

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

ORDER

No. SO(Estt)1-47/2005: **WHEREAS**, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 were initiated against **Syed Azhar Abbas**, Senior Special Education Teacher, (H.I Field) (BS-17), previously posted at Govt. Special Education Centre, Chichawatni presently under suspension and reported to department ("**accused officer**") vide order dated 06.03.2024 by appointing **Mr. Nassar Mahmood**, Vice Principal (BS-18), Govt. Degree College of Special Education, Faisalabad as Inquiry Officer on the following charges of inefficiency and misconduct:

- i. The performance of the accused officer at the Govt. Special Education Centre, Chichawatni, remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and continued to instigate the parents of the students studying in the Centre and the Class IV employees of the Centre to lodge complaints against the Headmistress and other teaching staff of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.
- ii. The accused officer instead of performing his duties remained busy in knitting conspiracies against the Headmistress with the intention of spoiling the atmosphere of the Centre. He also misbehaved with the Headmistress and other female staff of the Centre, harassed them and passed inappropriate remarks on them.
- iii. Mr. Yaqoob Ahmad father of special student namely Muhammad Ahmad, lodged complain against the accused officer contending therein that the accused officer inflicted corporal punishment on his son on 14.09.2023 and the screams of his son were heard by his mother on telephonic voice. The accused officer also threatened his son to evict him from the roll of the school. His wife (mother of the special student) begged for forgiveness but his son Muhammad Ahmad was so scared that he did not attend the school on 15.09.2023. On 16.09.2023, his son alongwith his sister (who is also special student and studying in same Centre) came to school but Muhammad Ahmad was not permitted to enter the school by Chowkidar on behest of accused officer.

2. **AND WHEREAS**, the Inquiry Officer after conducting inquiry proceedings submitted Inquiry Report which has been examined in light of Section 13(1)&(2) of the PEEDA Act, 2006 and it has been observed that the inquiry proceedings have not been conducted in accordance with the provisions of PEEDA Act, 2006, merits of the case have not been appreciated by the Inquiry Officer and due process as provided under the law has not been adopted by the Inquiry Officer. Perusal of record available alongwith the inquiry report shows that Inquiry Officer failed to take into consideration merits of the case and ignored vital points pertaining to the charges. The Inquiry Officer did not provide opportunity of cross examination to the accused officer. Moreover, Inquiry Officer also did not cross-examine the statement of accused officer and those who deposed against the accused officer which shows that he has conducted the inquiry in slipshod manner. The Inquiry Officer, while finalizing his recommendations, has not given any worth to the statements which are recorded against the accused officer. It has also been observed that incriminating material which was surfaced against the accused officer during the course of inquiry proceedings has not been given due consideration the Inquiry Officer.

3. **AND WHEREAS**, for reasons stated hereinabove, it is proved that there are sufficient grounds to initiate *denovo inquiry* against the accused officer. Therefore, the undersigned being Competent Authority hereby orders initiation of *denovo* disciplinary proceedings against the accused officer under Section 13(6) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 by appointing **Mr. Abdul Sattar, Headmistress (BS-**

Faisalabad

18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

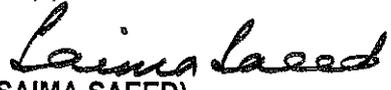
4. The Inquiry Officer shall proceed against the accused officer on the above said charges of inefficiency and misconduct.

5. The accused officer is directed to submit his written defence to the Inquiry Officer, within **07** days of the receipt of this order. If he fails to submit his written defence within the prescribed period, it shall be presumed that either he has no defence to offer or he has declined to offer the same and he has accepted the charges.

6. **Mirza Munawar Hussain**, Superintendent (BS-17), Office of District Education Officer (Spl. Edu.), Sahiwal is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. In case, the accused officer desire to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, he may do so with prior arrangement with the Departmental Representative within **03** days of the receipt of this Order.

8. The Inquiry Officer shall submit his report and recommendations to the undersigned within sixty days (**60 days**) from the date of the initiation of *de novo* inquiry in terms of Section 10(6) of the Act *ibid*.


(SAIMA SAEED)

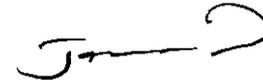
SECRETARY SPECIAL EDUCATION/
COMPETENT AUTHORITY

Dated Lahore the
June 11th, 2024

NO. & DATE EVEN

A copy is forwarded to:-

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Sahiwal.
3. **Mr. Abdul Sattar**, Headmistress (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore / **Inquiry Officer**.
4. **Mirza Munawar Hussain**, Superintendent (BS-17), Office of District Education Officer (Spl. Edu.), Sahiwal / **Departmental Representative** is directed to ensure delivery of this order to the accused officer through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer, *if so requested by him*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. Headmaster / Headmistress, Govt. Special Education Centre, Chichawatni.
6. **Accused officer / Syed Azhar Abbas**, Senior Special Education Teacher, (H.I Field) (BS-17), previously posted at Govt. Special Education Centre, Chichawatni presently under suspension and reported to department.
7. PS to Secretary Special Education Department.
8. Office order file.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT