



No.SO(Estt)23-216/2021  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 8<sup>th</sup> August, 2023

To

**Ms. Nadia Zia,**  
Junior Special Education Teacher (PH Field/BS-16),  
Formerly posted at Govt. Special Education Centre,  
Tiba Sultanpur District Vehari.  
Presently reported to Department.

R/o

Village Chander Key Mangoley P.O Box Same, District Narowal.

(Ph#0342-6471126 / 03351723859)

Subject:

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

*Laino Saeed*

Whereas, disciplinary proceedings was initiated against you under Section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated 27.03.2023 on the following charge of misconduct by appointing **Mr. Muhammad Sajjad Haider**, Headmaster (BS-18), Govt. Secondary School of Special Education for Hearing Impaired, Vehari as **Inquiry Officer**;

***"The accused remained willfully absent from duties without approval / permission of the Competent Authority w.e.f. 12.02.2022 till 24.11.2022."***

2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department on 26.07.2023 (**copy of Inquiry Report is attached**). The Inquiry Officer has observed that charge stand proved against the accused officer, therefore, recommended imposition of penalty of "**termination of contract**" in the light of Clause 7(c) of Contract Appointment Policy, 2004.

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 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. In addition to above, it is also decided to afford you an opportunity of personal hearing. Therefore, you are directed to appear before the **Deputy Secretary, Special Education Department / Hearing Officer** appointed under Section 13(4)(c) of the Act ibid on the time and date so fixed by the Hearing Officer for said purpose.

*Saima Saeed*

(SAIMA SAEED)  
SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY

**NO. & DATE EVEN:**

A copy is forwarded to the:

1. Muhammad Babar Suleman, Deputy Secretary, Special Education Department / **Hearing Officer**.
2. District Education Officer (Special Education), Multan **with the direction to ensure delivery of this notice to the accused officer at her residential address through special messenger.**
3. **Mr. Sagheer Zafar**, Superintendent, Govt. Special Education Centre, Burewala / **Departmental Representative** to ensure delivery of this notice to the accused officer and also to attend the hearing on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary, Special Education Department.

*Hameed*  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT