



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(Estt)10-662/2016: WHEREAS, the undersigned being the Competent Authority under provisions of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, is of the opinion that there are sufficient grounds to proceed against **Mr. Irfan Ahmad**, Senior Special Education Teacher (V.I Field/BS-17) / Incharge Principal, Govt. Secondary Special Education Centre, R.Y Khan ('accused officer No.1'), **Ms. Mehnaz Kousar**, Senior Special Education Teacher (P.D Field /BS-17)/Ex-DDO, Govt. Secondary Special Education Centre, R.Y Khan ('accused officer No.2') (jointly referred as accused officers) and **Mr. Iftikhar Ali Abbasi**, Senior Clerk, Govt. Secondary Special Education Centre, R.Y Khan ('accused official) on the charges of inefficiency and misconduct.

2. **AND WHEREAS**, in the light of facts of the case and in the interest of justice, it is necessary to hold an inquiry. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers and official under the Act *ibid* by appointing **Ms. Saira Rehman, Vice Principal (BS-18), Govt. Degree College of Special Education, Multan** as Inquiry Officer to proceed against the accused officers and official in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will proceed against the accused officers and official on the following charges of inefficiency and misconduct:

CHARGES AGAINST MR. IRFAN AHMAD / ACCUSED OFFICER NO. 1

- i. Scholarship cheques amounting to Rs. 1,51,200/- were issued to special students on 27.01.2020 whereas bank statement of the official bank account of Govt. Special Education Centre, Rahim Yar Khan No. CDA 6010099092400018 maintained at Bank of Punjab, Model Town, Branch, Rahim Yar Khan shows that Cheques No. 8022890318, 8022890296 and 8022890327 were en-cashed on 27.01.2020 by the accused officer No. 1 being Drawing and Disbursement Officer and after that cash payment was made to the beneficiary i.e., students of school because the bank statement does not reflect that the said cheques were cleared in clearing inward. The course of action adopted by the accused officer No.1 violates the directive issued by Directorate General of Special Education viz-a-viz payment of stipend through bank account only and shows inefficiency of the accused officer No. 1.
- ii. Scholarship cheques amounting to Rs. 1,51,200/- were issued to the special students on 27.01.2020 whereas cheques amounting to

Rs. 88,800/- were cancelled on 07.10.2020 by the accused officer No.1 and 2 (both being DDOs) on photocopies and original cheques were not available in the record.

- iii. The accused officer No.1 failed to maintain all record pertaining to financial matter as well as administrative matters of the Centre during his tenure as DDO which demonstrates financial indiscipline which is attributable to his poor record keeping and also shows his inefficiency which is reflected from the fact that he failed to maintain record regarding utilization of amounts withdrawn from the official bank account of Govt. Special Education Centre, Rahim Yar Khan during his tenure as DDO. The accused officer No. 1 also failed to ensure reconciliation of the cash book with the official Bank account of the Centre.

CHARGES AGAINST MS. MEHNAZ KOUSAR / ACCUSED OFFICER NO. 2

- i. The accused officer No. 2 fraudulently withdrew the earnest money amounting to Rs. 36,000/- submitted by M/S Oxford Trading Corporation in shape of CDR for supply of uniform to Govt. Secondary Special Education Centre, Rahim Yar Khan for the financial year 2019-2020.
- ii. The accused officer No. 2 withdrew an amount of Rs. 1,87,000/- through Cheque No. 8022847338 fraudulently from the DDO account of Govt. Secondary Special Education Centre, Rahim Yar Khan and embezzled the same, in connivance with Mr. Iftikhar Ali Abbasi, ex-Senior Clerk / accused official.
- iii. Scholarship cheques amounting to Rs. 1,51,200/- were issued to the special students on 27.01.2020 whereas cheques amounting to Rs. 88,800/- were cancelled on 07.10.2020 by the accused officer No.1 and 2 (both being DDOs) on photocopies and original cheques were not available in the record.
- iv. The accused officer No. 2 failed to maintain all record pertaining to financial matter as well as administrative matters of the Centre during his tenure as DDO which demonstrates financial indiscipline which is attributable to her poor record keeping and also shows her inefficiency which is reflected from the fact that she failed to maintain record regarding utilization of amounts withdrawn from the official bank account of Govt. Special Education Centre, Rahim Yar Khan during her tenure as DDO. The accused officer No. 2 also

Laima Saad

failed to ensure reconciliation of the cash book with the official Bank account of the Centre.

CHARGES AGAINST MR. IFTIKHAR ALI ABBASI

- i. The accused official in connivance with Ms. Mehnaz Kousar / accused officer No.2 illegally withdrew the earnest money amounting to Rs. 36,000/- submitted by M/S Oxford Trading Corporation in shape of CDR for supply of uniform to Govt. Secondary Special Education Centre, Rahim Yar Khan for the financial year 2019-20 and did not pay the same amount to M/S Oxford Trading Corporation.
- ii. The accused official after withdrawing an amount of Rs. 1,87,000/- through Cheque No. 8022847338 from the DDO account of Govt. Secondary Special Education Centre, Rahim Yar Khan embezzled the same, in collusion with Mehnaz Kousar / accused officer No. 2.
- iii. The accused official was awarded minor penalty of reduction to five lower stages in his pay scale by the Deputy Director (Admn.), Directorate of Special Education Punjab, Lahore / Competent Authority vide order dated 31.2.2011. The accused official managed to escape from the said penalty by tampering his service book by mentioning the effect of the same in back dates and also made fictitious entry of penalty with different writing style and ambiguous signature of the then DDO. The accused official did not get the penalty implemented from District Accounts Office, Rahim Yar Khan.
- iv. The accused official misbehaved, threatened and abused the In-charge Principal in presence of other staff members on 28.01.2022.

4. The accused officers and official are directed to submit their written defense to the Inquiry Officer, 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 has accepted the charges.

5. **Mumtaz Ul Hassan, Superintendent (BS-17), Govt. Degree College of Special Education, Multan** 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 officers and official 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.

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
February 29 /2024

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Bahawalpur.
3. **Ms. Saira Rehman**, Vice Principal (BS-18), Govt. Degree College of Special Education, Multan / **Inquiry Officer**.
4. **Mumtaz Ul Hassan**, Superintendent (BS-17), Govt. Degree College of Special Education, Multan / **Departmental Representative** is directed to ensure delivery of this order to the accused officers and official through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers and official, *if so requested by them*, and to assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Mr. Irfan Ahmad**, Senior Special Education Teacher (V.I Field/BS-17) / Incharge Principal, Govt. Secondary Special Education Centre, R.Y Khan.
6. **Ms. Mehnaz Kousar**, Senior Special Education Teacher (P.D Field /BS-17)/Ex-DDO, Govt. Secondary Special Education Centre, R.Y Khan.
7. **Mr. Iftikhar Ali Abbasi**, Senior Clerk, Govt. Secondary Special Education Centre, R.Y Khan.
8. PS to Secretary Special Education Department.
9. Office order file.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT