

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

ORDER

No. SO(Estt)43-3/2012. WHEREAS, Deputy Director (Admn), Directorate General of Special Education Punjab Lahore vide letter dated 06.11.2024 has forwarded a report wherein it has been apprised that surprise visit of Govt. Bahauddin Zakariya School for Special Education, Multan was made by Special Assistant to Chief Minister on 02.11.2024. During the visit, it was found that no special student was attending the school on the said day. It has further been apprised that to dig out facts, District Education Officer (Spl. Edu.), Sahiwal was appointed Probe Officer to conduct a detailed fact-finding probe. The Probe Officer after conducting the probe submitted report and recommended initiation of disciplinary proceedings against **Mr. Irshad Hussain Khan (BS-18)**, Deputy Director, Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan (**'accused officer'**) on the charges of inefficiency and misconduct.

2. AND WHEREAS, keeping in view the ancillary and related facts of the case and on account of availability of sufficient documentary evidence on record, *while dispensing with regular inquiry*, disciplinary proceedings against the accused officer were initiated vide Show Cause Notice dated **07.11.2024** under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 on the following charges of inefficiency and misconduct:

1. You sanctioned three days causal leave from October 31, 2024, to November 2, 2024 in favour of Mr. Saif-ur-Rehman, the school bus driver, without arranging for an alternate driver. This lapse led to the suspension of pick-and-drop service for special needs students being provided by the school during these dates, which severely disrupted the school's operations and impacted student attendance as well as educational activities.
2. Prior to sanctioning the school bus driver's leave, you failed to formally notify or consult the District Education Officer (Spl. Edu.), Multan, either in writing or via a telephonic call, about the suspension of transportation services. Consequently, no actions were taken to arrange an alternate school bus driver for continuation of transportation service, which was crucial to maintaining student attendance and ensuring continued access to educational services for special needs students.

3. On October 30, 2024, the school bus remained off road due to non-availability of diesel, and no student attended the school on the said date. But, you failed to inform District Education Officer (Spl. Edu.), Multan regarding suspension of pick and drop facility on October 30, 2024 which establish inefficiency on your part.
4. Due to your inefficiency and lack of supervision, the transportation service being provided by the school to special students remained suspended from October 30, 2024, to November 2, 2024, resulting in the complete absence of students from the school. The surprise visit on November 2, 2024, confirmed that no students were in attendance, thus compromising the school's fundamental responsibility to provide consistent educational support to special needs students.

3. **AND WHEREAS**, through the above said Show Cause Notice, the accused officer was directed to submit his written reply / defense reply within 07-days. The accused officer filed application for provision of record. All the record on which the aforesaid charges were based or relevant to the aforesaid charges was provided the accused officer. Accordingly, he filed two written replies of the show cause notice which were examined and found unsatisfactory. Therefore, in order to finalize the disciplinary proceedings, the accused officer was afforded an opportunity of personal hearing under Section 7(d) of the Act *ibid* and for said purpose vide letter dated 12.12.2024, he was directed to appear before Additional Secretary, Special Education / Hearing Officer appointed under Section 7(d) of the Act *ibid* on 16.12.2024.

4. **AND WHEREAS**, the Hearing Officer after providing opportunity of hearing to the accused officer, submitted a report stating therein that the accused officer appeared on the fixed date and while reiterating the stance taken by him in the written replies contended that he submitted a preliminary and tentative reply to the Show Cause Notice issued on allegations regarding the suspension of transportation services for special students at the Govt. Bahauddin Zakariya Special Education Centre, Multan, from October 30, 2024, to November 2, 2024. He also contended that the show cause notice lacked legal and factual clarity, as the issue of arranging an alternate driver was neither explicitly defined in departmental policies nor linked to his role. He highlighted that casual leave for the bus driver was sanctioned on humanitarian grounds and that no mechanism exists to ensure alternate driver arrangements. Furthermore, the accused officer pointed systemic issues, including inadequate transport and procurement policies and the non-availability of diesel on credit, which contributed to service disruption. The accused officer stated that he has also addressed the charges in his written reply individually, denying negligence and asserting compliance with all relevant rules. He emphasized that the absence of a framework for emergency driver deployment or diesel procurement exacerbates such incidents across Punjab's Special Education institutions. The accused officer called for policy reforms, referencing

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recommendations from the Probe Officer / District Education Officer (Spl. Edu.), Sahiwal. Supporting documents, including a death certificate for the driver's family member was also referred by the accused officer. The accused officer has requested exoneration from the charges, arguing that the allegations were unsubstantiated and that responsibility lies with broader policy gaps rather than individual lapses. The Hearing Officer was of the view that all charges levelled against the accused officer stood proved against him and he has been found guilty of inefficiency and misconduct.

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5. **AND WHEREAS**, after reviewing the relevant materials and the Hearing Officer's report, it is clear that the accused officer, as Principal and Drawing & Disbursing Officer (DDO) of Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan, has shown serious negligence and lack of responsibility. He failed to maintain transportation services during the sanctioned leave of the only bus driver and did not have any backup plan or alternative arrangements in place. This failure directly denied crucial educational and welfare services to underprivileged and special-needs students. His actions go against his responsibilities as the head of the institution and demonstrate lack of planning and professionalism. Relying on informal communication methods, like WhatsApp, instead of using formal channels and that too after the driver had already proceeded on leave 01 day ago, as sanctioned by him, or making contingency plans before granting leave to the sole bus driver of the school, also depicts a failure in managing administrative issues effectively. He also did not secure necessary resources, such as diesel for the school bus, claiming procedural delays while failing to find alternative solutions. This inaction disrupted essential transportation services, severely impacting the students' education and welfare, and undermined public confidence in the institution. The accused officer's inefficiency and disregard for his obligations resulted in significant harm to the special children relying on the school's facilities, violating the department's mandate to ensure accessibility and uninterrupted special education services. His failure to deal with this important issue shows a serious lack of empathy and professionalism. Throughout the proceedings, the accused officer failed to present a valid defense for his negligence. Instead, he cited systemic inadequacies, systemic problems and informal practices, which do not absolve him of his responsibilities. As a senior officer, he was expected to navigate challenges effectively and raise critical issues through appropriate channels, which he failed to do. The accused officer had an option to hire the services of a private bus driver through SMC for the days when the only driver of the school was granted leave but no action in this regard was taken by the accused officer which further amplifies his inefficiency. This pattern of behaviour is incompatible with the standards required of public servants under the PEEDA Act, 2006, which mandates efficiency, discipline, and accountability in service. The evidence/record available on file reveals that this failure is not an isolated incident but part of a broader pattern of inefficiency and poor judgment on his part. The accused officer's repeated lapses in adhering to established protocols and his

demonstrated lack of initiative have irreparably eroded confidence in his professional competence.

6. **NOW THEREFORE, I, Saima Saeed**, Secretary, Special Education Department and Competent Authority in this case, after thorough review of all relevant aspects and materials associated with the case, am of the firm opinion that the record conclusively establishes the guilt of the accused officer for inefficiency and misconduct and the charges of inefficiency and misconduct, as specified in the Show Cause Notice issued to the accused officer, stand fully substantiated. It is indisputably clear that the accused officer's conduct constitutes inefficiency, negligence, and misconduct of an egregious nature. His actions have caused significant harm to the special students, disrupted institutional operations, and violated the principles of accountability and service expected of a public servant. These acts are also in violation of the standards of integrity, diligence, and responsibility expected of a public servant under the PEEDA Act, 2006. The behaviour demonstrated by the accused officer is incompatible with the responsibilities of his position and the values of public service. His continued retention in service would be inimical to the principles of accountability, discipline, and institutional effectiveness. In light of the severity of the established charges, and in exercise of the powers vested in me under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, and for the reasons detailed above, major penalty of **"compulsory retirement"** under Section 4(1)(b)(iv) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.

Dated Lahore the
02nd January, 2025


(SAIMA SAEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

No. & Date Even.

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

1. Accountant General, Punjab, Lahore.
2. Director General, Special Education, Punjab, Lahore.
3. Statistical Officer, Directorate General of Special Education, Punjab, Lahore.
4. District Education Officer (Special Education), Multan to ensure delivery of this order to the accused officer under intimation to this department.
5. Accused officer concerned / **Mr. Irshad Hussain Khan** (BS-18), Deputy Director, Govt. Bahauddin Zakariya School for Special Education (M.C.C), Multan.
6. P.S. to Secretary Special Education Department.
7. Office File.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT