

**REGISTERED  
MOST URGENT  
TIME LIMIT**



No. SO(ESTT)1-20/2006  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block, New Garden Town,  
Lahore.

Dated Lahore, the 04 July, 2025

To

**Mr. Muhammad Sharif,**  
Headmaster (BS-18),  
Govt. (Middle) Special Education Centre, Hasilpur.

Subject: **REMAND OF INQUIRY INITIATED AGAINST MS. SHEHNAZ ANJUM, SENIOR TEACHER (BS-17), FORMER INCHARGE GOVT. SPECIAL EDUCATION CENTRE FOR PHC (DEVOLVED) DERA GHAZI KHAN.**

I am directed to refer to subject noted above and to state that disciplinary proceedings were initiated against **Ms. Shehnaz Anjum**, Senior Teacher (BS-17), former Incharge Govt. Special Education Centre for PHC (Devolved) DG Khan ('**accused officer**') under section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('**Act**') vide order dated 11.06.2024 (substituted vide order of inquiry dated 07.08.2024) on the charges of inefficiency and misconduct (*as set out in the Order of Inquiry*) by appointing you as inquiry officer.

2. You, after conducting inquiry proceedings submitted inquiry report to this department and recommended imposition of following penalties upon the accused officer:

Sr. No	Accused officer	Recommendations
1.	<b>Ms. Shehnaz Anjum,</b> Senior Teacher (BS-17), Former Incharge Govt. Special Education Centre for PHC (Devolved) Dera Ghazi Khan.	1. The accused officer may be awarded a Major Penalty of ' <b>Recovery of Rs. 7,96,800/- from pay</b> ' under Section 4(1)(b)(i) of the PEEDA Act, 2006 on the account of irregular repairs of Bus. 2. The accused officer may be awarded a Major Penalty of ' <b>Recovery of Pay of 21 days (absence period)</b> ' under Section 4(1)(b)(i) of the PEEDA Act, 2006 on the account of absence from duty. 3. The accused officer may be awarded a Minor Penalty of ' <b>Withholding of increments for the period of five years</b> ' under Section 4(1)(a)(ii) of the PEEDA Act, 2006 on the account of inefficiency.

3. Upon receipt of inquiry report, Show Cause-cum-Personal Hearing Notice under Section 13(4) of Act *ibid* was issued to accused officer and she was

also directed to appear on **06.03.2025** for personal hearing before Deputy Secretary, Special Education / Hearing Officer. After hearing the accused officer in presence of Departmental Representative, the Hearing Officer submitted report of hearing proceedings highlighting grave procedural lapses and material irregularities in the inquiry proceedings and suggested to remand the inquiry to the Inquiry Officer under Section 13(6) of the PEEDA Act, 2006 to conduct the inquiry strictly in accordance with law and the following directions may also be issued:

- The examination of all relevant witnesses including the former DEO (Special Education), Procurement Committee Members, and contractor representatives;
- Ensure that the accused officer is provided a fair opportunity to cross-examine witnesses and produce any additional documentary evidence;
- Mandate a fresh, reasoned, and conclusive report, strictly in accordance with PEEDA Act, applicable procurement rules, and the principles of natural justice.

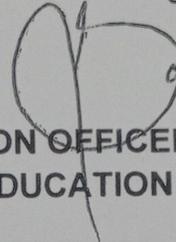
4. Upon a comprehensive examination of the inquiry report in conjunction with the findings of the Hearing Officer as recorded in the hearing report, Secretary Special Education has observed that the repair of the bus in question was conducted upon the directions of the then-DEO (Special Education), who is cited by the accused officer as not only supervising but actively initiating the process. However, no statement of the ex-DEO has been recorded by the Inquiry Officer to either affirm or rebut this assertion. Her testimony constitutes *direct and material evidence* and the omission to summon such a key witness constitutes a glaring violation of due process and undermines the very foundation of the inquiry. The record is silent on whether the accused officer was afforded her statutory right to cross-examine the witnesses whose statements formed the basis of adverse findings. This omission violates Section 13(4)(d) of the PEEDA Act and established jurisprudence that *cross-examination is an indispensable safeguard* against biased or erroneous testimony. The denial of this right renders the evidentiary basis of the report infirm. The accused officer submitted a series of documents including:

- VICS fitness certificate,
- Attendance registers and photographs,
- Tender processing documentation,
- Procurement committee constitution orders,
- Biometric and manual attendance conflict explanation,
- Budget demands for security cameras, and
- Evidence of administrative pressure to utilize funds.

These were neither analysed nor refuted with cogent reasoning in the inquiry report. The Inquiry Officer failed to evaluate these exculpatory documents or to offer findings as to their veracity. The inquiry report acknowledges that the vehicle was repaired and fitness certificate issued by VICS. It also records that the vehicle was subsequently transferred to another institution and no complaint was received. Yet, the report simultaneously concludes that the bus was not put into use and remained idle—without reconciling these conflicting observations. Such inconsistency not only weakens the evidentiary chain but also reflects *incoherence and contradiction in findings*, warranting further investigation.

5. In view of the foregoing, Secretary Special Education being Competent Authority, in exercise of powers conferred upon him under Section 13(6) of the PEEDA Act, 2006, has decided to remand the inquiry to you (Inquiry Officer) with the

direction to re-conduct the inquiry strictly in accordance with the provisions of the PEEDA Act, 2006, ensuring that statements of all concerned witnesses are recorded and the right of cross-examination is granted to the accused officer. You are further directed to specifically address the observations and questions raised hereinabove and in the hearing report of the Hearing Officer, and to submit inquiry report containing detailed findings in respect of each charge along with clear and reasoned recommendations and penalties which commensurate to the gravity of proven charges, within a period of **30-days**.

  
4/7/25

SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT

CC:

1. **Ms. Shehnaz Anjum**, Senior Teacher (BS-17), former Incharge Govt. Special Education Centre for PHC (Devolved) DG Khan.
2. **Mr. Muhammad Younas**, Superintendent (BS-17), Govt. High Special Education Centre, Mianchannu / **Departmental Representative**.
3. **Headmaster / Headmistress**, Govt. National Special Education Centre for PHC (Devolved) D.G. Khan.
4. PS to Secretary, Special Education Department.