



Dated Lahore, the June 10th, 2025

To

1. **Mr. Farrukh Jameel**,
Computer Instructor (BS-17),
Incharge, Govt. Secondary School of Special Education for HIC,
Muzaffargarh.
2. **Mr. Muhammad Rauf**,
Cook (BS-01),
Govt. Secondary School of Special Education for HIC, Muzaffargarh.

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

WHEREAS, joint disciplinary proceedings were initiated against you by the Competent Authority vide order of inquiry dated 06.11.2024 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct and inefficiency by appointing **Ms. Sarwat Nawaz**, Headmistress (BS-18), Govt. Special Education Centre, Sillanwali as Inquiry Officer;

CHARGES AGAINST MR. FARRUKH JAMEEL / ACCUSED OFFICER

1. During the visit of the District Education Officer (SE), DG Khan, on 30.01.2024, classrooms were found in complete darkness due to a power outage. Despite the availability of a generator, it was discovered to be non-operational, highlighting your failure to maintain essential infrastructure. This deficiency not only represents a substantial inefficiency but also had a particularly detrimental effect on the learning environment for special needs students, who rely on properly maintained facilities for their education.
2. The storeroom was found in a state of severe disarray, with outdated materials scattered around and coal on the floor, posing a significant fire risk. This condition reflects a careless attitude towards maintaining the premises in accordance with safety and organizational standards, exposing the institution to potential hazards that could have been easily prevented with proper oversight.
3. The school playground, spanning 6-7 Kanals and reserved for special students, has been subjected to unauthorized cultivation by Mr. Muhammad Rauf, Cook, for the past ten years. Furthermore, the cultivation was conducted using contaminated sewerage water, posing serious health risks to the students. Your failure to take immediate and decisive action to halt these violations reflects gross inefficiency and blatant disregard for student welfare and your official duties.

4. You displayed a severe lapse in efficiency by failing to report and address critical issues promptly, including the infiltration of sewage water into the school playground, raising serious environmental safety concerns. This failure endangered the well-being of students and demonstrated a lack of attention to the maintenance of essential environmental safeguards within the institution.
5. You misappropriated funds specifically allocated for the repair and maintenance of the school building by using them for unauthorized repairs of Headmaster's residence and another quarter. These funds, meant for essential construction work at the Government Institute of Slow Learners in Muzaffargarh (which is located adjacent), including the installation of tuff tiles and construction of washrooms, were diverted towards renovation of residences, depriving the students of necessary infrastructure improvements. This constitutes a serious breach of financial integrity.
6. You have been residing in the official residence for the past one and a half years without obtaining the proper approval following its renovation. Furthermore, necessary deductions for conveyance allowance, house rent, and maintenance charges have not been made from your salary. This raises significant concerns regarding your adherence to protocols and financial accountability.

CHARGES AGAINST MR. MUHAMMAD RAUF / ACCUSED OFFICIAL

1. The deep freezer of the Centre was found to be non-functional, emitting a bad smell due to improper maintenance, which endangered the quality of stored food items. This negligence reflects a failure to uphold basic hygiene standards essential for food safety. Additionally, stock pots vital for cooking were found covered in dust, further demonstrating poor hygiene practices, which could have serious implications for the health and well-being of those consuming the food.
2. The playground, which is approximately 6-7 Kanals and reserved for special needs students, has been subjected to unauthorized cultivation by the accused officer for the past ten years. Moreover, the cultivation was carried out using contaminated sewerage water, posing substantial health risks. This blatant disregard for the students' health and safety, as well as the unauthorized use of school property, reflects gross inefficiency and failure to prioritize student welfare.

2. **AND WHEREAS**, earlier, the Inquiry Officer submitted inquiry report to this department which after examining was remanded to the Inquiry Officer vide order dated 16.04.2025. Subsequently, the Inquiry Officer after conducting post remand proceedings, has submitted the inquiry report to this department (**copy enclosed**) and recommended imposition of following penalties upon you:

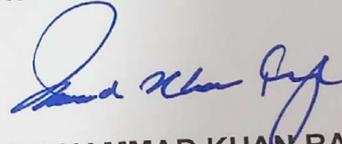
Sr. No.	Name of Accused Officer / Official	Penalty recommended to be imposed
1.	Mr. Farrukh Jameel, Computer Instructor (BS-17), Incharge, Govt. Secondary School of	Since the charges against the accused officer have been proved, it is recommended that he may be

	Special Education for HIC, Muzaffargarh	awarded a major penalties of "Recovery from Pay approximately amounting to Rs. 381,409/." Under Section 4(1)(b)(i) of PEEDA Act, 2006 and "Forfeiture of Past Service for Two years" under Section 4(1)(b)(iii) of the PEEDA Act, 2006.
2.	Mr. Muhammad Rauf, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh	Since the charges against the accused official have been proved, it is recommended that he may be awarded a major penalty of "Recovery from Pay approximately amounting to Rs. 304524/." under Section 4(1)(b)(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 26-06-2025 at 12:00 noon for this purpose. If you fail to appear, the case shall be decided *ex-parte*.



(MUHAMMAD KHAN RANJHA)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. Mr. Shahzad Ahmad, Superintendent (BS-17), O/o District Education Officer (SE), Sargodha / **Departmental Representative** is directed to ensure delivery of this notice to the accused officer / official and also to **appear before Secretary, Special Education Department on the date fixed for personal hearing** alongwith relevant record.
2. District Education Officer (Special Education), D.G Khan, to ensure the delivery of this notice to the accused officer / official through all possible means under intimation to this department.
3. P.S. to Secretary, Special Education Department.