



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(Estt)1-47/2005: WHEREAS, Deputy Director (Admn.), Director General of Special Education, Punjab, Lahore, forwarded a probe report submitted by District Education Officer (Special Education), Sahiwal made on complaint lodged by Mr. Yaqoob Ahmad father of Mr. Muhammad Ahmad (H.I Private Student) against **Syed Azhar Abbas**, Senior Special Education Teacher, (H.I Field) (BS-17), previously posted at Govt. Special Education Centre, Chichawatni presently under suspension and reported to department ('accused officer') wherein it is recommended that disciplinary proceedings on the charges of inefficiency and misconduct be initiated against the accused officer.

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 **Syed Azhar Abbas**, Senior Special Education Teacher, (H.I Field) (BS-17), previously posted at Govt. Special Education Centre, Chichawatni presently under suspension and reported to department, on the charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer under the Act *ibid* by appointing **Mr. Nassar Mahmood, Vice Principal (BS-18), Govt. Degree College of Special Education, Faisalabad** 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:

**CHARGES AGAINST SYED AZHAR ABBAS**

- i. The performance of the accused officer at the Govt. Special Education Centre, Chichawatni, remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and continued to instigate the parents of the students studying in the Centre and the Class IV employees of the Centre to lodge complaints against the Headmistress and other teaching staff of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.
- ii. The accused officer instead of performing his duties remained busy in knitting conspiracies against the Headmistress with the intention of spoiling the atmosphere of the Centre. He also misbehaved with the Headmistress and other female staff of the Centre, harassed them and passed inappropriate remarks on them.
- iii. Mr. Yaqoob Ahmad father of special student namely Muhammad Ahmad, lodged complain against the accused officer contending therein that the accused officer inflicted corporal punishment on his



son on 14.09.2023 and the screams of his son were heard by his mother on telephonic voice. The accused officer also threatened his son to evict him from the roll of the school. His wife (mother of the special student) begged for forgiveness but his son Muhammad Ahmad was so scared that he did not attend the school on 15.09.2023. On 16.09.2023, his son alongwith his sister (who is also special student and studying in same Centre) came to school but Muhammad Ahmad was not permitted to enter the school by Chowkidar on behest of accused officer.

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 defense within the prescribed period, it shall be presumed that either he has no defense to offer or he has declined to offer the same and he has accepted the charges.

5. **Mirza Munawar Hussain**, Superintendent (BS-17), Office of District Education Officer (Spl. Edu.), Sahiwal 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 officer desire 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 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)

SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
March 06th /2024

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Sahiwal.
3. **Mr. Nassar Mahmood**, Vice Principal (BS-18), Govt. Degree College of Special Education, Faisalabad / **Inquiry Officer**.
4. **Mirza Munawar Hussain**, Superintendent (BS-17), Office of District Education Officer (Spl. Edu.), Sahiwal / **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 him*, and assist the Inquiry Officer on each and every date of hearing proceedings.

5. Headmaster / Headmistress, Govt. Special Education Centre, Chichawatni.
6. **Accused officer / Syed Azhar Abbas**, Senior Special Education Teacher, (H.I Field) (BS-17), previously posted at Govt. Special Education Centre, Chichawatni presently under suspension and reported to department.
7. PS to Secretary Special Education Department.
8. Office order file.

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