

**REGISTERED**



**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

**ORDER**

No. SO(Estt)40-60/2011. WHEREAS, Ms. Hina Iftikhar, Junior Special Education Teacher (H.I Field / BS-16), previously posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, presently reported to department *since 16.05.2024 (pursuant to order dated 13.05.2024 whereby she was directed to report to department)* ('accused officer No. 1') filed a complaint dated 25.10.2023 against Mr. Khalid Mahmood, Headmaster (BS-17+10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore ('accused officer No. 2') which was forwarded to the Directorate General of Special Education Punjab ('DGSE') vide letter dated 03.11.2023 to submit a report in the matter to proceed further. Directorate General of Special Education vide letter dated 17.01.2024 forwarded a report by Ms. Fouzia Khurshid, Director (Monitoring), DGSE who after conducting the probe proceedings (after visiting the Centre and recording statements of all concerned) stated that Ms. Hina Iftikhar requested for grant for earned leave w.e.f. 26.10.2023 to 09.11.2023 (15 days) (on full pay) which was allowed/sanctioned by the Competent Authority vide order dated 15.12.2023. But after expiry of her leave, she did not attend the Center w.e.f. 10.11.2023 till to date without any intimation / prior approval of the competent authority. With regards to accused officer No.2, it was stated in the report that the accused officer No. 2 has remained inefficient in the performance of his duties as the conductor namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order No. 192 dated 26.11.2022 which is against the job description of the conductor as a junior clerk is also posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore. The attendance register of non-teaching employees of the Centre is being marked with same font style which prima facie shows that attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.

2. **AND WHEREAS**, given the facts of the case and keeping in view the willful absence of the accused officer No. 1 from duty and inefficiency and misconduct of the accused officer No. 2, availability of sufficient documentary evidence on record, *while dispensing regular inquiry*, disciplinary proceedings were initiated against the accused officer No. 1 vide Show Cause Notice dated 20.02.2024 under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 ('Act') on the following charge of misconduct:

*"You were allowed earned leaves w.e.f. 26.10.2023 to 09.11.2023 but after the expiry of your leaves, you have been found willfully absent from your duties w.e.f 10.11.2023 till to date without any intimation or prior permission / approval of the leave by the Competent Authority".*

3. **AND WHEREAS**, disciplinary proceedings were initiated against the accused officer No. 2 vide Show Cause Notice dated 20.02.2024 under Section 7(b) read with Section 5(1)(a) of the PEEDA Act, 2006 ('Act') on the following charges of inefficiency and misconduct:

1. *You misbehaved with Ms. Hina Iftikhar, JSET and her husband on 25.10.2023 and used abusive language which tantamounts to gross misconduct.*
2. *You used abusive language and utter immoral and derogatory remarks with female teaching staff of the centre in the presence of class-IV employees.*
3. *You have remained inefficient in performance of your official duties as the conductor of the centre namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order no. 192 dated 26.11.2022 which is against the job description of the conductor as a junior clerk is also posted at Govt. Special Education Centre, Thokhar Niaz Baig, Lahore.*
4. *The attendance register of non-teaching employees of the centre shows that attendance of non-teaching staff is being marked with same font style which prima facie shows that the said attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.*

4. **AND WHEREAS**, through the above said Show Cause Notices, the accused officers were directed to submit their written reply within 07-days. The accused officer No. 1 submitted written reply which was considered and found unsatisfactory, whereas, accused officer No.2 failed to file written reply. Therefore, in order to finalize the disciplinary proceedings, the accused officer No.1 was granted opportunity of personal hearing under Section 7(d) of Act *ibid* and for this purpose she was directed to appear before the Deputy Secretary, Special Education / Hearing Officer appointed under Section 7 (d) of the Act *ibid* on 18.03.2024. The accused officer No.2, was granted opportunity of personal hearing under Section 7(d) of Act *ibid* and for this purpose he was directed to appear before the Deputy Secretary, Special Education / Hearing Officer appointed under Section 7 (d) of the Act *ibid* on 27.03.2024.

5. **AND WHEREAS**, the Hearing Officer after affording an opportunity of personal hearing to the accused officers submitted hearing reports whereby, it has been suggested that the circumstances and ancillary / incidental / related issues involved in the case, *in view of the stance taken by accused officers*, warrant initiation of joint regular inquiry and collection of evidence and recording of statements of witnesses.

6. **AND WHEREAS**, the hearing reports and other record relating to the instant case has been examined and it is observed that in view of stance taken by the accused officers and complex questions involved in this case which require recording of evidence, any penalty imposed based on summary proceedings will be against the interest of justice and will also defeat the provisions of PEEDA Act, 2006 and merits of the case. Therefore, the undersigned hereby orders initiation of joint disciplinary

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proceedings afresh against the accused officers under Section 3 read with Section 5 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 by appointing **Mr. Abdul Sattar, Headmistress (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*.

7. The Inquiry Officer will proceed against the accused officers on the following charge(s) of inefficiency and misconduct:

**CHARGE AGAINST HINA IFTHIKHAR / ACCUSED OFFICER NO. 1**

"You were allowed earned leaves w.e.f. 26.10.2023 to 09.11.2023 but after the expiry of your leaves, you willfully absented yourself from your duties w.e.f 10.11.2023 till 12.05.2024 (for a period of 06 months) without any intimation or prior permission / approval of the leave by the Competent Authority".

**CHARGES AGAINST KHALID MEHMOOD / ACCUSED OFFICER NO. 2**

1. You misbehaved with Ms. Hina Ifthikhar, JSET and her husband on 25.10.2023 and used abusive language which tantamounts to gross misconduct.
2. You used abusive language and uttered immoral and derogatory remarks with female teaching staff of the centre in the presence of class-IV employees.
3. You have remained inefficient in performance of your official duties as the conductor of the centre namely Mr. Allah Rakha has been assigned the duty of matters related to Accountant General Punjab Office vide office order No. 192 dated 26.11.2022 which is against the job description of the conductor as a Junior Clerk is posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, for assisting you in handling administrative and financial matters.
4. The attendance register of non-teaching employees of the Centre shows that attendance of non-teaching staff is being marked with same font style (hand writing) which *prima facie* shows that the said attendance is marked by one person on behalf of all non-teaching staff and apparently seems to be bogus and fake.

8. 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 charge(s).

9. **Mr. Saqib Rukh Noshahi**, Senior Special Education Teacher (BS-17), Govt. Deaf and Defective Hearing High School for Boys, Gulberg-II, Lahore is appointed

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as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

10. In case, the accused officers desire to consult any record on which the aforesaid charge(s) are based or is relevant to the aforesaid charge(s), they may do so with prior arrangement with the Departmental Representative within **03** days of the receipt of this Order.

11. 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*.

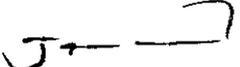
Dated Lahore the  
September 29<sup>th</sup> / 2024

  
(SAIMA SAEED)  
SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY

**No. & Date Even.**

A copy is forwarded for information and necessary action to the:

1. Accountant General, Punjab, Lahore.
2. Director General, Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Lahore to ensure the delivery of this Notice to the accused officers under intimation to this department.
4. Inquiry Officer / **Mr. Abdul Sattar**, Headmistress (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore.
5. **Mr. Saqib Rukh Noshahi**, Senior Special Education Teacher (BS-17), Govt. Deaf and Defective Hearing High School for Boys, Gulberg-II, Lahore / Departmental Representative to ensure delivery of this order to the accused officers and discharge duties as per Section 12 of the PEEDA Act, 2006.
6. Accused officer No. 1 / **Ms. Hina Iftikhar**, Junior Special Education Teacher (H.I Field / BS-16), previously posted at Govt. Special Education Centre, Thokar Niaz Baig, Lahore, presently reported to department.
7. Accused officer No. 2 / **Mr. Khalid Mahmood**, Headmaster (BS-17+10% Special Pay), Govt. Special Education Centre, Thokar Niaz Baig, Lahore.
8. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT