

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)36-266/2019: WHEREAS, Deputy Director (Admn.), Directorate General of Special Education Punjab Lahore vide letter dated 31.01.2024 has forwarded a visit report of the Govt. Special Education Center, Chowk Azam ('Centre') upon the visits conducted by District Education Officer (Special Education), D.G. Khan ('DEO') on 14.12.2023 and 31.01.2024. The report outlines several instances of misconduct and inefficiency by Ms. Sobia, Junior Special Education Teacher (BS-16 / PD Field), Govt. Special Education Centre, Chowk Azam ('accused officer'). As per report, the accused officer had a prolonged unauthorized absence from duty. The District Education Officer recommended that disciplinary action may be initiated against the accused officer for her misconduct and inefficiency.

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, is of the opinion that there are sufficient grounds to proceed against Ms. Sobia, Junior Special Education Teacher (BS-16 / PD Field), Govt. Special Education Centre, Chowk Azam on the charge 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. Naila Liaqat, Instructor Physical Education (BS-18/Personal), Govt. High School of Special Education for HIC, Muzaffargarh as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will proceed against the accused officer on the following charge of inefficiency and misconduct:

CHARGE AGAINST MS. SOBIA / ACCUSED OFFICER

"The accused officer was found absent on 12.12.2023 and 13.12.2023, she did not resume her duty till 13.01.2024. The accused officer was on casual leave on 10.12.2023 to 11.12.2023 meaning thereby that she neither attended the Centre before the start of winter vacations, which commenced on 18.12.2023 and ended on 09.01.2024, nor after the winter vacations till 13.01.2024. Hence, the period of casual leaves and unauthorized absence w.e.f. 09.12.2023 till 17.12.2023 and 10.01.2024 till 13.01.2024 got sandwiched between the period winter vacations as per Revised Punjab Leave Rules 1981, Appendix-17 (Clause-ii). Therefore, she has remained willfully absent from duty w.e.f 13.12.2023 till 13.01.2024."

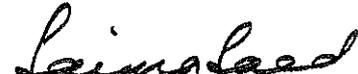
4. The accused officer is directed to submit her written defence to the Inquiry Officer, within 07 days of the receipt of this order. If she fails to submit her written defence within the prescribed period, it shall be presumed that either she has no

defence to offer or she has declined to offer the same and she has accepted the charge.

5. **Deputy District Education Officer (Spl. Edu.), D.G. Khan** 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 officer desires to consult any record on which the aforesaid charge is based or is relevant to the aforesaid charge, she 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 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  
June 11<sup>th</sup> /2024

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), DG Khan.
3. **Ms. Naila Liaqat**, Instructor Physical Education (BS-18/Personal), Govt. High School of Special Education for HIC, Muzaffargarh / **Inquiry Officer**.
4. **Deputy District Education Officer (Spl. Edu.), D.G. Khan / Departmental Representative** is directed to ensure delivery of this order to the accused officer 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. **Ms. Sobia**, Junior Special Education Teacher (BS-16 / PD Field), Govt. Special Education Centre, Chowk Azam.
6. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT