



ORDER

Saima Nazee

No. SO(Estt)1-54/2006. WHEREAS, 02 female teaching staff members and 02 female allied professionals of Government Special Education Centre, Taxila, District Rawalpindi namely **Ms. Farhana Saba**, Junior Special Education Teacher (MC Field /BS-16) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department ('accused officer No. 1'), **Ms. Samina Aslam**, Junior Special Education Teacher (MC Field /BS-16) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department ('accused officer No. 2'), **Ms. Fozia Samila**, Psychologist (BS-18/Personal) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department ('accused officer No. 3') and **Ms. Saima Nazeer**, Speech Therapist (BS-18/Personal) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department ('accused officer No. 4') filed complaint against **Mr. Aurangzaib Bhatti** (MC Field / BS-18), Headmaster, previously posted at Government Special Education Centre, Taxila presently under suspension and reported to Special Education Department ('accused officer No. 5') alleging therein that the accused officer No. 5 is involved in malpractices of victimization, harassment, misuse of authority, diversion of responsibilities, misuse of CCTV cameras, incitement of parents and teachers conflicts, exploitation and blackmailing, humiliating staff, forcing staff to leave the Centre and has previous service record of misconduct and harassment. On the other hand, Mr. Aurangzaib Bhatti also filed report against them and **Mr. Shahid Suleiman**, Music Teacher (BS-11), previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department ('accused official No. 6') (all accused officers are hereinafter jointly referred to be as 'accused officers/official') alleging therein that accused officers No. 1 to 4 and accused official No. 6 are inefficient in performance of their duties and due to their defiance rehabilitation and academic activities have been ignored and still suffering / affecting badly; that accused officers No. 1 to 4 and accused official No. 6 misbehave with him and this attitude is a usual matter and such kind of atmosphere in the institute has caused hurdles to run the administrative matter smoothly; that since assumption of charge of Headmaster by him accused officers No. 1 to 4 and accused official No. 6 started spoiling the atmosphere of the institute and remained busy in knitting conspiracies to destroy his reputation; that they also started grouping and instigated the other teaching staff to disobey the instructions issued time to time; they made a group of some teachers and non-teaching staff being likeminded and politicized the atmosphere of the Center.

2. **AND WHEREAS**, in order to proceed further in the matter and to probe the complaint/report, Directorate General of Special Education, Punjab, Lahore was asked to get the matter probed and submit report. In response to this

communication, the Director General, Special Education, Punjab, Lahore, issued instructions to the Director (Monitoring), Directorate General of Special Education to conduct probe and subsequently provide a report. Accordingly, Director (Monitoring), Directorate General of Special Education after visiting Govt. Special Education Centre, Taxila and recording statements of all concerned submitted report. Later on, Directorate General Special Education, Punjab, Lahore recommended that disciplinary proceedings on the charges of inefficiency and misconduct be initiated against the accused officers under PEEDA Act, 2006.

3. **AND WHEREAS**, on a complaint filed by the accused officers No. 1 to 4 Deputy Commissioner, Rawalpindi was requested to conduct preliminary probe. On directions of Deputy Commissioner, Rawalpindi, Additional Deputy Commissioner (HQ), Rawalpindi after hearing all concerned, scrutinizing the record pertaining to the case and conducting thorough probe into the matter submitted report vide letter dated 01.06.2024, wherein it was recommended that disciplinary proceedings under PEEDA Act, 2006 may be initiated against the accused officers No. 1 to 5 on the charges of inefficiency and misconduct.

4. **AND WHEREAS**, upon receipt of above reports and keeping in view sufficient grounds to proceed against the accused officers/official, disciplinary proceedings through a regular inquiry against the accused officers/official under the Act *ibid* were initiated against the accused officers/official by appointing **Mr. Qaiser Abbas Shah**, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer to proceed against the accused officers//official in terms of Section 5 read with Section 9 of the Act *ibid*, on the following charges of misconduct and inefficiency;

CHARGES AGAINST MS. FARHANA SABA, JSET (MC FIELD) / ACCUSED OFFICER NO. 1

1. Ms. Farhana Saba's performance at the Govt. Special Education Centre, Taxila, remained subpar because she did not carry out her responsibilities in a suitable manner, *in accordance with applicable standards*, and continued to form groups with other female employees of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.
2. Ms. Farhana Saba instead of performing her duties remained busy in knitting conspiracies alongwith other female staff members of the Centre against the Headmaster with the intention of spoiling the atmosphere of the Centre and she also occasionally misbehaved with the Headmaster.
3. Ms. Farhana Saba instead of working for the welfare of special students remained busy in lobbying for getting Mr. Aurangzaib Bhatti removed from the position of Headmaster for her personal motives.

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4. Ms. Farhana Saba remained disobedient and non-cooperative to Headmaster of the Centre regarding her official assignments and defied the lawful orders/instructions issued to her by the Headmaster, due to which academic activities of the Centre were badly ignored and special students suffered vigorously.
5. On 06/05/2024, Ms. Farhana Saba left the class unattended for more than an hour and during this time students of her class beat each other. Due to this negligence of her, brain shunts of one student got displaced.
6. Ms. Farhana Saba habitually used to visit the office of psychologist several times a day for unknown reasons by ignoring the mentally challenged students of her class and left them unattended due to which on one occasion two students went together in same washroom. Ms. Farhana Saba was the duty teacher of day when one male & female student was found together in one washroom.
7. Ms. Farhana Saba is habitual of using the mobile phone during class hours by ignoring the class work.
8. During class visits by the concerned Headmaster, it was found that Ms. Farhana Saba instead of performing her duties preferred to remain busy gossiping while whiteboard had previous dates and bags of all the students are packed during school hours.
9. Ms. Farhana Saba is habitual of availing sudden & self-claimed casual leaves by sending a message to the Headmaster on same day by writing that '**I am not coming today**'. She was advised by the Headmaster to properly file application before availing leaves well in advance but she did not mend her ways. She was counselled by the Headmaster and informed that students suffer a lot and remain unattended without provision of substitute. But instead of following the instructions she passed following remarks;

مجھے تنگ نہ کریں ورنہ آپ تنگ ہو گئے۔

10. Ms. Farhana Saba is habitual of leaving students attendance unmarked for several days and afterwards marks fake attendance.
11. Ms. Farhana Saba misbehaved with the parents of students and they filed application which was inquired into by the Headmaster by constituting Probe Committee and her guilt was established.

Farhana Saba

12. Ms. Farhana Saba passed very immoral, scandalizing and harassing sentences for Ms. Azra Bano, SSET on her face, in front of several parents and blamed her for sitting in office till late hours after off time to get unnecessary favours. Ms. Azra Bano asked her to refrain from doing so but she kept repeating her sentences and even passed such comments again and in a louder voice.
13. Despite clear cut instructions regarding child safety, one minor MCC student was found alone in top floor stairs and when Ms. Farhana Saba was asked, she rudely said that student went to toilet and she has nothing to do if he goes upstairs.
14. Ms. Farhana Saba used students for personal works as well as for shifting furniture and other heavy things.
15. She often brings her daughter in school and remains busy in looking after her and playing with her by ignoring the students and even uses students to look after her daughter.

CHARGES AGAINST MS. SAMINA ASLAM JSET (MC FIELD)
/ ACCUSED OFFICER NO. 2

1. Ms. Samina Aslam's performance at the Govt. Special Education Centre, Taxila, remained unsatisfactory because she did not carry out her responsibilities in a suitable manner, *in accordance with applicable standards*, and continued to form groups with other female employees of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.
2. Ms. Samina Aslam instead of performing her duties remained busy in knitting conspiracies alongwith other female staff members of the Centre against the Headmaster with the intention of spoiling the atmosphere of the Centre and she also occasionally misbehaved with the Headmaster.
3. Ms. Samina Aslam instead of working for the welfare of special students remained busy in lobbying for getting Mr. Aurangzaib Bhatti removed from the position of Headmaster for her personal motives.
4. Ms. Samina Aslam remained disobedient and non-cooperative to Headmaster of the Centre regarding her official assignments and defied the lawful orders/instructions issued to her by the Headmaster, due to which academic

Samina Aslam

activities of the Centre were badly ignored and special students suffered vigorously.

5. Ms. Samina Aslam is habitual of beating special children severely even does not avoid to use stick for that.
6. Ms. Samina Aslam provoked Ms. Farhana Saba, JSET to misbehave with parents of special students. She passed several disrespectful remarks for the mother of a student named Fahad and ignored to look after her class students. Due to her negligent behaviour two adult students of her class (one male other female) were found in toilet together but even then she instead of looking after her students, kept shouting against mother of Fahad, mother of Ammar-ul-deen, sister of Sidrah, grandmother of Azan.

**CHARGES AGAINST MS. FOZIA SAMILA, PSYCHOLOGIST /
ACCUSED OFFICER NO. 3**

1. The conduct and performance of Ms. Fozia Samila during her tenure at the Govt. Special Education Centre, Taxila, remained below average. This is attributable to her failure to fulfill her responsibilities in a manner in line with established standards. she has consistently engaged herself in the formation of alliances with fellow female staff members at the Centre, thereby exhibiting an intention to interfere in the administrative affairs of the Centre. Such conduct had adversely impacted the seamless execution of administrative procedures.
2. Ms. Fozia Samila, rather than performing her assigned responsibilities, was preoccupied with orchestrating conspiracies in collaboration with other female staff members of the Centre, with the deliberate intention of disrupting the harmonious environment of the Centre. Furthermore, she periodically / intermittently displayed instances of improper / inappropriate behaviour towards the Headmaster.
3. Ms. Fozia Samila in league with Ms. Farhana Saba, Ms. Samina Aslam and Ms. Saima Nazeer instead of working for the welfare of special students of the Centre, remained busy in lobbying for getting Mr. Aurangzaib Bhatti removed from the position of Headmaster for her personal motives.
4. Ms. Fozia Samila remained disobedient and non-cooperative to Headmaster of the Centre regarding her official assignments and defied the lawful orders/instructions issued to her by the Headmaster, due to which academic activities

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of the Centre were badly ignored and special students suffered vigorously.

5. Ms. Fozia Samila made a female student sit in school bus while the girl had to go in private transport. The girl remained in school bus for two hours and then was brought back to school and handed over to the parents safely by the help of SMC Staff & support staff members. Each and every teacher / professional was assigned duty by the Headmaster to bring students to buses in queues and ensure their sitting in buses. She was assigned duty regarding students of HIC 4th Class but she never performed that duty and tried to create problem by risking the girl protection and safety.
6. Ms. Fozia Samila misbehaved with the most senior and aged teacher namely Ms. Azra by uttering following insulting and disgraceful remarks in unofficial language.

مس عزام پاگل ہو چکی ہے، سٹھیا کئی ہے، ریٹائرمنٹ قریب ہے ہم اس کی ریٹائرمنٹ خراب کریں گی

7. Ms. Fozia Samila used insulting, immoral and harsh remarks for parents of students. One day MCC student Sana fell down being unattended as teacher Ms. Farhana Saba neglected to attend the students of her class. Ms. Fozia Samila being psychologist was asked to counsel Ms. Farhana Saba but she said following:

1- ثناء کی ماں پاگل ہے اور بچی کو سکول کیوں بھیجتی ہے۔

2- فہد کی ماں کی جرات کیسے ہوئی اور اسکی اتنی ہمت کہ شکایت لگائے۔

3- عمار الدین کی والدہ تم چغل خور ہو۔

4- تم میرے کمرے میں نہیں بیٹھ سکتی نادار چغل خور ہو سکتی ہو

8. Ms. Fozia Samila often shouts and pass offensive remarks in front of staff and visitors. On 16th April 2024 while interviews of Daily Wagers were underway, she along with her group members started disturbance in main corridor of the Centre by shouting in front of students, candidates and other staff members. When she was asked to refrain from said activities, her voice even got more louder with aggressive tone. Even at that time when she was passing comments for mother of some student, 2 students (male & female) were reported to be together in same washroom.

9. On 17th April 2024 when Ms. Fozia Samila came to the Centre she was asked about shouting and her behaviour to which she responded that being psychologist such tone & loudness is part of her behaviour. She was confronted by citing example of another psychologist of the department and her reply was as under;

وہ تو پاگل ہے اور اس کا دماغ خراب ہے۔

10. Ms. Fozia Samila also used bad words for the newly hired daily wagers by saying:

رنگ برنگے لوگ سکول میں آگئے ہیں۔

11. Ms. Fozia Samila did not bother to develop Individual Education Plan files for the behaviour and psychological development of the students to sort out and overcome their psychological problems and despite several ultimatums and written orders by the Headmaster, she turned a deaf ear towards that.

12. Ms. Fozia Samila is habitual of avaiing sudden & self-claimed casual leaves by sending a message on same day stating that 'I am not coming today'. She was advised by the Headmaster not to do so and to avail her leaves after submitting written application well in advance but she did not mend her ways.

13. Ms. Fozia Samila did not bother to get students files checked by the Headmaster and defied the orders / instructions in this regard. She sent her dairy after 3 months to the Headmaster through a student for signatures but no lesson plans, curriculum delivery plans, I.E.Ps, assessment proforma and evaluation sheets were available with her.

14. She used to punish the students in defiance of policy of the Govt. Being psychologist she is expected to be more sensitized in this regard but instead of counselling through behaviour therapies she is habitual of punishing the students. She had punished some students in front of parents and passed disgraceful remarks toward them too.

15. In session regarding child protection, she being the focal person of Center was assigned duty to convey instructions of the department to female teachers but she forwarded incorrect instructions. When few female staff members informed the Headmaster about the instructions passed by her, she labelled them backbiter چل خور.

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**CHARGES AGAINST MS. SAIMA NAZEER, SPEECH
THERAPIST / ACCUSED OFFICER NO. 4**

1. The conduct and performance of Ms. Saima Nazeer during her tenure at the Govt. Special Education Centre, Taxila, remained below average. This is attributable to her failure to fulfil her responsibilities in a manner in line with established standards. she has consistently engaged herself in the formation of alliances with fellow female staff members at the Centre, thereby exhibiting an intention to interfere in the administrative affairs of the Centre. Such conduct had adversely impacted the seamless execution of administrative procedures.
2. Ms. Saima Nazeer, rather than performing her assigned responsibilities, was preoccupied with orchestrating conspiracies in collaboration with other female staff members of the Centre, with the deliberate intention of disrupting the harmonious environment of the Centre. Furthermore, she periodically / intermittently displayed instances of improper / inappropriate behaviour towards the Headmaster.
3. Ms. Saima Nazeer in league with Ms. Farhana Saba, Ms. Samina Aslam and Ms. Fozia Samila instead of working for the welfare of special students of the Centre, remained busy in lobbying for getting Mr. Aurangzaib Bhatti removed from the position of Headmaster for her personal motives.
4. Ms. Saima Nazeer remained disobedient and non-cooperative to Headmaster of the Centre regarding her official assignments and defied the lawful orders/instructions issued to her by the Headmaster, due to which academic activities of the Centre were badly ignored and special students suffered vigorously.
5. She does not perform the speech therapy work and always turns a deaf ear towards the instructions in this regard. Due to her negligence there is not a single student of HIC Classes who can speak or understand any words.
6. She had not developed I.E.P files for speech development of the students to sort out and overcome their speech problems and despite several orders by the Headmaster she turned a deaf ear.
7. She did not get students files checked by the Headmaster despite several orders. She used to send her dairy after 2 to 3 months to the Headmaster through Aaya for signatures.

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But no daily, weekly or monthly plans, speech therapy plans, I.E.Ps, assessment proformas and evaluation sheets have ever been shown by her.

8. She was assigned duty with students of HIC KG-1 class last academic year with direction to emphasize their speech training. But she neither did speech training nor class work and often left students unattended due to which 2 students got injured. One student's hand got injured in door of classroom while other student suffered a head injury under her supervision but she did not inform the office of Headmaster regarding happening of such events. Moreover, on the same day, after the incident, she kept sitting in the room with Ms. Fozia Samila at ground floor while students were left unattended at upper floor.
9. She provoked Ms. Farhana Saba to misbehave with parents and a senior teacher namely Ms. Azra Bano, SSET as well as to pass negative, bad and immoral comments about them.
10. She is habitual of availing sudden & self-claimed casual leaves by sending a message on same day stating that '**I am not coming today**'. She was asked to mend her ways and file proper written application for grant of leave in advance but she failed to mend her ways.
11. She was assigned duty of conducting minor speech therapy activity in morning assembly for 2 to 3 minutes so that HIC students would be involved in assembly by uttering some basic Words e.g., ALLAH, Bismillah, etc. but she never carried out such activity and defied the instructions.

CHARGES AGAINST MR. AURANGZAIB BHATTI /
ACCUSED OFFICER NO. 5

1. Mr. Aurangzaib Bhatti, *while he was posted as Headmaster, Govt. Special Education Centre, Taxila* remained inefficient as he failed to manage the affairs of institute in a befitting manner resulting into formation of groups amongst the female teaching staff and allied professionals of the Centre which negatively impacted the Centre's atmosphere and welfare / educational activities of the special students. On account of his weak administration, lack of leadership qualities, due diligence, good governance and inability to enhance the welfare of special students of the Centre, the educational and rehabilitation activities of the Centre suffered badly.

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2. The behaviour of Mr. Aurangzaib Bhatti, during his tenure as Headmaster, with the female staff of the Centre was unreasonable, erratic and egoistical.

3. During the tenure of Mr. Aurangzaib Bhatti, several instances of infliction of corporal punishment upon the special students happened but he despite being aware of these instances failed to take appropriate action against delinquent staff and failed to report the matter to higher authorities for taking disciplinary action. Furthermore, he also failed to ensure safety and security of the special students and failed to devise robust strategy to ensure that such instances do not happen in future.

4. Due to weak administrative control of Mr. Aurangzaib Bhatti, Headmaster, orders / instructions issued by him in capacity of headmaster, Govt. Special Education Centre, Taxila were not complied with by the female teaching staff and allied professionals. Moreover, no report regarding defiance of orders was ever forwarded for taking appropriate action against the delinquent officers.

5. The accused officer failed to monitor whether the teachers and allied staff of the institute are discharging their duties diligently and efficiently and had not indulged in any unethical activity. Mr. Shahid Suleiman, Music Teacher remained involved in immoral activities as he touched 03 adult hearing-impaired girls but the accused officer never reported such incident to higher authorities for appropriate action against the delinquents. The accused officer also has failed to devise a mechanism through which feedback could be obtained regarding safety of the special students during school hours and/or within the premises of the institute.

6. Safety of the special students is foremost responsibility of the accused officer being head of the institute but he failed to notice and point out that due to inefficiency and negligence of certain female staff members special students got hurt during school hours and some special students went to single washroom together which demonstrates poor monitoring of the accused officer. CCTV cameras have been installed in the Centre to monitor activities of all staff members and students but the accused officer also failed to monitor the CCTV cameras.

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CHARGES AGAINST MR. SHAHID SULEIMAN, MUSIC TEACHER / ACCUSED OFFICIAL NO. 6

1. He was involved in immoral activities as he touched 3 adult girls of HIC class. His previous record showed that he was transferred from Hassanabdal Center as result of such habits but he failed to mend his ways.
2. He is habitual of leaving the school during school timings and abscond on daily basis and did not correct his behaviour despite several orders by the Headmaster.
3. He uttered derogatory remarks about District Education Officer (Spl. Edu.), Rawalpindi, and others high ups and stated that why DEO has asked him to develop work dairy and assess students for music learning potential.
4. The conduct and performance of the accused officer during his tenure at the Govt. Special Education Centre, Taxila, remained below average. This is attributable to his failure to fulfil his responsibilities in a manner in line with established standards. The inefficiency of the accused officer is manifestly established from the fact that no IEP chart or student diary containing details of lesson plans has been maintained by him.

5. **AND WHEREAS,** the Inquiry Officer after conducting inquiry proceedings submitted Inquiry Report, wherein the Inquiry Officer made following recommendations;

Sr. No	Accused Officer / Official	Recommendations
1.	Ms. Farhana Saba, Junior Special Education Teacher (BS-16 / MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department (accused officer No.1)	"Exoneration" under section 7(e) of the PEEDA Act, 2006.
2.	Ms. Samina Aslam, Junior Special Education Teacher (BS-16 / MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.2)	"Exoneration" under section 7(e) of the PEEDA Act, 2006.
3.	Ms. Fozia Samila, Psychologist (BS-18/ Personal), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.3)	Minor penalty of "withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

4.	Ms. Saima Nazeer, Speech Therapist (BS-18 / Personal), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.4)	Minor penalty of "withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
5.	Mr. Aurangzaib Bhatti, Headmaster (BS-18/ MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.5)	Major penalty of "Reduction to a lower post and pay scale from the substantive post for a period of 3 years" under section 4(1)(b)(ii) of the PEEDA Act, 2006.
6.	Mr. Shahid Suleiman, Music Teacher (BS-11), Previously posted at Govt. Special Education Centre, Taxila, presently under suspension and reported to department. (accused official No.6)	Major penalty of "Compulsory Retirement" under section 4(1)(b)(iv) of the PEEDA Act, 2006.

6. **AND WHEREAS**, upon receipt of inquiry report, Show Cause cum Personal Hearing Notice under Section 13(4) of Act *ibid* was issued to the accused officers/official directing them to submit additional defense, *if any*, and also to appear on 16.08.2024 before **Additional Secretary Special Education / Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid*, for personal hearing. The Departmental Representative was also directed to appear before the Hearing Officer alongwith all record under Section 13(4)(e) of the Act *ibid*.

7. **AND WHEREAS**, the Hearing Officer after granting opportunity of personal hearing to the accused officers/official in presence of Departmental Representative submitted report of hearing proceedings stating therein that during the hearing proceedings, accused officer No. 1 and 2 opted not to file additional defence reply and relied on the statement recorded during course of inquiry proceedings. The accused officer No. 3 to 5 and accused official No. 6 filed additional defence reply. During hearing proceedings, the accused officers and official while reiterating the points raised in their additional defense reply and stance already taken by them during inquiry proceedings, *inter alia*, contended that charges levelled against them are against the facts and record. They denied the charges and maintained that they produced all the record before the Inquiry Officer to rebut the veracity of the charges and Inquiry Officer also failed to give any persuasive reason in the inquiry report for award of proposed penalty to them. Lastly, they requested that the charges are baseless and devoid of merit, therefore, they may be exonerated from the charges.

8. **AND WHEREAS**, during the hearing proceedings, the Departmental Representative stated that the accused officers/official were provided with all relevant records concerning the charges and that the inquiry was conducted in full compliance with the provisions of the PEEDA Act, 2006. The Inquiry Officer recorded statements from all concerned parties, and the accused officers / official were granted the right to cross-examine witnesses/record. The Departmental

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Representative emphasized that, according to the Inquiry Officer's findings, the charges of inefficiency and misconduct were proven against accused officers / official No. 3 to 6. Whereas, some charges against accused officers No. 1 and 2 were interconnected with those against accused officers No. 3 and 4, and thus also stood proven. The Departmental Representative was of the view that the Inquiry Officer did not give adequate consideration to the evidence related to these interconnected charges.

9. **AND WHEREAS**, after a thorough examination and consideration of the case-related documentation, the findings and recommendations put forth by the designated Inquiry Officer, the additional defense replies presented by the accused officer No. 3 to 5 and accused official No. 6, and the report of the Hearing Officer, in conjunction with the comprehensive record available in the case file, it is evident that the inquiry proceedings have been carried out by the Inquiry Officer in accordance with the stipulations outlined in the PEEDA Act, 2006. Furthermore, it is affirmed that due process, as prescribed by law, has been adhered to by the Inquiry Officer. Throughout the course of the inquiry proceedings, the accused officers were afforded ample opportunities to articulate their positions and substantiate their innocence but they were unsuccessful in doing so. Further scrutiny of the inquiry report, in conjunction with the attached record, indicates that the accused officers/official failed to fulfil their assigned duties competently. It is also evident that the position taken by the accused officers/official lacks any justifiable rationale. It is noteworthy that the accused officers/official have not placed on record any new or plausible evidence to counter the evidence already available and presented during the proceedings.

10. **AND WHEREAS**, it is observed that the Inquiry Officer found that the charges of inefficiency and misconduct levelled against accused officers No. 1 and 2, **which were interconnected with the charges levelled against accused officer No. 3 and 4**, were unproven, but it was overlooked by the Inquiry Officer that both teachers admitted to certain aspects of the charges in their written replies and in the statements recorded during the inquiry proceedings, *reference in this regard can be made to the incident of misbehaviour of accused officer No. 1, under provocation of accused officer No. 2, with the mother of special student of the Centre named Fahad and by doing so she overlooked her class students. Reference can also be made to the reply given by the accused officer No. 2 in response to certain questions related to misbehaviour and going of two students to the washroom together.* The statement of Ms. Azra Bano SSET with whom accused officer No. 1 misbehaved was also not considered by the Inquiry Officer. These admissions, **though not fully addressed in the report**, reflect an acknowledgment of inefficiency and misconduct. Furthermore, the charges against accused officer No.1 to 4 were interconnected, and the Inquiry Officer failed to consider and appreciate this critical fact. The collective nature of the misconduct required a holistic assessment, which was not adequately reflected in the findings of the Inquiry Officer. The Inquiry Officer arrived at the conclusion that accused officer No. 3 and 4 are guilty of misconduct on account of formation of group to interfere in the administrative affairs of the Centre but the Inquiry Officer failed to appreciate that accused officer No. 1 and 2 were members of such group and they collectively performed certain acts, *which includes misbehaviour with parents and other colleagues*, to undermine the authority of the Headmaster of the

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Centre. Similarly, the Inquiry Officer has arrived at the conclusion that charge of instigating accused officer No. 1 has been established against accused officers No. 2, 3 and 4. Thus, it is established that accused officer No. 1 acted upon the instigation from accused officers No. 2, 3 and 4 and misbehaved with a parent. The Inquiry Officer's rationale is not sufficiently thorough or well-reasoned, leading to an inconsistent application of the evidence. The recommendations of the Inquiry Officer with regards to accused officers No. 1 and 2 thus require revisitation.

11. **AND WHEREAS**, as for the charges against accused officers No. 3 and 4, it is observed that the findings recorded by the Inquiry Officer to prove their charges are sufficient. It is also observed that the Inquiry Officer found that the performance of accused officer No. 3 and 4 was good and upto the mark but they were involved in formation of a coalition comprising other female staff with the aim to get the incumbent Headmaster removed from his position by obstructing him in execution of official business. During the inquiry proceedings, it has also been proved that accused officers No. 3 and 4 misbehaved with the Headmaster, they remained busy in weaving conspiracies against him and did not pay attention to special children, which manifestly proved that they were not discharging their substantive duties whole heartedly for which they were appointed and paid from the Government ex-chequer. The charges of misbehaviour are also proved and charges pertaining to instigating the other members of the group i.e., accused officer No. 1 and 2 to misbehave with parents and other colleague / teaching staff also stand proved. Accordingly, keeping in view the gravity of proven charges the penalty recommended by the Inquiry Officer duly commensurates with the guilt of the accused officer No. 3 and 4.

12. **AND WHEREAS**, as for the charges levelled against accused officer No. 5, it is observed that all charges levelled against him were proved during the course of inquiry and the findings of the Inquiry Officer to substantiate the findings are in consonance with the record. It is further observed that accused officer No. 5 being the Incharge and supervisory officer, failed to perform his duties efficiently and diligently and committed grave negligence and inefficiency. During his tenure, incident of infliction of corporal punishment upon a special student took place and students quarrelled with each other and sustained injuries but he despite being aware of these instances failed to take appropriate action against delinquent staff at the relevant time and failed to report the matter to higher authorities for taking disciplinary action. Furthermore, he also failed to ensure safety and security of the special students and failed to devise a robust strategy to ensure that such instances do not happen in future. Perusal of additional reply filed by accused officer No. 5 shows that the accused officer No. 5 failed to rebut the findings of Inquiry Officer through justifiable reasonings/arguments. During inquiry proceedings, it was proved that the accused officer No. 5 failed to monitor the activities of teaching and allied staff of the Centre. The accused officer No. 5 remained inefficient as he failed to manage the affairs of institute in a befitting manner resulting into formation of groups amongst the female teaching staff and allied professionals of the Centre which negatively impacted the Centre's atmosphere and welfare / educational activities of the special students. On account of his weak administration, lack of leadership qualities, lack of due diligence and good governance and inability to enhance the welfare of special students of the Centre, the educational and rehabilitation activities

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of the Centre suffered badly. It was also proved during inquiry proceedings that behaviour of accused officer No. 5 during his tenure as Headmaster with the female staff of the Centre was unreasonable, erratic and egoistical. It was also proved during inquiry that the accused officer No. 5 failed to monitor whether the teachers and allied staff of the institute are discharging their duties diligently and efficiently and were not indulging in any unethical activity. Mr. Shahid Suleiman, Music Teacher / accused official No. 6 remained involved in immoral activities as he inappropriately touched 03 adult hearing-impaired girls but the accused officer No. 5 never reported such incident to higher authorities for appropriate action against him. The accused officer No. 5 also has failed to devise a mechanism through which feedback could be obtained regarding safety of the special students during school hours and/or within the premises of the institute. The accused officer No. 5 also failed to notice and point out that due to inefficiency and negligence of certain female staff members, i.e., accused officers No. 1 to 4, special students got hurt during school hours and some special students went to single washroom together which demonstrates poor monitoring of the accused officer. CCTV cameras have been installed in the Centre to monitor activities of all staff members and students but the accused officer No. 5 also failed to monitor the CCTV cameras. It is further observed that as the individual Incharge and being a supervisory officer, accused officer No. 5 failed to fulfil his duties with efficiency and diligence. Given the gravity of the proven/partially proven charges, a re-evaluation of the penalty recommended by the Inquiry Officer is necessary, as it currently appears disproportionate to the culpability of accused officer No. 5. Moreover, as per record, the accused officer No. 5 was inducted into Govt. service as Headmaster (BS-18), therefore, penalty of reduction to lower post as recommended by Inquiry Officer cannot be awarded to him, hence requires modification.

