



ORDER

No. SO(Estt)22-101/2023. WHEREAS, Deputy Director (Admn), Directorate General of Special Education Punjab Lahore vide letter dated 06.11.2024 has forwarded a report wherein it has been apprised that surprise visit of Govt. Bahauddin Zakariya School for Special Education, Multan was made by Special Assistant to Chief Minister on 02.11.2024. During the visit, it was found that no special student was attending the school on the said day. It has further been apprised that to dig out facts, District Education Officer (Spl. Edu.), Sahiwal was appointed Probe Officer to conduct a detailed fact-finding probe. The Probe Officer after conducting the probe submitted report and recommended initiation of disciplinary proceedings against **Mr. Zeeshan Ahmad** (BS-18), District Education Officer (Spl. Edu.), Multan ('accused officer') on the charges of inefficiency and misconduct.

2. AND WHEREAS, keeping in view the ancillary and related facts of the case and on account of availability of sufficient documentary evidence on record, *while dispensing with regular inquiry*, disciplinary proceedings against the accused officer were initiated vide Show Cause Notice dated **07.11.2024** under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 on the following charges of inefficiency and misconduct:

1. You failed to monitor the operational and administrative affairs of Govt. Bahauddin Zakariya School for Special Education, Multan working under your jurisdiction. Due to your inefficiency and lack of effective oversight / supervision, transportation facility / pick & drop facility being provided to special students of Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan remained suspended for 04 days i.e. 30.10.2024 to 02.11.2024 without justifiable reason. Consequently, no students attended the school on these dates, and a surprise visit on November 2, 2024, confirmed the absence of all students. Due to your negligence essential educational services were disrupted and also compromised the regular attendance of special needs students.
2. You failed to respond promptly to a voice message sent by Mr. Muhammad Irshad Hussain Khan, Deputy Director, concerning an urgent need for alternate driver for continuous provision of transportation services. The voice note / message, sent after the transportation suspension, notified you that the school's driver had been granted leave, and alternate arrangements for school bus driver were required. Your inability to take timely corrective action or arrange a replacement driver resulted in the continued suspension of transportation services. This lapse not only caused the prolonged absence of students but also directly impacted their access to education and support services essential for their development.

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3. **AND WHEREAS**, through the above said Show Cause Notice, the accused officer was directed to submit his written reply / defense reply within 07-days. The accused officer filed application for provision of record. All the record on which the aforesaid charges were based or relevant to the aforesaid charges was provided the accused officer. Accordingly, he filed written reply of the show cause notice which was examined and found unsatisfactory. Therefore, in order to finalize the disciplinary proceedings, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid* and for said purpose vide letter dated 12.12.2024, he was directed to appear before Additional Secretary, Special Education / Hearing Officer appointed under Section 7(d) of the Act *ibid* on 16.12.2024.

4. **AND WHEREAS**, the Hearing Officer after providing opportunity of hearing to the accused officer, submitted a report stating therein that the accused officer appeared on the fixed date and while reiterating the stance taken by him in the written reply contended that he was issued a Show Cause Notice following a fact-finding probe by the District Education Officer, Special Education, Sahiwal. The charges in the Show Cause Notice include failure to monitor the operational affairs of Govt. Bahauddin Zakariya School of Special Education, Multan, resulting in a four-day suspension of transportation services and failure to respond promptly to an urgent communication regarding alternate driver arrangements. In response, he explained that the period in question involved significant official engagements, including meetings, tender processes, and preparations for the visit of the Special Assistant to the Chief Minister. Due to these engagements, timely oversight of the transportation issue was not feasible. Moreover, the communication from the concerned Deputy Director regarding the transportation lapse was delayed and improperly conveyed through a WhatsApp voice message instead of formal channels. The accused officer emphasized the lack of timely reporting from subordinate staff, the overwhelming workload across 32 institutes in the division, and the absence of essential office staff. He further stated that despite these constraints, he has consistently worked for the upliftment of Special Education. He while highlighting procedural lapses by subordinates and providing evidence of ongoing efforts to ensure the smooth functioning of all institutes, requested exoneration from the charges. The Hearing Officer was of the view that all charges levelled against the accused officer stood proved against him and he has been found guilty of inefficiency and misconduct.

5. **AND WHEREAS**, after a meticulous examination of the case and the report from the Hearing Officer, it is abundantly clear that the accused officer has exhibited inefficiency and negligence in his role as the District Education Officer (Special Education), Multan. His failure to ensure continuous transportation services for special needs students from October 30, 2024 to November 2, 2024 (**04-days**), led to a complete disruption / suspension of this indispensable service, thereby denying special students their fundamental right to education. Despite adequate budget allocations for fuel and maintenance, the accused officer did not foresee or proactively address the impending disruption, which critically impacted the educational opportunities for those who depend on such services. The inadequacy of his oversight is glaring, evidenced by the fact that he visited the school only twice since assuming his position in September 2023—specifically in October 2023 and April 2024. Furthermore, his neglect of an urgent message from the Deputy Director/Principal on November 1, 2024, concerning the driver's leave and the urgent need for alternative arrangements, reveals his profound inability to respond to urgent operational crises. His rationale that communication through WhatsApp was not "genuine for prompt action" is untenable, particularly in light of the critical nature of the situation and his fundamental duty to remain accessible and responsive to service delivery challenges. The accused officer's

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negligence directly contributed to the prolonged suspension of transportation services, disrupting the education and well-being of special needs students, which is the very foundation of the Special Education Department's mandate. It is further evident that he failed to implement robust monitoring and oversight mechanisms necessary for ensuring the uninterrupted delivery of essential services. He neglected to anticipate transportation interruption/suspension, did not create alternative arrangements despite previous service interruptions, and failed to maintain the timely updating of the Special Education School Information System (SEIS), which could have provided crucial early alerts regarding impending issues. His failure to act with the necessary diligence and accountability, combined with his lack of leadership in resolving crises, constitutes a significant breach of the standards expected of a senior officer. His defense, citing workload, communication gaps from subordinates, and administrative challenges, fails to absolve him of responsibility. A competent officer is expected to exercise proactive leadership and accountability, particularly in critical circumstances.

6. **NOW THEREFORE, I, Saima Saeed, Secretary, Special Education Department and Competent Authority in this case, after thorough review of all relevant aspects and materials associated with the case, am of the firm opinion that the record conclusively establishes the guilt of the accused officer for inefficiency and misconduct and the charges of inefficiency and misconduct, as specified in the Show Cause Notice issued to the accused officer, stand fully substantiated. In light of the severity of the established charges, and in exercise of the powers vested in me under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, and for the reasons detailed above, minor penalty of "withholding of increments for a period of four (04) years" under Section 4(1)(a)(ii) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.**

Dated Lahore the
02nd January, 2025


(SAIMA SAEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even.

A copy is forwarded for information and necessary action to the:

1. Accountant General, Punjab, Lahore.
2. Director General, Special Education, Punjab, Lahore.
3. Statistical Officer, Directorate General of Special Education, Punjab, Lahore.
4. District Education Officer (Special Education), Multan.
5. Accused officer concerned / **Mr. Zeeshan Ahmad** (BS-18), District Education Officer (Spl. Edu.), Multan.
6. P.S. to Secretary Special Education Department.
7. Office File.


2/1/25
SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT