

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)43-3/12: WHEREAS, a probe was conducted by the Probe Officer namely Mr. Abdul Sattar, of the Govt. Bahauddin Zakariya School for Special Education, Multan and the report submitted by the Probe Officer was subsequently forwarded to the Directorate General of Special Education. The Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, vide letter dated 06.12.2024, apprised that the observations based on the probe findings that during the tenure of **Mr. Irshad Hussain**, ex-Deputy Director (BS-18), Govt. Bahauddin Zakariya School for Special Education, Multan (*Compulsory Retired on 02.01.2025*) (**'accused officer'**), the institute's vehicle remained non-operational from 01.02.2022 to 05.10.2022 and 15.10.2022 to 21.11.2022 due to the non-availability of POL, resultantly it adversely affected the academic progress of students who were availing the pick-and-drop facility. Moreover, the enrolled students did not receive their entitled incentives, such as stipends and uniforms, during the financial year 2022-2023. As a result, beneficiaries were deprived of their rightful entitlements. The two employees (Ms. Rehana Kausar, Aya and Ms. Rubina Kausar, Aya) not only availed summer vacations but also drew conveyance allowance during the vacations and the accused officer failed to recover the overpaid conveyance allowance. It is also apprised that the accused officer remained inefficient in increasing student enrollment. Over the period of five years, only 18 students were enrolled (2020=04, 2021=04, 2022=05, 2023=01, 2024=04), which reflected poor performance despite the resources allocated to the institute and also no efforts were made to relocate the institute from its current rented building to a more suitable and accessible building and continued the functioning in a non-accessible building. Lastly, it has been recommended to initiate disciplinary proceedings under the PEEDA Act, 2006 against you, on the charges of misconduct and inefficiency.

2. **AND WHEREAS**, in view of the facts and circumstances of the case and keeping in view the gravity of allegations, 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, am of the opinion that there are sufficient grounds to proceed against, **Mr. Irshad Hussain**, Deputy Director, Govt. Bahauddin Zakariya School for Special Education, Multan (*Compulsory Retired on 02.01.2025*), on the charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, orders initiation of disciplinary proceedings through a regular inquiry against the accused officer under the Act *ibid* by appointing **Mr. Qaisar Abbas Shah, Principal (BS-19), Govt. Secondary School of Special Education for HIC, Jhang** as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

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

- i. During the Mr. Irshad Hussain, tenure at Govt. Bahauddin, Zakariya School for Special Education, Multan, the institute's vehicle remained non-operational for periods from 01.02.2022 to 05.10.2022 and 15.10.2022 to 21.11.2022 due to the non-availability of POL. This neglect adversely affected the academic progress of students who relied on the pick-and-drop facility. His failure to ensure the availability of POL reflects gross mismanagement and disregard for institutional responsibilities.
- ii. In the financial year 2022-2023, the enrolled students were deprived of their entitled incentives, such as stipends and uniforms. His inability to ensure the disbursement of these entitlements to beneficiaries resulted in a significant lapse in the institute's obligations.
- iii. During his tenure, two employees, Ms. Rehana Kausar and Ms. Rubina Kausar, availed summer vacations while also drawing conveyance allowance for the same period. Despite being in a position of authority, he failed to recover the overpaid conveyance allowance, resulting in financial irregularities and non-compliance with government rules.
- iv. He remained inefficient in increasing student enrolment. Over the period of five years, only 18 students were enrolled (2020=04, 2021=04, 2022=05, 2023=01, 2024=04), which reflected poor performance despite the resources allocated to the institute. This performance is highly unsatisfactory and demonstrates his inefficiency in achieving institutional growth despite allocated resources.
- v. He made no effort to relocate the institute from its current rented building to a more suitable and accessible facility. As a result, the institute continued its operations in a non-accessible building, compromising the welfare and convenience of the students and staff.

4. The accused officer is directed to submit his written defense 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, he 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.

5. Mr. Saeed Hussain, Superintendent (BS-17), Govt. (High Special Education Centre, Jahanian is appointed Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

Shahida

6. In case, the accused officer desires 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.

7. The Inquiry Officer will submit 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*.

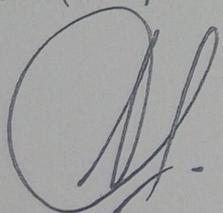
Shahida 14/3/25
(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
March 14 /2025

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Multan, to ensure the delivery of this order to the accused officer through all possible means under intimation to this department.
3. **Mr. Qaisar Abbas Shah**, Principal (BS-19), Govt. Secondary School of Special Education for HIC, Jhang / **Inquiry Officer** with the request to conduct the inquiry in accordance with the mandate of PEEDA Act, 2006 and provide reasonable opportunities of hearing and defense including right of cross examination to the accused officer.
4. **Mr. Saeed Hussain**, Superintendent (BS-17), Govt. (High Special Education Centre, Jahanian / **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 them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Accused Officer / Mr. Irshad Hussain**, ex-Deputy Director (BS-18), Govt. Bahauddin Zakariya School for Special Education, Multan (*Compulsory Retired on 02.01.2025*).
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.I)
SPECIAL EDUCATION DEPARTMENT