



No.SO(Estt)10-741/2016  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore  
Dated Lahore, the 08<sup>th</sup> January, 2024.

To

1. **Ms. Nida Rafaqat**,  
Speech Therapist (BS-17),  
Previously posted at Govt. Special Education Centre, Layyah,  
Presently under suspension and reported to department.
2. **Ms. Nazia Mushtaq**,  
Senior Special Education Teacher (HI Field/BS-17),  
Former Incharge Headmistress, Govt. Special Education Centre,  
Layyah, presently under suspension and reported to department.

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

I am directed to refer to subject noted above and to state that 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 dated 31.07.2023 (substituted vide order dated 12.10.2023) on the charges set out in the inquiry order by appointing the Inquiry officer.

2. The Inquiry officer has submitted inquiry report to this department (**copy of inquiry report has already been provided to you**). The Inquiry Officer has recommended imposition of following penalties:

Sr. No.	Name of accused	Recommendations of Inquiry Officer
01	<b>Ms. Nida Rafaqat</b> , Speech Therapist (BS-17), Previously posted at Govt. Special Education Centre, Layyah, Presently under suspension and reported to department.	<i>The charge stands proved against Ms. Nida Rafaqat (Speech Therapist / Bs-17), hence, she may be awarded Minor penalty of "Fine equal to basic pay of one month" under section 4(1)(a)(iii) of PEEDA Act 2006 along with recovery of pay of (13) thirteen days (absent period) amounting to Rs. 47,099/-</i>
02	<b>Ms. Nazia Mushtaq</b> , SSET (HI Field/BS-17), Former Incharge Headmistress, Govt. Special Education Centre, Layyah, presently under suspension and reported to department.	<i>The charges stand proved against Ms. Nazia Mushtaq (SSET-HI / BS-17) In-charge Headmistress, hence, she may be awarded <b>Minor Penalty</b> of "Withholding of 03 increments for a period of five years," under section 4(1)(a)(ii) of PEEDA Act 2006 along with recovery against different charges mentioned above amounting to Rs. 901093/-</i>

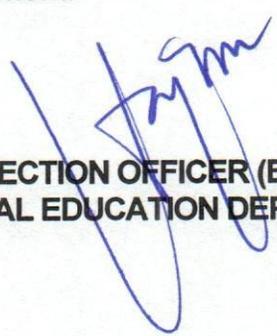
3. In view of above, I am further directed to inform you that in exercise of powers conferred under Section 13(4) of the Act *ibid*, Secretary Special Education has issued Show Cause Notice to you dated 03.01.2024 and has further decided to afford you an opportunity of personal hearing. For said purpose **Deputy 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 the **Deputy Secretary, Special Education Department / Hearing Officer** on **16.01.2024 at 02:00 P.M.** in his office chamber at 31-Sher Shah Block, New Garden Town, Lahore for personal hearing. If you fail to avail this opportunity, the case shall be decided *on the basis of available record*.

ISSUED BY THE ORDER OF  
DEPUTY SECRETARY  
SPECIAL EDUCATION DEPARTMENT/  
HEARING OFFICER

**No. & Date Even:**

A copy is forwarded to:

1. **Deputy Secretary, Special Education Department / Hearing Officer.**
2. District Education Officer (Special Education), D.G Khan **with the direction to ensure the delivery of this notice to the accused officers at their official address through special messenger.**
3. **Mr. Shahid Nawaz**, Senior Special Education Teacher (BS-17) Govt. Special Education Centre, Saddar Town, Bahawalpur/**Departmental Representative** to attend the hearing on the date fixed for personal hearing alongwith relevant record.
4. PS to Secretary, Special Education Department.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT