



No. SO(Estt)3-506/2022: WHEREAS, Director General of Special Education Punjab, Lahore ('DGSE') through Note dated 08.01.2024 recommended initiation of disciplinary proceedings against **Hafiz Muhammad Saleem Zia**, Headmaster (BS-18), Government Special Education Centre Shahkot, District Nankana ('accused officer No. 1') and **Ms. Maria Islam**, (BS-18) District Education Officer (Spl. Edu.), Lahore ('accused officer No. 2'), **Mr. Amjad Ali**, Naib Qasid Government Special Education Centre Shahkot, District Nankana ('accused official No. 1') and **Ms. Shamshad Amjad**, Aaya, Government Special Education Centre Shahkot, District Nankana ('accused official No. 2') (the accused officers and officials are herein after jointly referred to be as 'accused officers/officials') on the charges of inefficiency and misconduct.

2. AND WHEREAS, upon receipt of recommendations of Director General, Special Education, Punjab, Lahore, vide order dated 16.01.2024 disciplinary proceedings against the accused officers / officials were initiated under the enabling provisions of the PEEDA Act, 2006 ('Act') on the following charges of inefficiency and misconduct by appointing Mr. Ghulam Murtaza, Director (Admn) (BS-19), Directorate General of Special Education, Punjab, Lahore as Inquiry Officer:

CHARGES AGAINST HAFIZ MUHAMMAD SALEEM ZIA / ACCUSED OFFICER NO. 1

- i. The accused officer unlawfully allowed / permitted Naib Qasid, Mr. Amjad Ali and Aaya, Ms. Shamshad Amjad to reside within the premises of the Govt. Special Education Centre, Shahkot alongwith their family and to use Govt. resources / utilities thus causing loss to Govt. exchequer. These illegal acts of the accused officer tantamounts to inefficiency and gross misconduct.
- ii. The accused officer by allowing accused official No.1 and 2 to reside alongwith their family within the premises of the Centre jeopardized the safety and security of the special students studying the Centre, hence committed misconduct.
- iii. The presence and residence of family of the official staff within the premises of the Centre is detrimental to the special students studying in the Centre and may lead to untoward situation.
- iv. The performance of the accused officer remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and failed to discharge his official duties. If the stance of the accused officer tendered by him before Director General that he did not allow any official staff to reside within the premises of the Centre is taken as his statement, the same also tantamounts to inefficiency as he failed to monitor and to report to the higher authorities

that official staff of the Centre is residing within the premises of the Centre alongwith their family and are using Govt. resources / utilities which is causing loss to Govt. exchequer.

CHARGE AGAINST MS. MARIA ISLAM / ACCUSED OFFICER NO. 2

The accused officer remained inefficient in discharging her official duties, *as assigned to her*, in befitting manner. Her monitoring remained very poor and she did not report the matter of residence of official staff alongwith their families within the premises of Govt. Special Education Centre, Shahkot and use of Govt. resources / utilities by them promptly to higher authorities. This is attributable to her failure to fulfill her responsibilities in a manner consistent with established standards. The poor administration / supervision / monitoring shown by the accused officer also reflects her sheer negligence and inefficiency.

CHARGE AGAINST MR. AMJAD ALI / ACCUSED OFFICIAL NO.1

The accused official No. 1 was illegally / unlawfully residing within premises of the Centre with his family and using / utilizing the Govt. resources unauthorizedly causing loss to Govt. exchequer.

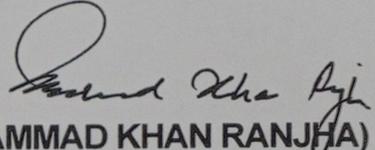
CHARGE AGAINST MS. SHAMSHAD AMJAD / ACCUSED OFFICIAL NO.2

The accused official No. 2 was illegally / unlawfully residing within premises of the Centre with her family and using / utilizing the Govt. resources unauthorizedly causing loss to Govt. exchequer.

3. **AND WHEREAS**, the Inquiry Officer, after conducting a detailed and comprehensive inquiry into the charges, submitted the inquiry report. Subsequently, a Show Cause-cum-Personal Hearing Notice under Section 13(4) of the PEEDA Act, 2006 was issued to the accused officers/officials, directing them to appear before the Additional Secretary, Special Education, who was appointed as the Hearing Officer, for personal hearing. The Hearing Officer, after affording an opportunity of personal hearing to the accused officers/officials in accordance with the prescribed legal procedure, submitted the hearing report. Thereafter, the matter was remanded to the Inquiry Officer vide order dated 10.10.2024 for further proceedings.
4. **AND WHEREAS**, the Inquiry Officer, after conducting post-remand proceedings in accordance with the directions contained in the order dated 10.10.2024, submitted the inquiry report wherein it was concluded that all the charges of inefficiency and misconduct levelled against the accused officers/officials through the order of inquiry dated 16.06.2024 remained unsubstantiated. Accordingly, the Inquiry Officer recommended that the accused officers/officials be exonerated of the charges.
5. **AND WHEREAS**, upon thorough examination of the inquiry report, along with the entire case record, including the findings and recommendations of the Inquiry Officer, it is evident that the Inquiry Officer adopted a comprehensive and methodical approach to ascertain the veracity of the charges. All relevant documentary evidence was meticulously scrutinized, and statements of all concerned individuals were duly

recorded during the inquiry proceedings. Despite the exhaustive inquiry process, no incriminating material or substantive evidence was found to establish the involvement of the accused officers/officials in the commission of the alleged acts of inefficiency and misconduct. The findings of the Inquiry Officer unequivocally conclude that all charges levelled against the accused officers/officials remained unproven and unsubstantiated. Moreover, the record reflects that the Inquiry Officer conducted the proceedings strictly in accordance with the applicable statutory provisions of the PEEDA Act, 2006, while adhering to the principles of natural justice and due process. A detailed appraisal of the recommendations contained in the inquiry report confirms that they are grounded in fact, supported by the available documentary evidence, and are consistent with the findings recorded during the inquiry.

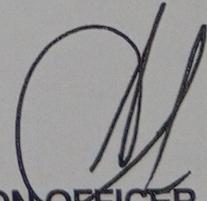
6. **NOW THEREFORE, I, Muhammad Khan Ranjha**, Secretary Special Education / Competent Authority in the instant case, for the reasons stated hereinabove and in exercise of powers conferred upon me under Section 13(5) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, while concurring with the findings and recommendations of the Inquiry Officer, do hereby **exonerate** the accused officers/officials, under Section 13(3) of the Act *ibid*, from the charges levelled against them vide order of inquiry dated 16.01.2024.


(MUHAMMAD KHAN RANJHA)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
July 31st /2025
No. & Date Even:

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

1. The Accountant General Punjab, Lahore.
2. The Director General, Special Education Punjab, Lahore.
3. The District Education Officer (Special Education), Lahore.
4. Ms. Maria Islam, (BS-18) District Education Officer (Spl. Edu.), Lahore.
5. Hafiz Muhammad Saleem Zia, Headmaster (BS-18), Government Special Education Centre Shahkot, District Nankana.
6. Mr. Amjad Ali, Naib Qasid Government Special Education Centre Shahkot, District Nankana.
7. Ms. Shamshad Amjad, Aaya, Government Special Education Centre Shahkot, District Nankana.
8. PS to Secretary Special Education Department, Lahore.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT