



ORDER OF INQUIRY

Saima Saad

No. SO(Estt)36-38/2011, WHEREAS, Junior Special Education Teachers namely Ms. Shafa Jalil ur Rehman, Ms. Kiran Shahzadi, Ms. Amna Zahoor, and Ms. Saima Gulnaz, of Government Special Education Centre Qila Deedar Singh, District Gujranwala filed complaint against Mr. Shahzad Imtiaz, JSET, Ex- Incharge Headmaster, Government Special Education Centre Qila Deedar Singh (presently reported to Special Education Department). On the other hand, Mr. Shahzad Imtiaz also filed complaint against them. In order to proceed further in the matter and to probe the complaints, Mr. Abdul Sattar, Headmaster (BS-18) was appointed as probe officer. The probe officer after visiting and recording the statements of all concerned submitted probe report with the findings that Mr. Shahzad Imtiaz, remained inefficient and incapable for smooth running of Centre. He could not manage the institute in order to deliver effective services to the students with special needs and academic activities have been ignored and still suffering / affecting badly. The report also highlighted that prior to entrusting the additional charge to Mr. Shahzad Imtiaz, Ms. Nimra Bhatti, Speech Therapist was holding the additional charge of the post of Headmistress. The female staff who filed complaints, intend to assign the additional charge again to Ms. Nimra Bhatti. The report also revealed that Ms. Amna Ghafoor, JSET, misbehaved with the CEO, DEA, Gujranwala during his visit of the Centre on 06.10.2022, for which District Education Officer, Special Education, Gujranwala called her explanation. It was also found by probe officer that misbehaving with the Incharge Headmaster by the female teaching staff who filed complaints, is a usual matter and such kind of atmosphere in the institute has caused hurdles to run the administrative matters smoothly and in these scenarios study of the students is suffering badly. The probe officer further found that after assumption of charge of Incharge Headmaster by Mr. Shahzad Imtiaz, Ms. Aqsa Baqir and Ms. Saima Gulnaz, started spoiling the atmosphere of the institute and remained busy in knitting conspiracies to destroy his reputation. Ms. Samina Gulnaz started grouping and instigated the other teaching staff to disobey the instructions issued time to time. She made a group of some teachers including Ms. Aqsa Baqir, JSET (HI), Ms. Kiran Shahzadi JSET (MC), Ms. Amna Ghafoor, JSET (VI) and Ms. Shafa Jaleel JSET (PD) being likeminded and politicized the atmosphere of the Centre. Lastly, the probe officer recommended that disciplinary proceedings may be initiated against Mr. Shahzad Imtiaz, Ms. Saima Gulnaz and Ms. Amina Ghafoor.

2. **AND WHEREAS,** the undersigned being the Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), in due consideration of the facts of the case, is of the opinion that there are sufficient grounds to proceed against **Mr. Shahzad Imtiaz, Junior Special Education Teacher (MC Field / BS-16), former Incharge Headmaster** of Government Special Education Centre Qila Deedar Singh, District Gujranwala, presently reported to department ('accused officer No. 1'), **Ms. Saima Gulnaz, Junior Special Education Teacher (BS-16 / MC Field),**

previously posted at Government Special Education Centre Qila Deedar Singh, District Gujranwala presently reported to department ('accused officer No. 2') and Ms. Amina Ghafoor, Junior Special Education Teacher (BS-16 / VI Field), previously posted at Government Special Education Centre Qila Deedar Singh, District Gujranwala, presently reported to department ('accused officer No. 3') (jointly herein after referred as 'accused officers') on the charges of misconduct and inefficiency under Section 3 of the PEEDA Act, 2006. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by appointing Mr. Muhammad Mudassar, Headmaster (BS-18), Govt. Special Education Centre, Sara-i-Alamgir as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will jointly proceed against the accused officers on the following charges of misconduct and inefficiency:

CHARGES AGAINST MR. SHAHZAD IMTIAZ

1. Mr. Shahzad Imtiaz, while he was posted as Incharge Headmaster, Govt. Special Education Centre, Qila Deedar Singh remained inefficient as he failed to manage the affairs of institute in a befitting manner resulting into formation of groups amongst the female teaching staff of the Centre which negatively impacted the Centre's atmosphere and welfare / educational activities of the special students. On account of his weak administration, lack of leadership qualities, due diligence, good governance and inability to enhance the welfare of special students of the Centre, the educational and rehabilitation activities of the Centre suffered badly.
2. The behaviour of Mr. Shahzad Imtiaz, during his tenure as Incharge Headmaster, with the female staff of the Centre was erratic and egoistical.
3. During the tenure of Mr. Shehzad Imtiaz, as Incharge Headmaster, Govt. Special Education Centre, Qila Deedar Singh, one vehicle (mini bus) of Special Education Centre, Qila Deedar Singh, mostly remained off road without assigning any cogent reasons.

