



SO(DF)5-73/2022
GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT

Dated Lahore the 2nd July 2024

To

Dr. Tabasam Sultana,
Associate Professor of Statistics (BS-19) /
Principal, Govt. Graduate College for Women D-Type Colony,
Faisalabad.

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

As Admin + general
20/7/2024

WHEREAS, disciplinary proceedings were initiated against you by the Competent Authority / Chief Minister, under the provisions of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, on account of the charge of misconduct, inefficiency and corruption. Mr. Zaheer Hasan, (PAS/BS-20), Chairman, Punjab Cooperative Board for Liquidation, was appointed as Inquiry Officer.

2. **AND WHEREAS**, the Inquiry Officer has submitted his report with following recommendations:

"Based on findings, the accused has committed misconduct and inefficiency in terms of Section 2(k)&(n) of the PEEDA Act, 2006. However, the penalty proposed is mitigated by the fact that the amount of Rs. 140,000/-has been returned to the legal heirs of Mr. Saleem (complainant), therefore, the following is recommended in terms of Section 4(1)(a) read with Section 10(6) of the PEEDA Act, 2006:

Sr. #	Charges	Proved / not proved
1.	Dr. Tabassam Sultana, Principal Govt. Graduate College for Women, D-Type Colony, Faisalabad committed serious administrative Misconduct by taking Rs: 1,40,000/- illegally from Mr. Muhammad Saleem (Complainant) to organize Fun Fair in her college and said amount also kept in hand for a period of 02 Month and 19 Days without any justification.	Minor penalty of withholding increments for a period of three (03) years is recommended as the charge is proven.

2. AS (Admin + General) [Signature] 07/07/2022	The Principal caused a deliberate loss of Rs: 2,20,000/- to Mr. Muhammad Saleem (Complainant) due to non utilization of installed stalls and swings to organize in Fun Fair in her college. The contract was given to Muhammad Saleem for organizing Fun Fair on 17th & 18th March, 2022 from Morning to evening in Rs. 140,000/-. He spent a lot of money to install stalls and swings but due to the power cut on the scheduled date, the Principal installed a Generator and immediately called all the students in college Hall and started the stage function. After finishing the function in the afternoon, the students were sent home by opening the college gate, due to which neither all the prepared items of food and drink could be sold nor swings were utilized. Next day, 18.03.2022, the fun fair was cancelled due to Shab-e-Barat.	Exoneration is recommended as the charge has not been proven.
3. [Signature]	Her attitude towards Teaching & Non-Teaching Staff found very unethical, unbearable and insulting.	Exoneration is recommended as unethical, unbearable and insulting behavior against teaching and non-teaching staff cannot be conclusively proven at this time.

"The accused Dr. Tabassum Sultana, Principal (BS-19), Govt. Graduate College (W), D-Type Colony, Faisalabad may not be appointed on any post that carries Administrative or Financial powers unless she has been imparted appropriate training for handling administrative and financial affairs".

3. **AND WHEREAS**, after perusal of the inquiry report and other relevant record, the Competent Authority / Chief Minister has found no reason to differ with the findings and recommendations of the Inquiry Officer, hence the charges leveled against have been proved against you for which you are liable for penalty / penalties in terms of Section 4 of the Act *ibid*.

4. **NOW THEREFORE**, in exercise of the powers conferred upon Competent Authority / Chief Minister under section 13(4) of the Act *ibid*, you are

hereby called upon to show cause in writing within seven days, of the receipt of this notice, as to why the above mentioned penalty may not be imposed upon you. You are also allowed to submit your additional defence in writing, if any.

5. **NOW THEREFORE**, you are afforded an opportunity of personal hearing in terms of Section 13(4) of the Act ibid and directed to appear before **Mr. Tayyab Fareed (PSS/BS-20), Special Secretary, Housing Urban Development and Public Health Engineering Department** as Hearing Officer appointed by the Competent Authority / Chief Minister on the date & time to be indicated by him, for this purpose.

By order of the Chief Minister/
Competent Authority

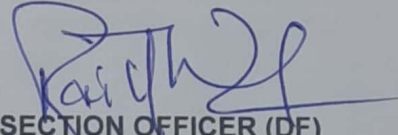
(DR. FARRUKH NAVEED)
SECRETARY

HIGHER EDUCATION DEPARTMENT

No. & Date Even

A copy is forwarded for information and necessary action to:

1. **Mr. Tayyab Fareed (PSS/BS-20), Special Secretary, Housing Urban Development and Public Health Engineering Department /** Hearing Officer.
2. The Director Public Instruction (Colleges), Punjab, Lahore.
3. The Director of Education (Colleges), Faisalabad.
4. Deputy Director (Colleges), Faisalabad / Departmental Representative.
5. Principal, Govt. Graduate College for Women D-Type Colony, Faisalabad.
6. PS to Special Secretary, Higher Education Department.
7. PA to Additional Secretary (E&G), Higher Education Department.
8. PA to Deputy Secretary (EF), Higher Education Department.
9. The Manager, MIS, Higher Education Department.
10. Office Order File.


SECTION OFFICER (DF)