

REGISTERED

No. SO(Est.) 34-127/2018

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT  
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the ~~June~~ 23<sup>rd</sup>, 2025



To

Mr. Zahid Hussain,  
Lecturer (Urdu/BS-17),  
Govt. Degree College of Special Education, D.G Khan.

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 by the Competent Authority vide order of inquiry dated 11.11.2024 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct & inefficiency by appointing **Ms. Khula Munawar Minhas**, Deputy Director (Curriculum), Directorate General of Special Education, Punjab, Lahore as Inquiry Officer:

1. The accused officer has repeatedly failed to secure official authorization prior to taking leave. He has a pattern of submitting leave requests directly to the College Faculty WhatsApp group without prior approval. Specifically, on the dates of March 18, 2023, April 7, 2023, April 8, 2023, April 29, 2024, April 30, 2024, and May 13, 2024, he was absent from duty without sanctioned leave. Upon being reminded of the necessity to adhere to established protocols, he exhibited insubordinate behaviour.
2. On March 17, 2023, while the Principal of the College was attending an official meeting, the accused officer submitted a leave application and initiated a social media campaign against the Principal, disseminating unfounded accusations. This campaign undermined both the Principal's professional reputation and the institution's standing within Punjab. The accused officer has also displayed consistent disrespect towards the Principal, particularly when addressed regarding his noncompliance with official directives. Furthermore, he has encouraged other staff members to emulate his misconduct, as documented in official records of numerous instances of insubordination.
3. The accused officer has demonstrated a persistent pattern of disobedience towards office directives, thereby undermining the

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- authority of the Principal. He has failed to oversee the health screening arrangements for college students as mandated by office order No: GDCSE-DGK:2023/571 dated February 20, 2023, neglecting his responsibilities on multiple occasions. He has refused the assigned tasks related to the preparation of subject papers and study guides, categorizing these responsibilities as clerical duties.
4. During a visit by the District Education Officer (Special Education) DG Khan on January 31, 2024, it was noted that the accused officer failed to record his attendance for December 2023 and January 2024, resulting in issuance of explanation from the DEO. In response, he provided irreverent justifications.
5. Notwithstanding repeated directives to refrain, the accused officer continues to use his mobile phone during class hours. This was evidenced during the visit of the District Education Officer (DEO) on January 31, 2024, when he was observed engaging with his device while conducting a class.
6. The accused officer exhibits an indifferent attitude towards his professional duties, often persuading colleagues that resistance to assignments will result in their reassignment, thereby fostering a culture of complacency. This behaviour is substantiated by multiple reports documenting his refusal to accept his responsibilities.

2. **AND WHEREAS**, the Inquiry Officer has submitted his report to this department (copy enclosed) and recommended imposition of following penalty upon you;

Sr. No.	Name of Accused Officer	Recommendation
1.	Mr. Zahid Hussain, Lecturer (Urdu/BS-17), Govt. Degree College of Special Education, D.G Khan	Since the charges against the accused officer have been substantiated, it is recommended that the penalty of "withholding of increment for a period of two years" be imposed upon him under section 4(1)(a)(iii) 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 10.07.2025 at 12:00 (noon) for this purpose. If you fail to appear, the case shall be decided *ex-parte*.

  
(MUHAMMAD KHAN RANA)  
SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY

CC.

- i. **Mr. Muhammad Yousaf**, Superintendent (BS-17), Office of District Education Officer (Special Education), D.G. Khan / **Departmental Representative** to ensure delivery of this notice to the accused officer and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. The District Education Officer (Special Education), D.G. Khan, to ensure the delivery of this notice to the accused officer through all possible means under intimation to this department.
- iii. Principal, Govt. Degree College of Special Education, D.G. Khan, is directed to ensure delivery of this show cause notice to the accused officer through all possible means, under intimation to this department.
- iv. P.S. to Secretary, Special Education Department.