

**ORDER OF INQUIRY**

No. SO(Estt)4-11/2019. WHEREAS, Deputy Director (Admn.), Directorate General of Special Education Punjab vide letter No. 28/255-Admn:2022/10799 dated 20.11.2024 forwarded the letter of District Education Officer (Special Education) Sahiwal dated 30.10.2024, whereby it was been informed that **Ms. Sehrish Nazir**, Senior Special Education Teacher (HI Field / BS-17), Govt. Secondary School of Special Education (HI) Girls, Sahiwal ('accused officer') has been found absent from her duty w.e.f. 01.10.2024 till to date without any intimation / prior approval of the Competent Authority.

2. **AND WHEREAS**, upon receipt of absence report, given the circumstances and the fact of the case, absence of the accused officer and on account of existence of adequate documentary evidence on file, *while dispensing with regular inquiry in view of documentary evidence available on record under Section 5(1)(b) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ("Act")*, disciplinary proceedings were initiated against the accused officer under Section 7(b) read with Section 5(1)(a) of the Act *ibid* vide Show Cause Notice dated 07.01.2025 on the following charge of misconduct on account of absence from duty;

"You have been found willfully absent from your duty w.e.f. 01.10.2024 till to date without prior permission / approval of leave by the Competent Authority".

3. **AND WHEREAS**, through the above said Show Cause Notice, the accused officer was directed to submit her written reply within 07-days. The accused officer submitted written reply which was considered and found unsatisfactory, therefore, in order to finalize the disciplinary proceedings, the accused officer was granted opportunity of personal hearing under Section 7(d) of Act *ibid* and for this purpose she was directed to appear before the Deputy Secretary, Special Education / Hearing Officer appointed under Section 7 (d) of the Act *ibid*.

4. **AND WHEREAS**, the Hearing Officer after affording an opportunity of personal hearing to the accused officer submitted hearing report whereby, he observed that the accused officer through her written reply has attempted to argue that the misconduct on account of absence from duty which has been committed by her is curable in nature, hence she deserves lenient treatment. The Hearing Officer further observed that the accused officer has cited specific facts, encompassing but not limited to medical issues and the communication of her medical condition, including the transmission of medical certificates to the Headmaster concerned. These particulars

necessitate the formal recording of evidence and statements from witnesses through a regular inquiry. This is also essential to determine the relevance and impact of the above-mentioned facts on the case of the accused officer or to establish their lack of influence. The Hearing Officer concluded that the accused officer has contested the facts associated with the case, rendering them contentious. Consequently, the circumstances have become subject to dispute, warranting the initiation of a formal inquiry. Resolving the factual intricacies and arriving at a well-founded conclusion is deemed challenging through summary proceedings. Therefore, a comprehensive regular inquiry is deemed necessary to elucidate the actual facts of the matter.

5. **AND WHEREAS**, the hearing report and other record relating to the instant case has been examined and it is found that since the absence has been denied by the accused officer, therefore, any penalty imposed based on summary proceedings will be against the interest of justice and will also defeat the provisions of PEEDA Act, 2006 and merits of the case. Therefore, the undersigned hereby orders initiation of disciplinary proceedings afresh against the accused officer under Section 3 read with Section 5 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 by appointing **Mr. Abdul Rafay Rao, Headmaster (BS-18), presently posted as Principal (BS-19), Govt. Special Education Centre, Shalimar Town, Lahore** as Inquiry Officer to proceed against the accused Officer in terms of Section 5 read with Section 9 of the Act *ibid*.

6. The Inquiry Officer will proceed against the accused officer on the following charge of misconduct:

“The accused officer has been found willfully absent from your duty w.e.f. 01.10.2024 till to date without prior permission / approval of leave by the Competent Authority”.

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

8. **Mr. Imran Sher, Superintendent, O/o the District Education Officer (Special Education), Sahiwal** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

9. In case, the accused officer desires to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, she may do so with

prior arrangement with the Departmental Representative within 03 days of the receipt of this Order.

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

Dated Lahore the
April 28/4 2025

Shahida 27/3/2025
(SHAHIDA FARRUKH NAVEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

No. & Date Even.

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

1. Director General, Special Education, Punjab, Lahore.
2. District Accounts Officer, Sahiwal.
3. District Education Officer (Special Education), Sahiwal to ensure the delivery of this Notice to the accused officer on her official and residential address under intimation to this department.
4. Inquiry Officer / **Mr. Abdul Rafay Rao**, Headmaster (BS-18), presently posted as Principal (BS-19), Govt. Special Education Centre, Shalimar Town, Lahore.
5. **Mr. Imran Sher**, Superintendent, O/o the District Education Officer (Special Education), Sahiwal / Departmental Representative to ensure delivery of this order to the accused officer and discharge duties as per Section 12 of the PEEDA Act, 2006.
6. Headmaster, Govt. Secondary School of Special Education (HI) Girls, Sahiwal to ensure the delivery of this order to the accused officer on her official and residential address and through all possible means under intimation to this department.
7. Accused officer / **Ms. Sehrish Nazir**, Senior Special Education Teacher (HI Field / BS-17), Govt. Secondary School of Special Education (HI) Girls, Sahiwal.
8. PS to Secretary Special Education Department.

Sh 28/03/25
SECTION OFFICER (ESTT-I)
SPECIAL EDUCATION DEPARTMENT