

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

## ORDER OF INQUIRY

No. SO(ESTT.)1-112/2006-BF: WHEREAS, Chief Executive Officer, District Education Authority, Jhang, vide letter dated 24.09.2022 requested for taking strict disciplinary action against Ms. Samina Nawaz, Senior Special Education Teacher (*formerly posted as Incharge Headmistress at Govt. Special Education Centre for 02-Remaining Disabilities, Jhang presently under suspension and reported to department*) and others on account of non-compliance of Government orders dated 26.07.2021. Upon receipt of reference from Chief Executive Officer (District Education Authority), Jhang, Director General, Directorate General of Special Education Punjab was directed vide letter dated 05.12.2022 to examine the issue and conduct a probe by deputing an officer of BS-18 to ascertain the facts / specific role of each person involved in the case. Pursuant thereof, Deputy Director (Admn), Directorate General of Special Education Punjab vide letter dated 31.01.2024 forwarded a probe report conducted by Mrs. Nazia Jabeen, Probe Officer / Headmistress, Govt. Special Education Centre for MCC, Faisalabad wherein the probe officer after examining all the record and recording statements of all concerned staff, recommended that disciplinary proceedings on the charges of defiance of order may be initiated against Ms. Samina Nawaz, Senior Special Education Teacher formerly posted as Incharge Headmistress, Govt. Special Education Centre for 02-Remaining Disabilities, Jhang presently under suspension and reported to department and Ms. Farwa Rubab, Senior Special Education Teacher (H.I Field), previously posted as Headmistress, Govt. Special Education Centre, Jhang City presently under suspension and reported to department.

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 considered view that there are sufficient grounds to proceed against **Ms. Samina Nawaz**, Senior Special Education Teacher

formerly posted as Incharge Headmistress at Govt. Special Education Centre for 02- Remaining Disabilities, Jhang presently under suspension and reported to department ('accused officer No. 1') and Ms. Farwa Rubab, Senior Special Education Teacher (H.I Field), previously posted as Headmistress, Govt. Special Education Centre, Jhang City presently under suspension and reported to department ('accused officer No. 2') on the charges of inefficiency and misconduct on account of non-compliance of Government orders under Section 5 read with Section 9 of the Act *ibid*. I, therefore, orders initiation of joint disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by appointing Mr. Faryad Hussain (BS-18), District Education Officer (Special Education), Sargodha as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

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

**CHARGE AGAINST MS. SAMINA NAWAZ, SSET (ACCUSED OFFICER NO.1)**

The District Education Authority, Jhang, after observing all relevant codal and procedural formalities, issued a notification dated 26.07.2021, regarding shifting / merger of Govt. Special Education Centre for 02- Remaining Disabilities, Jhang into Govt. Special Education Centre, Jhang City, Jhang alongwith staff, physical assets and liabilities. Subsequently, District Education Officer (Special Education), Faisalabad, through an order dated 31.07.2021, instructed the accused officer to comply with the aforementioned notification / order. However, the accused officer failed to adhere to the decision contained in notification dated 26.07.2021 issued by the District Education Authority, Jhang. This non-compliance with the order concerning the shifting / merger of institutions constitutes defiance of the order and demonstrates the inefficiency and misconduct of the accused officer.

Samina Nawaz

**CHARGE AGAINST MS. FARWA RUBAB, SSET (ACCUSED OFFICER NO.2)**

The District Education Authority, Jhang, after observing all relevant codal and procedural formalities, issued a notification dated 26.07.2021, regarding shifting / merger of Govt. Special Education Centre for 02-Remaining Disabilities, Jhang into Govt. Special Education Centre, Jhang City, Jhang alongwith staff, physical assets and liabilities. Subsequently, District Education Officer (Special Education), Faisalabad, through an order dated 31.07.2021, instructed the accused officer to comply with the aforementioned notification / order. However, the accused officer failed to adhere to the decision contained in notification dated 26.07.2021 issued by the District Education Authority, Jhang. The accused officer submitted some reservations vide letter dated 02.08.2021. This letter was duly addressed by the District Education Officer (Special Education), Faisalabad, resolving all issues and addressing the observations raised by the accused officer. Despite this, the accused officer still failed to comply with the order regarding the shifting / merger of the institutions. This non-compliance with the order concerning the shifting / merger of institutions constitutes defiance of the order and demonstrates the inefficiency and misconduct of the accused officer.

4. The accused officers 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 they have accepted the charges.

5. **Deputy Director (Development), 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*.

6. In case, the accused officers desires 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 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*.

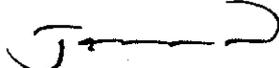
  
(SAIMA SAEED)  
SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
June 24~~th~~/2024

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Faisalabad.
3. Chief Executive Officer, District Education Authority, Jhang.
4. **Mr. Faryad Hussain** (BS-18), District Education Officer (Special Education), Sargodha / **Inquiry Officer**.
5. **Deputy Director (Development)**, 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.
6. **Ms. Samina Nawaz**, Senior Special Education Teacher formerly posted as Incharge Headmistress at Govt. Special Education Centre for 02-Remaining Disabilities, Jhang presently under suspension and reported to department.
7. **Ms. Farwa Rubab**, Senior Special Education Teacher (H.I Field), previously posted as Headmistress, Govt. Special Education Centre, Jhang City Jhang presently under suspension and reported to department.
8. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT