



**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

**ORDER OF INQUIRY**

**No. SO(Estt)3-506/2022: WHEREAS**, Director General Special Education, Punjab, Lahore vide Note dated 26.12.2023 apprised that **Ms. Shumaila Khan**, (BS-18), District Education Officer (SE), Rawalpindi (**'accused officer No. 1'**) informed on 08<sup>th</sup> December, 2023 that guardian of a visually impaired student of Govt. Qandeel Secondary Special School for Visually Impaired, Rawalpindi (**'school'**) alleged molestation of her nephew namely Moiz Arshad, who was studying in class 9<sup>th</sup> in the aforementioned school. As per Note, accused officer No. 1 further informed that she has handled the matter and the guardians of student Moiz Arshad, will not report this issue in police station or in media. However, as per her report dated 11.12.2023, student Moiz Arshad was involved in immoral activities. Whereas, as per report of **Mr. Pervaiz Akhtar**, Headmaster (BS-18), presently posted as Incharge Principal, Govt. Qandeel School for Visually Impaired, Rawalpindi (**'accused officer No. 2'**), he did not send admission for annual examinations of 03 students of class 9<sup>th</sup> namely Moiz Arshad, Zain and Muhammad Sudais due to poor performance and consequent thereof guardians of student namely Moiz Arshad alleged molestation. As per accused officer No. 2 he expelled these students. Through Note, Director General Special Education has further apprised that the matter is of sensitive nature and both accused officers did not report the issue promptly and they tried to conceal facts. Lastly it has been recommended that stern disciplinary action under PEEDA Act, 2006 may be initiated against the accused officers on the charges of inefficiency and misconduct.

**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, was of the opinion that there are sufficient grounds to proceed against **Ms. Shumaila Khan**, (BS-18), District Education Officer (SE), Rawalpindi (**'accused officer No. 1'**) and **Mr. Pervaiz Akhtar**, Headmaster (BS-18), presently posted as Incharge Principal, Govt. Qandeel School for Visually Impaired, Rawalpindi (**'accused officer No. 2'**) (*both accused officers are hereinafter jointly referred to be as 'accused officers'*) on the charges of inefficiency and misconduct under Section 3 of the PEEDA Act, 2006. Hence, regular inquiry was initiated against the accused officers vide order of inquiry dated 16.01.2024 by appointing Mrs. Salma Khatoon, Principal (BS-19), Govt. Secondary School for the Blind Girls, Rawalpindi as Inquiry Officer but the said Inquiry Officer filed an application stating therein that due several issues of complex nature, she is unable to conduct the inquiry and requested that any other suitable officer may be appointed as inquiry officer in this case.

**3. AND WHEREAS**, I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by constituting

*Salma Khatoon*

the Inquiry Committee comprising following officers to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*:

1.	<b>Mr. Ghulam Murtaza</b> , Director (Admn) (BS-19), Directorate General of Special Education, Punjab, Lahore	<b>(Convener)</b>
2.	<b>Ms. Khaula Munawar</b> , Deputy Director (Curriculum) (BS-18), Directorate General of Special Education Punjab, Lahore.	<b>(Member)</b>

4. The Inquiry Committee will proceed against the accused officers on the following charges of inefficiency and misconduct:

#### **CHARGES AGAINST MS. SHUMAILA KHAN**

1. The accused officer remained inefficient in discharging her official duties, *as assigned to her*, in befitting manner. Her monitoring remained very poor and she did not report the matter of molestation of student within the premises of the school promptly to higher authorities. This is attributable to her failure to fulfill her responsibilities in a manner consistent with established standards.
2. The accused officer ordered to install camera in washroom after happening of the incidence of molestation of student which is against the ethical values. This act also tantamounts to gross misconduct.
3. The accused officer alongwith her statement also submitted written statement of guardian of student Moiz Arshad and thereby tried to establish that she has convinced the guardian of the student to hide the incidence of molestation. She did not bother to submit fact finding report despite clear instructions issued by Directorate General of Special Education. But upon strict directions of Director (Administration), she reported the incidence in writing mentioning contradictory events of matter. This act also depicts her inefficiency and misconduct.
4. The accused officer despite having knowledge of happening of incidence of molestation of student within the premises of school, with intention to safe guard the accused officer No. 2 did not recommend disciplinary action against him on account of his negligence.

#### **CHARGES AGAINST MR. PERVAIZ AKHTAR**

1. The accused officer has failed to devise a mechanism through which feedback could be obtained regarding safety of the Special

*Saima Saad*

Students during school hours and/or within the premises of the school.

2. The accused officer has shown poor administration, as he remained unable to monitor activities of special students within the premises of the school which reflects his sheer negligence and inefficiency.
3. The accused officer failed to fulfill responsibilities as Incharge Principal of the school as he tried to deliberately conceal real facts pertaining to the incident of molestation of special student and did not report the matter before the higher authorities well in time which tantamounts to grave misconduct.
4. Being Incharge Principal of the school, the accused officer had to lead from the front by setting compelling goals and expectations, align the resources for achieving those goals, lead for imparting quality education and rehabilitation services, build team and ensure an orderly and safe learning environment in the school but due to his loose administrative control, he failed on all fronts. Due to his inefficiency, conducive and safe environment for the special students could not be provided.
5. The performance of the accused officer remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and failed to discharge his official duties. If the written stance submitted by the accused officer, that he expelled three students of 9<sup>th</sup> class from the school due to poor performance and did not send their admission due to their poor performance is taken as his statement even then he committed misconduct because he acted in violation of the policy of the department. The accused officer, *while violating the policy*, did not send the admission of three students for annual examination of 9<sup>th</sup> class, assigning unjustifiable reason of poor academic performance. The accused officer also did not hold responsible any teaching staff for poor performance of three students which shows his mala fide.

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

6. **Deputy Director (Monitoring), Directorate General of Special Education, Punjab, Lahore** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

Laina Saad

7. 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.

8. The Inquiry Committee will submit its 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*.

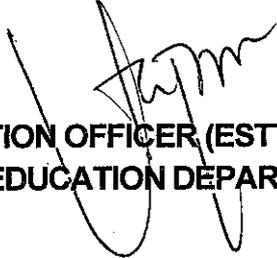
  
(SAIMA SAEED)  
SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
February 02th/2024

**NO. & DATE EVEN**

A copy is forwarded to the: -

1. **Director General**, Special Education Punjab, Lahore.
2. **Director (Admin)**, Directorate General of Special Education, Punjab, Lahore.
3. **District Education Officer** (Special Education), Rawalpindi.
4. **Mr. Ghulam Murtaza**, Director (Admn), Directorate General of Special Education Punjab, Lahore / **Convener of Inquiry Committee**.
5. **Ms. Khaula Munawar**, Deputy Director (Curriculum), Directorate General of Special Education Punjab, Lahore / **Member of Inquiry Committee**.
6. **Mrs. Salma Khatoon**, Principal (BS-19), Govt. Secondary School for the Blind Girls, Rawalpindi.
7. **Deputy Director (Monitoring)**, Directorate General of Special Education, Punjab, Lahore / **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 officers, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
8. Accused officer No. 1 / **Ms. Shumaila Khan**, (BS-18), District Education Officer (SE), Rawalpindi.
9. Accused officer No. 2 / **Mr. Pervaiz Akhtar**, Headmaster (BS-18), presently posted as Incharge Principal, Govt. Qandeel School for Visually Impaired, Rawalpindi
10. PS to Secretary Special Education Department.
11. Office order file.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT