



To

1. **Ms. Aneela Tariq,**
Headmistress (BS-18),
Previously posted at Govt. Special Education Centre, Arifwala
presently posted at Govt. Special Education Centre, Ferozwala,
Sheikhupura.
2. **Mr. Liaqat Ali,**
Senior Special Education Teacher (BS-17), Ex-DDO,
Govt. Special Education Centre, Arifwala.
3. **Mr. Shahid Saleem,**
Junior Clerk,
Previously posted at Govt. Special Education Centre, Arifwala
Presently posted at Govt. Special Education Centre, Pakpattan.
4. **Mr. Naveed Iftikhar Ali,**
Chowkidar,
Govt. Special Education Centre, Arifwala.
5. **Hafiz Muhammad Munir,**
Naib Qasid, Govt. Special Education Centre, Pakpattan.

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 substituted order dated 22.06.2023 on the following charges of inefficiency and misconduct by appointing **Mr. Muhammad Ali Gohar, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired, Sheikhupura as Inquiry Officer;**

CHARGES AGAINST MS. ANEELA TARIQ, HEADMISTRESS

- i. The accused officer failed to keep the cheque book of official account of Govt. Special Education Centre, Arifwala in safe custody which caused missing / stealing of eight (08) cheques alongwith their counter folio and withdrawal of amount of Rs. 49,000/- against four (04) of the said cheques
- ii. The bank statement of official account of Govt. Special Education Centre, Arifwala shows that an amount of Rs.8,48,013/- was withdrawn from the said account w e f 05.07.2019 to 02.03.2021

- but the accused officer remained unable to explain the purpose of withdrawal of the above mentioned amount which shows that neither the accused officer bothered to maintain record regarding utilization of amount withdrawn from the official account of Govt. Special education Centre, Arifwala nor she reconciled the cash book with the official account.
- iii. An amount of Rs. 21,439/- was withdrawn from the official bank account of Govt. Special Education Centre, Arifwala vide cheque No. 17412463 on 02.03.2021 but the same amount was again credited in the said account on 05.03.2021 which shows that the official amount was used for personal purpose.
 - iv. During the probe, the accused officer informed about two different dates for taking over the cheque book of the official account of Govt. Special Education Centre, Arifwala. Moreover, she failed to inform about the exact number of cheque books operational for the said account which shows her very flippant behavior regarding discharge of her official duties, especially towards handling the financial matters of the centre.

CHARGES AGAINST MR. LIAQAT ALI, SSET (PH FIELD/BS-17) / EX-DDO

- i. The accused officer failed to keep the cheque book of official account of Govt. Special Education Centre, Arifwala in safe custody which caused missing / stealing of eight (08) cheques alongwith their counter folio and withdrawal of Rs.49,000/- against four (04) of the said cheques.
- ii. The bank statement of official account of Govt. Special Education Centre, Arifwala shows that an amount of Rs.8,48,013/- was withdrawn from the said account w.e.f. 05.07.2019 to 02.03.2021 but the accused officer remained unable to explain the purpose of withdrawal of the above mentioned amount which shows that neither the accused officer bothered to maintain record regarding utilization of amount withdrawn from the official account of Govt. Special education Centre, Arifwala nor he reconciled the cash book with the official account.

CHARGES AGAINST MR. SHAHID SALEEM, JUNIOR CLERK

- i. The accused official has been found to be inefficient as he failed to efficiently perform functions assigned to him in the discharge of his duties and due to his inefficiency official record including cashbook was not properly maintained which cause loss to Govt. ex-cheque.

CHARGES AGAINST HAFIZ MUHAMMAD MUNIR, NAIB QASID

- i. The accused official confessed during the probe that he withdrew an amount of Rs. 39,000/- from National Bank of Pakistan, Main Branch, College Road, Pakpattan and delivered the said amount to Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre, Arifwala. He while doing so abetted the wrongdoing and involved in malfeasance which tantamounts to misconduct.

CHARGES AGAINST MR. NAVEED IFTIKHAR ALI, CHOWKIDAR

i. The accused official stole eight (08) cheques alongwith their counter folio from the cheque book of official account of Govt. Special Education Centre, Arifwala and withdrew an amount of Rs.49,000/- against four (04) of the said cheques from National Bank of Pakistan Main Branch, College Road, Pakpattan.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department on 28.03.2024 (**copy of Inquiry Report is attached**). The Inquiry Officer has recommended the imposition of following penalties:

Sr. No.	Accused Officer / Official	Recommendations
1.	Ms. Anila Tariq, Headmistress (BS-18) previously posted at Govt. Special Education Centre, Arifwala presently posted at Govt. Special Education Centre, Ferozwala, Sheikhpura.	Since the charge No. 1 & 4 stands proved and Charge No.2 partially proved against the accused officer, hence, she may be awarded Minor Penalty of "Withholding of Increments for a period of 2 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	Mr. Liaqat Ali, Senior Special Education Teacher (BS-17), Ex-DDO, Govt. Special Education Centre, Arifwala.	i. Since the charges No. 1 & 2 stands proved against the accused officers, hence, he may be awarded Minor Penalty of "Withholding of Increments for a period of 5 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006. ii. In addition to above, it is further recommended that he should never be entrusted with DDO Powers in future.
3.	Mr. Shahid Saleem, Junior Clerk, Previously posted at Govt. Special Education Centre, Arifwala, Presently posted at Govt. Special Education Centre, Pakpattan.	Since the charge stands proved against the accused official, he may be awarded Major Penalty of "Forfeiture of Past Service for a period of 5 years" under section 4(1)(b)(iii) of the PEEDA Act, 2006.
4	Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre,	Since the charge stands proved against the accused official, hence, he may be

	Arifwala.	awarded Major Penalty of "Compulsory Retirement" under section 4(1)(b)(iv) of the PEEDA Act, 2006.
5	Hafiz Muhammad Munir, Naib Qasid, Govt. Special Education Centre, Pakpattan.	Since the charge stands proved against the accused official, hence, he may be awarded Major Penalty of "Compulsory Retirement" under section 4(1)(b)(iv) 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 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. You are also afforded an opportunity of personal hearing and directed to appear before **Additional Secretary, Special Education Department / Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid* for said purpose. Therefore, you are directed to appear before the **Additional Secretary, Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

Saima Saheed

(SAIMA SAEED)

**SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY**

CC.

1. **Additional Secretary, Special Education Department / Hearing Officer.**
2. District Education Officer (Special Education), Sahiwal with the direction to ensure the delivery of this notice to the accused officers on their official and residential address under intimation to this department.
3. Mr. Imran Sher, Superintendent (BS-17), Office of District Education Officer (Special Education), Sahiwal/**Departmental Representative** to attend the hearing on the date fixed for personal hearing along with relevant record.
4. PS to Secretary, Special Education Department.

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