

ORDER OF INQUIRY

Naila Liaqat

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 **Mr. Muhammad Farhan**, Junior Special Education Teacher (BS-16 / MC Field), Incharge Headmaster, Govt. Special Education Centre. Chowk Azam ('accused officer'). As per report, the accused officer was found absent from duty without leave on 14.12.2023 and he also remained absent from duty without approval of leave / intimation w.e.f. 11.01.2024 to 13.01.2024. He also neglected his responsibilities, including the disbursement of monthly stipend to special students. He demonstrated a lack of punctuality, failed to report absenteeism of another staff member, and neglected the maintenance of classroom infrastructure, hygiene, and anti-dengue measures. Furthermore, it was found that school staff is selling unhygienic food items to special students exposing them to health risks, reflecting a lack of consideration for the students' well-being. Ms. Farah Anam, JSET-HI, was found sitting with her 03 years old child in the Headmaster's room, serving food to her child during school hours at 0940 hours, suggesting a lack of interest in teaching special students among the teaching staff. The District Education Officer recommended that disciplinary action may be initiated against the accused officer for his 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 **Mr. Muhammad Farhan**, Junior Special Education Teacher (BS-16 / MC Field), Incharge Headmaster, Govt. Special Education Centre. Chowk Azam on the charges 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 charges of inefficiency and misconduct:

CHARGES AGAINST MR. MUHAMMAD FARHAN / ACCUSED OFFICER

- i. The accused officer was absent on 14.12.2023 and remained absent from 11.01.2024 to 13.01.2024 without informing the DEO (SE), D.G. Khan or obtaining prior leave approval.
- ii. In his role as Incharge Headmaster, the accused officer neglected to disburse monthly stipend to special students, depriving them of their entitled incentives.
- iii. Despite repeated instructions by DEO (SE), D.G Khan, the accused officer consistently demonstrated a lack of punctuality, undermining the authority of directives and disregarding organizational rules.
- iv. The accused officer did not mark his attendance on the biometric machine on 17.12.2023, yet it was recorded in the physical attendance register which *prima facie* shows that someone else marked his attendance.
- v. The accused officer failed to report the absenteeism of Ms. Sobia, JSET-PD, whose last working day was 13.12.2023, and she did not resume duty after winter vacations until 13.01.2024 which shows accused officer's administrative negligence.
- vi. The deplorable state of classrooms, scattered furniture, and neglect of basic hygiene standards reveal deliberate negligence on accused officer's part, creating an unacceptable learning environment.
- vii. A leaking water tap in the kitchen was discovered by the District Education Officer (Spl. Edu.), D.G Khan during the visit on 14.12.2023 leading to the wastage of water resources and non-adhering to anti-dengue measures: coupled with pathetic state of toilets reflects inefficiency and negligence on the part of the accused officer.
- viii. During visit on 14.12.2023, it was found by the District Education Officer (Spl. Edu.). D.G Khan that school staff is selling unhygienic food items to special students exposing them to health risks, reflecting a lack of consideration for the students' well-being. The wrappers of unhygienic items were found in the racks of kitchen adding further misery to poor state of affairs.
- ix. Seepage on classroom walls and dropping plaster indicate neglect in maintaining the school's infrastructure.
- x. During the visit on 14.12.2023, Ms. Farah Anam, JSET-HI, was found sitting with her 3-year-old child in the accused officer / Headmaster's room, serving food to her child during school hours at 0940 hours, suggesting a lack of interest in teaching special students among the teaching staff.

Larina Saad

4. The accused officer is directed to submit his written defence to the Inquiry Officer, within **07** days of the receipt of this order. If he fails to submit his written defence within the prescribed period, it shall be presumed that either he has no defence to offer or he has declined to offer the same and he has accepted the charges.

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 charges are based or is relevant to the aforesaid charges, he 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

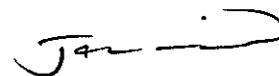
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
June 11th /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 officers 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. **Mr. Muhammad Farhan**, Junior Special Education Teacher (BS-16 / MC Field), Incharge Headmaster, Govt. Special Education Centre. Chowk Azam.
6. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT