

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)23-100/2016: **WHEREAS**, a complaint was lodged by Mr. Waqar Ahmed, Junior Special Education Teacher, Wazirabad, District Gujranwala against **Ms. Sana Ali**, Junior Special Education Centre, Wazirabad, District Gujranwala whereby he alleged that Ms. Sana Ali, is doing M. Phil from Punjab University in day timing from 02:00 PM to 04:00 PM and attending total 04 classes in a week and 16 classes in a month. The complainant further alleged that Ms. Sana Ali has completed 1<sup>st</sup> semester and now it is the start of second semester. The complainant further alleged that she has not obtained NOC or Departmental Permission from the competent authority for said purpose. Furthermore, she daily avails short leave and attend University of the Punjab at 10:00 a.m. Moreover, former Headmaster of Govt. Special Education Centre, Wazirabad, named Mr. Nasir Mehmood presently posted at Govt. Special Education Centre, Aroop Town, Gujranwala was also involved in this matter and he always accommodated her.

2. **WHEREAS**, upon receipt of complaint, vide letter dated 22.12.2023, Director General, Directorate General of Special Education, Punjab, Lahore was asked to probe the matter and submit a detailed report based on factual position. Accordingly, Deputy Director (Admn.), Directorate General of Special Education, Punjab, Lahore, vide letter dated 31.01.2024, forwarded a detailed report.

3. **AND WHEREAS**, in due consideration of the facts of the case, the undersigned being the Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), holds considered view that there are sufficient grounds to jointly proceed against **Ms. Sana Ali**, Junior Special Education Centre, Wazirabad, District Gujranwala ('accused officer No.1'), and **Mr. Nasir Mehmood**, Headmaster (BS-17+10%), previously posted at Special Education Centre, Wazirabad, District Gujranwala presently posted at Govt. Special Education Centre, Aroop Town, Gujranwala ('accused officer No. 2') (jointly referred as 'accused officers'), on the charges of inefficiency and misconduct, 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. Abdul Sattar, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

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

**CHARGES AGAINST MS. SANA ALI, JSET**

- i. The schedule of classes (Time Table) for M.Phil. Special Education (Session 2022-2024) issued by Institute of Special Education, University of the Punjab, Lahore submitted by Ms. Sana Ali is different from the one which has been submitted by the complainant / Mr. Waqar Ahmad. In the schedule of classes submitted by the complainant / Mr. Waqar Ali, the time for start of class is 02:00 P.M. (four days a week / from Monday to Thursday) whereas, as per schedule of classes submitted by Ms. Sana Ali time for start of class is 03:00 P.M. (four days a week / from Monday to Thursday), this difference of time table shows that the accused officer has not submitted true time table which tantamounts to inefficiency and misconduct.
- ii. The accused officer daily avail short leave, without mentioning the same in attendance register, to attend her academic commitments and thereby compromise her duties as a Junior Special Education Teacher at the Govt. Special Education Centre, Wazirabad which constitutes grave misconduct.

**CHARGE AGAINST MR. NASIR MEHMOOD, HEADMASTER**

- i. Mr. Nasir Mehmood, in his capacity as the ex-Headmaster, Govt. Special Education Centre, Wazirabad issued NOC to Ms. Sana Ali, JSET without permission / approval of the Competent Authority and also accommodated her in academic activities during regular working hours of the Centre by daily allowing her short leave without mentioning the same in attendance register which tantamounts to inefficiency and gross misconduct.

*Laino Saad*

5. 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 defence to offer or they have declined to offer the same and they have accepted the charges.

6. **Mr. Jafar Hussain, Superintendent (BS-17), Office of the District Education Officer (Special Education) Gujranwala** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. 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.

8. 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

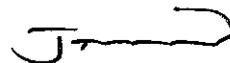
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
July 23<sup>rd</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), Gujranwala.
3. **Mr. Abdul Sattar, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore / Inquiry Officer.**
4. **Mr. Jafar Hussain, Superintendent (BS-17), O/o the District Education Officer (Special Education) Gujranwala / 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.
5. **Ms. Sana Ali, Junior Special Education Centre, Wazirabad, District Gujranwala.**
6. **Mr. Nasir Mehmood, Headmaster (BS-17+10%), presently posted at Govt. Special Education Centre, Aroop Town, Gujranwala.**
7. **Headmaster / Headmistress, Govt. Special Education Centre, Wazirabad, District Gujranwala.**
8. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT