During Mr. Irshad Hussain, tenure at Govt. Bahauddin, Zakariya School for Special Education, Multan, the institute's vehicle remained non-operational for periods from 01.02.2022 to 05.10.2022 and 15.10.2022 to 21.11.2022 due to the non-availability of POL. This neglect adversely affected the academic progress of students who relied on the pick-and-drop facility. His failure to ensure the availability of POL reflects gross mismanagement and disregard for institutional responsibilities.
2. In the financial year 2022-2023, the enrolled students were deprived of their entitled incentives, such as stipends and uniforms. His inability to ensure the disbursement of these entitlements to beneficiaries resulted in a significant lapse in the institute's obligations.
3. During his tenure, two employees, Ms. Rehana Kausar and Ms. Rubina Kausar, availed summer vacations while also drawing conveyance allowance for the same period. Despite being in a position of authority, he failed to recover the overpaid conveyance allowance, resulting in financial irregularities and non-compliance with government rules.
4. He remained inefficient in increasing student enrolment. Over the period of five years, only 18 students were enrolled (2020=04, 2021=04, 2022=05, 2023=01, 2024=04), which reflected poor performance despite the resources allocated to the institute. This performance is highly unsatisfactory and demonstrates his inefficiency in achieving institutional growth despite allocated resources.
5. He made no effort to relocate the institute from its current rented building to a more suitable and accessible facility. As a result, the

institute continued its operations in a non-accessible building, compromising the welfare and convenience of the students and staff.

2. **AND WHEREAS**, the Inquiry Officer has submitted his report to this department (**copy enclosed**) and recommended imposition of following penalty upon you;

Sr. No.	Name of Accused Officer	Recommendation
1.	Mr. Irshad Hussain Khan, Deputy Director (BS-18), Govt. Bahauddin Zakariya School for Special Education, Multan. (Compulsory Retired on 02.01.2025)	Since the charge No.1 & 2 stands partially proved, charge No.3 stands not proved and charge No. 4 & 5 stands proved against the accused officer, hence, he may be awarded Minor Penalty of " Censure " under section 4(1)(a)(i) of PEEDA Act, 2006.

3. **AND WHEREAS**, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charges 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 within seven (**07**) days of the receipt of this notice as to why one or more penalties may not be imposed upon you under the PEEDA Act, 2006. You are allowed to submit additional defence in writing, if any.

5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on **28.05.2025 at 11:00 A.M** for this purpose. If you fail to appear, the case shall be decided *ex-parte*.

Shahida 14/5/2025
(SHAHIDA FARRUKH NAVEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

- i. The District Education Officer (Special Education), Multan, to ensure the delivery of this notice to the accused officer through all possible means under intimation to this department.
- ii. **Mr. Saeed Hussain, Superintendent (BS-17), Govt. (High) Special Education Centre, Jahanian / Departmental Representative / Departmental Representative** to ensure delivery of this notice to the accused officer and also to appear before Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- iii. P.S. to Secretary, Special Education Department.