CHARGES AGAINST MS. SAIMA GULNAZ

1. Ms. Saima Gulnaz's performance at the Govt. Special Education Centre, Qila Deedar Singh, remained subpar because she did not carry out her responsibilities in a suitable manner, in accordance with applicable standards, and continued to form groups with other female employees of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.

Saima Saeed

2. Ms. Saima Gulnaz instead of performing her duties remained busy in knitting conspiracies alongwith other female staff members of the Centre against the Incharge Headmaster with the intention of spoiling the atmosphere of the Centre and she also occasionally misbehaved with the Incharge Headmaster.
3. Ms. Saima Gulnaz instead of working for the welfare of special students remained busy in lobbying for getting Mr. Shehzad Imtiaz removed from the position of Incharge Headmaster and restoration of Ms. Nimra Bhatti former Incharge Headmistress of the said Centre on the same position for her personal motives such as leave hunting and coming late to duty etc.
4. Ms. Saima Gulnaz remained disobedient and non-cooperative to Incharge Headmaster of the Centre regarding her official assignments and defied the lawful orders/instructions issued to her by the Incharge Headmaster, due to which academic activities of the Centre were badly ignored and special students suffered vigorously.

CHARGES AGAINST MS. AMINA GHAFOOR

1. The conduct and performance of Ms. Amina Ghafoor during her tenure at the Govt. Special Education Centre, Qila Deedar Singh, remained below average. This is attributable to her failure to fulfill her responsibilities in a manner in line with established standards. she has consistently engaged herself in the formation of alliances with fellow female staff members at the Centre, thereby exhibiting an intention to interfere in the administrative affairs of the Centre. Such conduct had adversely impacted the seamless execution of administrative procedures.
2. Ms. Amina Ghafoor misbehaved with Chief Executive Officer, District Education Authority, Gujranwala, during his visit of the Centre on 06.10.2023 which tantamount to gross misconduct.
3. Ms. Amina Ghafoor, rather than performing her assigned responsibilities, was preoccupied with orchestrating conspiracies in collaboration with other female staff members of the Centre, with the deliberate intention of disrupting the harmonious Centre's environment. Furthermore, she periodically / intermittently displayed instances of improper / inappropriate behaviour towards the Incharge Headmaster.
4. Ms. Amina Ghafoor in league with Ms. Saima Gulnaz instead of working for the welfare of special students of the Centre, remained busy in lobby/ing for getting Mr. Shehzad Imtiaz removed from the position of Incharge Headmaster and restoration of Ms. Nimra Bhatti former Incharge Headmistress of the said Centre on the same position for her personal motives such as leave hunting and coming late to duty etc.

4. The accused officers are directed to submit their written defence to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defence within the prescribed period, it shall be presumed that either they have no defence to offer or they have declined to offer the same and they have accepted the charges.

5. Mr. Muhammad Azhar (Assistant / BS-16), presently posted in the office of District Education Officer (Spl. Edu.), Gujranwala is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid.*

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

7. 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.*

Saima Saeed

(SAIMA SAEED)
SECRETARY to

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
October 23rd / 2023

NO. & DATE EVEN

A copy is forwarded to the: -

1. Director General, Special Education Punjab, Lahore.
2. Chief Executive Officer (District Education Authority), Gujranwala.
3. District Accounts Officer, Gujranwala.
4. District Education Officer (Special Education), Gujranwala.
5. **Mr. Muhammad Mudassar**, Headmaster (BS-18), Govt. Special Education Centre, Sara-i-Alamgir / Inquiry Officer.
6. **Mr. Muhammad Azhar** (Assistant / BS-16), presently posted in the office of District Education Officer (Spl. Edu.), Gujranwala / **Departmental Representative**. He is directed to ensure delivery of this order to the accused officers through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers, *if so requested by them*, and assist the Inquiry Officer on each and every

date of hearing proceedings. He is also directed to discharge his duties under Section 12 of the PEEDA Act, 2006.

7. **Mr. Shahzad Imtiaz, JSET / former Incharge Headmaster**, Government Special Education Centre Qila Deedar Singh, District Gujranwala presently reported to department.
8. **Ms. Saima Gulnaz, JSET**, previously posted at Government Special Education Centre Qila Deedar Singh, District Gujranwala presently reported to department.
9. **Ms. Amna Ghafoor, JSET**, previously posted at Government Special Education Centre Qila Deedar Singh, District Gujranwala presently reported to department.
10. PS to Secretary Special Education Department.
11. Office order file.


**SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT**