

REGISTERED



No. SO(ESTT)1-133/2005
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 14 March, 2025.

To

Ms. Sobia Akram,
Headmistress (BS-18),
Govt, Special Education Centre, Shahpur Saddar, District Sargodha.

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 of inquiry dated **28.06.2024** on the following charges of inefficiency, misconduct and corruption by appointing **Mr. Muhammad Ali Gohar**, Principal (BS-19), Government Higher Secondary School of Special Education for Hearing Impaired, Sheikhpura as inquiry officer;

- i. During the Financial Year 2021-22, as per supply order, 422 uniforms (summer and winter) were received whereas, as per record maintained by the accused officer, 387 number of uniforms were distributed. During the probe 42 uniforms received during the Financial Year 2021-2022 were found in the store, were not distributed. During the probe, uniforms distribution record was found incomplete, receivers' signatures and thumb impressions were missing in the register which shows inefficiency of the accused officer and also indicates poor record-keeping and potential mismanagement and misappropriation of Govt. resources.
- ii. The accused officer conducted an auction of old vehicle spare parts and other materials from the school store and deposited an amount of Rs. 37,730 in the Govt. treasury through Challan 32-A dated 29.01.2024. Whereas, the accused officer earlier reported that old tyres were shredded and combusted, while driver's statements recorded during probe indicate that more than a dozen old tyres were sold in the local market. These contradictory statements of the accused officer tantamount to misconduct and also shows financial irregularities and unauthorized sale of school property for personal gain.

2. **AND WHEREAS**, the Inquiry Officer, after finalizing the inquiry proceedings, has submitted inquiry report to this department and has recommended imposition of major penalty of **reduction to lower post and pay scale for a period of one year** under Section 4(1)(b)(ii) of the PEEDA Act, 2006 (copy enclosed).

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 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 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 **Additional Secretary, Special Education Department** has been appointed as **Hearing Officer** under Section 13(4)(c) of the Act *ibid*. Therefore, you are directed to appear before **Additional Secretary, Special Education Department / Hearing Officer** as and when the case is fixed for hearing by the Hearing Officer.

Shahida 14/3/25
(SHAHIDA FARRUKH NAVEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. **Additional Secretary, Special Education Department.**
2. The District Education Officer (Special Education), Sargodha with the direction to ensure the delivery of this notice to the accused officer well in time.
3. **Deputy District Education Officer (Special Education), Sargodha / Departmental Representative** is directed to ensure the delivery of this notice to the accused officer 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