

**ORDER OF INQUIRY**

No. SO(E)191/07(1536): WHEREAS, Assistant Director (Admn.), Directorate General of Special Education, Punjab, vide letter No. DGSE/DDAdm/O/260624/0975 (24/2909-Admn:23) dated 24.06.2026, forwarded the clarification report of the District Education Officer (Special Education), D.G. Khan/Muzaffargarh, regarding corporal punishment administered to Malik Shahid, a Class-V hearing-impaired student, at Government Special Education Centre, Alipur, by Mr. Nusrat Ali, JSET (BS-16) (**accused officer No.1**) and Ms. Khalida Ghaffar, SSET (BS-17) (**accused officer No.2**).

2. AND WHEREAS, the Probe Committee, constituted vide Order dated 08.03.2025, examined CCTV footage, witness statements and other material and found that Mr. Nusrat Ali slapped the student and twisted his arm at about 09:06–09:07 AM, while Ms. Khalida Ghaffar subsequently slapped the same student at about 09:27 AM. The Committee held that, notwithstanding the student's aggressive behaviour, the use of corporal punishment was unjustified and violated the applicable Child Protection SOPs and professional standards. The probe further revealed that the Critical Incident Committee had failed to disclose these material facts in its report dated 28.02.2025. Accordingly, the DEO recommended initiation of regular disciplinary proceedings against both accused officers for administering corporal punishment and committing gross professional misconduct.

3. 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. Nusrat Ali**, Junior Special Education Teacher (MC/BS-16) (**"Accused Officer No.1"**) and **Ms. Khalida Ghaffar**, Senior Special Education Teacher (MC/BS-17) (**"Accused Officer No.2"**), Government Special Education Centre, Alipur, District Muzaffargarh 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 **Ms. Wajiha Kabir, Headmistress (BS-18), Govt. (Middle) Special Education Centre, Fazilpur** as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

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

- i. That the accused officers, Ms. Khalida Ghaffar, SSET (BS-17), and Mr. Nusrat Ali, JSET (BS-16), while posted at Government Special Education Centre, Alipur, District Muzaffargarh, administered corporal punishment to Malik Shahid, a Class-V hearing-impaired student, on 26.02.2025, in violation of the applicable Child Protection SOPs prohibiting corporal punishment, thereby committing gross professional misconduct and breach of professional ethics.
- ii. That Mr. Nusrat Ali, JSET (BS-16), at about 09:06 AM, slapped the said student and subsequently twisted his arm at about 09:07 AM, while attempting to remove him from the classroom, whereas Ms. Khalida

Ghaffar, SSET (BS-17), at about 09:27 AM, slapped the same student following a verbal altercation, as established through CCTV footage and corroborated by the Probe Report dated 28.04.2025, thereby subjecting a child with disability to physical abuse and separate acts of corporal punishment.

- iii. That the accused officers, being teachers responsible for the care, safety, dignity and well-being of children with special needs, failed to exercise due professional restraint and adopt appropriate behavioural-management measures despite the student's aggressive behaviour, and instead resorted to physical punishment, thereby violating professional standards, failing in their duty of care and bringing disrepute to the institution and the Special Education Department.

5. 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.

6. **Deputy District Education Officer (Special Education), D.G Khan** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. In case, the accused officer's desires 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.

8. 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*.

(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

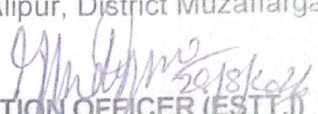
Dated Lahore the
August 28 /2026

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Dera Ghazi Khan.
3. **Ms. Wajiha Kabir**, Headmistress (BS-18), Govt. (Middle) Special Education Centre, Fazilpur / Inquiry Officer.
4. **Deputy District Education Officer (Special Education), D.G Khan / Departmental Representative** 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 officer, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.

5. **Accused Officer No.1 / Mr. Nusrat Ali**, Junior Special Education Teacher (MC/BS-16), Government Special Education Centre, Alipur, District Muzaffargarh.
6. **Accused Officer No.2 / Ms. Khalida Ghaffar**, Senior Special Education Teacher (MC/BS-17), Government Special Education Centre, Alipur, District Muzaffargarh.
7. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT-I)
SPECIAL EDUCATION DEPARTMENT