

REGISTERED



No. SO(ESTT)1-20/2006
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the 21st February, 2025

To

- i. **Mr. Mehmood Sohail,**
Senior Special Education Teacher (PD Field / BS-17),
present Incharge Headmaster, Govt. Special Education Centre,
Rojhan.
- ii. **Ms. Afreen Khan,**
Junior Special Education Teacher, (PD Field / BS-16),
Govt. Special Education Centre, Rojhan.
- iii. **Mr. Ammad-Ud-Din Farooqi,**
Junior Special Education Teacher, (MC Field / BS-16),
Govt. Special Education Centre, Rojhan
- iv. **Mr. Muhammad Bilal,**
Junior Special Education Teacher, (MC Field /BS-16),
Govt. Special Education Centre, Rojhan.
- v. **Mr. Abdul Majid,**
Music Teacher,
Govt. Special Education Centre, Rojhan.

Subject: **PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006**

I am directed to refer to subject noted above and to state that disciplinary proceedings were initiated against you under section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated 11.10.2024 substituted vide order of inquiry dated 08.11.2024 on the following charges of inefficiency and misconduct by appointing **Ms. Anila Choha**, Headmistress (BS-18), Govt. Shadab Institute for MCC, Bahawalpur as inquiry officer:

CHARGES AGAINST MR. MEHMOOD SOHAIL

- i. Mr. Mehmood Sohail, in his capacity as the Incharge, has demonstrated a failure to manage the affairs of the Government Special Education Centre, Rojhan, effectively. His deficient administrative skills, absence of leadership acumen, and failure to exercise due diligence have contributed to the decline in educational and rehabilitative activities within the Centre. The substandard condition of the premises, infrastructure, and overall environment presents a troubling assessment of the Center's operations.

- ii. Under the leadership of Mr. Mehmood Sohail, inadequate administration has resulted in the Government Special Education Centre becoming a detrimental representation of administrative competence. The accused officer has disregarded directives from the Directorate General of Special Education Punjab concerning the maintenance of premises, implementation of Anti-Dengue measures, and ensuring the safety and security of students. Additionally, the failure to promptly record biometric data indicates a lack of commitment to transparency and staff punctuality. Furthermore, the delayed depiction of the school's status on December 15, 2023, posed a significant threat to the safety and security of special needs students.
- iii. Mr. Mehmood Sohail's failure to notify the superior office about the prolonged absence of Ms. Afreen Khan, JSET-PD, despite explicit directives, casts doubt on his ability to effectively manage staff attendance and accurately report information. Moreover, the Government Special Education Centre's bus, designated for repairs with a budget of Rs. 611,370, has remained inoperative since its acquisition, indicating mismanagement and irregular expenditure. Additionally, Mr. Mehmood Sohail's facilitation of teaching staff to evade their duties, as evidenced by significant disparities between manual and electronic attendance records, raises concern about his dedication to maintaining a disciplined and responsible teaching staff.
- iv. An unusual attendance pattern observed during summer vacations, with recorded "in" and "out" timings falling outside standard hours, reveals irregularities. Mr. Mehmood Sohail's failure to address the poor condition of the building, infrastructure, and unhealthy environment not only jeopardizes the overall well-being of the students but also suggests a lack of commitment to maintaining a conducive learning environment. Additionally, the delayed implementation of biometric attendance for staff until May 31, 2023, despite clear directives issued by the Directorate General of Special Education Punjab in 2022, underscores Mr. Mehmood Sohail's hesitance to promptly adhere to implementing biometric attendance in his Centre.
- v. An expenditure of Rs. 242,845/- has been documented in the petrol account. However, upon examination of the biometric attendance data of Mr. Hussain Buxh, the driver, it has come to light that the bus is not genuinely providing pick-and-drop services to special students. Rather, it seems that fabricated entries have been included in the logbook. This suspicion is supported by the implausibility of covering the bus route within the recorded attendance timings of the driver on the biometric machine.

CHARGES AGAINST MS. AFREEN KHAN

- i. Ms. Afreen Khan, pursuant to order No. 4318 dated 17-09-2022 from the then DEO (Special Education) Dera Ghazi Khan, was deputed to perform her duty at Govt. Institute of Slow Learners Rajanpur. Subsequently, she was directed to perform her duty at her actual place of posting vide order No. 2290 dated 01-11-2023. However, she failed to adhere to these directives, displaying a blatant disregard for official orders. Scrutiny of her attendance records, shows that she proceeded on medical leave without obtaining approval from the competent authority and neglected to complete the requisite codal formalities. She manipulated attendance entries, designating them as either casual or medical leaves which shows a deliberate attempt to avoid fulfilling her duties at the designated place of posting and a willful violation of the orders issued by the DEO (Special Education) DG Khan. Conduct exhibited by Ms. Afreen Khan shows lack of commitment to teaching differently-abled students at her place of posting.

CHARGES AGAINST MR. AMMAD UD DIN FAROOQI

- i. His conduct while he performed duties as Incharge Headmaster of the Government Special Education Centre, Rojhan, demonstrated shortcomings in efficiently managing the affairs of the Centre. He neglected to communicate Ms. Afreen Khan, JSET-PD's medical or casual leaves to the DEO Office. Analysis of his attendance records shows discrepancies emerged through Biometric machine data, revealing a consistent pattern of tardiness. Furthermore, there were instances where he falsely recorded attendance in the register for days when he was not present at the Centre e.g., in the month of November, the official register indicated his presence throughout the entire month, excluding November 21, 2023. However, the biometric data revealed irregular attendance patterns, indicating his presence on only specific dates — 6th, 8th, 11th, 13th, 14th, 15th, 17th, 20th, 24th, 25th, 27th, and 30th November. On the remaining days, the biometric data indicated his absence, contradicting the attendance register's information that he was present throughout the month of November, 2023.

CHARGES AGAINST MR. MUHAMMAD BILAL

- i. Scrutinizing the attendance records as per biometric machine data shows that the accused officer consistently arrived late to the Centre. Furthermore, discrepancies emerge as the attendance register indicates his presence on days when he was absent. Analysis of his attendance in the month of November, 2023 reveals that he was marked present throughout the month, except on 21-11-2023. However, the biometric data unveils an irregular pattern, with attendance recorded on the machine only on the 6th, 8th, 11th, 13th, 14th, 15th, 17th, 20th, 24th, 25th, 27th, and 30th of November, 2023. On the remaining

days, the biometric data indicates absence, in stark contrast to register's entries, which portray his as present for the entire month.

CHARGES AGAINST MR. ABDUL MAJID

- i. The behaviour of the accused officer towards performance of his official duties is not only detrimental to the standards of good service but are also unbecoming of an officer. There are serious concerns about the integrity of his actions, especially when marking attendance manually, as the recorded time of arrival and departure consistently deviates significantly from the electronic attendance record.

2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department (**copy of Inquiry Report has already been sent to you**). The Inquiry Officer has recommended the imposition of following penalties:

Sr. No	Accused officer/ Official	Recommendations
1.	Mr. Mehmood Sohail / Accused No.01	It is recommended that he may be awarded a minor penalty of "Censure" under section 4(1)(a)(i) of the PEEDA Act, 2006.
2.	Ms. Afreen Khan / Accused No.02	It is recommended that she may be awarded a minor penalty of "withholding of increment of one year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
3.	Mr. Ammad-Ud-Din Farooqi / Accused No.03	It is recommended that he may be awarded a minor penalty of "withholding of increment of one year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
4.	Mr. Muhammad Bilal / Accused No. 04	It is recommended that he may be awarded a minor penalty of "withholding of increment of one year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
5.	Mr. Abdul Majid / Accused No. 05	It is recommended that he may be awarded a minor penalty of "withholding of increment of one year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

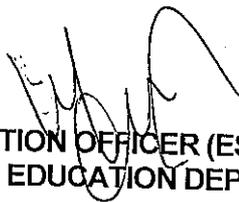
3. In view of above, I am further directed to inform you that in exercise of powers conferred under Section 13(4) of the Act *ibid*, Secretary Special Education has decided to afford you an opportunity of personal hearing and has appointed **Deputy Secretary, Special Education Department** as Hearing Officer under Section 13(4)(c) of the Act *ibid* for said purpose. Therefore, you are directed to

appear before the **Deputy Secretary, Special Education Department / Hearing Officer** on **11.03.2025** at **11:00 A.M.** in his office chamber at 31-Sher Shah Block, New Garden Town, Lahore for this purpose. If you fail to avail this opportunity, the case shall be decided *on the basis of available record*.

ISSUED BY THE ORDER OF
DEPUTY SECRETARY
SPECIAL EDUCATION DEPARTMENT/
HEARING OFFICER

C.C:

1. PS to Deputy Secretary, Special Education Department/Hearing Officer
2. Mr. Mumtaz Ul Hassan, Superintendent (BS-17), Govt. Degree College of Special Education, Multan / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officers / official through all possible means, and also to appear before the Hearing Officer on the date fixed for personal hearing alongwith relevant record.
3. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT-I.)
SPECIAL EDUCATION DEPARTMENT