13. **AND WHEREAS**, with regards to the charges levelled against accused official No. 6, it is observed that all charges levelled against him were proved and the findings of the Inquiry Officer to substantiate the charges are in consonance with the record. After careful examination of the record/material available in the case file, it is observed that teaching is a noble and prophetic profession carrying precarious responsibilities towards nation building process through character building and imparting of knowledge to the next generation. Teachers are part of the fundamental foundation that cultivates the minds and skills of a child. Teachers not only teach and impart knowledge but also inspire and motivate the students as a role model. Children with special needs enrolled in institutes imparting special education are most vulnerable. Hence, the special education teachers hold a sensitive position when they are entrusted with the responsibility of teaching and nurturing these students. Irrefutably, the accused official No. 6 being a teacher of students with special needs, was to act as a role model for them but unfortunately, he exhibited such a conduct with students that too with 03 hearing impaired students, evident from record, documentary evidence and verbal submissions/statements, which is deplorable and unbearable. It was proved during the course of inquiry that accused official No. 6 was involved in immoral activities as he inappropriately touched 3 adult girls of HIC class (*statement of hearing impaired girl through translator was recorded wherein she pointed out accused official No. 6 for this immoral act*). It is further observed that sufficient incriminating material surfaced during inquiry proceedings to substantiate and prove charge No. 2 to 4. It is observed that the conduct of the

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accused official No. 6 towards performance of his official duties remained objectionable, prejudicial to good service order, unbecoming of an officer or gentleman and contrary to principles of good governance and canons of service discipline. It is well entrenched by now that a person, *who is involved in the charge of misconduct involving moral turpitude / molesting female students*, cannot be shown any leniency. In this background, the accused officer deserves no premium.

14. **NOW THEREFORE, I, Saima Saeed, Secretary Special Education / Competent Authority** in the instant case, after having considered all the aspects, material relating to the case and *for reasons stated herein above*, hold the considered view that if the penalties recommended by the Inquiry Officer in respect of accused officers No. 1, 2 and 5 are adjudged on the basis of the findings recorded herein above, the same *prima facie* seem to be disproportionate to the gravity of guilt of accused officers No. 1, 2 and 5, therefore, require revisitation. Whereas, penalties proposed by Inquiry Officer in respect of accused officers No. 3 and 4 and accused official No. 6 duly commensurate with the gravity of proven charges against them, hence they being proportionate, align with the record. Therefore, in exercise of powers vested in me under Section 13(5) read with Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, *while disagreeing with the recommendations of the Inquiry Officer to the extent of accused officer No. 1, 2 and 5, and while agreeing with the recommendations of Inquiry Officer to the extent of accused officer No. 3, 4 and 6, as delineated above, and still taking lenient view*, following penalties are hereby imposed upon the accused officers / official:

Sr. No	Name of the accused officer / official	Penalty
1.	Ms. Farhana Saba, Junior Special Education Teacher (BS-16 / MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department (accused officer No.1)	Minor penalty of "Withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	Ms. Samina Aslam, Junior Special Education Teacher (BS-16 / MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.2)	Minor penalty of "Withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
3.	Ms. Fozia Samila, Psychologist (BS-18/ Personal), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.3)	Minor penalty of "Withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
4.	Ms. Saima Nazeer, Speech Therapist (BS-18 / Personal),	Minor penalty of "Withholding of increments for a period of 02

	Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.4)	years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
5.	Mr. Aurangzaib Bhatti, Headmaster (BS-18/ MC Field), Previously posted at Govt. Special Education Centre, Taxila, District Rawalpindi, presently under suspension and reported to department. (accused officer No.5)	1. Major penalty of 'forfeiture of past 03 years' service' under section 4(1)(b)(iii) of the PEEDA Act, 2006; and 2. Minor penalty of 'withholding of increments for a period of two years' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
6.	Mr. Shahid Suleiman, Music Teacher (BS-11), Previously posted at Govt. Special Education Centre, Taxila, presently under suspension and reported to department. (accused official No.6)	Major Penalty of "Compulsory Retirement" under section 4 (1)(b)(iv) of the PEEDA Act, 2006.

Saima Saeed

(SAIMA SAEED)

SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

Dated Lahore, the
September 26th /2024

No. & Date Even:

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

1. **Director General Special Education, Punjab, Lahore.**
2. **Deputy Commissioner, Rawalpindi.**
3. **Chief Executive Officer (District Education Authority), Rawalpindi.**
4. **District Accounts Officer, Rawalpindi.**
5. **District Education Officer (Special Education), Rawalpindi** to ensure delivery of this order to the accused officers/ official and implementation of the penalties under intimation to this department.
6. **Headmaster / Headmistress, Government Special Education Centre, Taxila** to ensure delivery of this order to the accused officers/official and implementation of the penalties under intimation to this department.
7. **Ms. Farhana Saba**, Junior Special Education Teacher (MC Field /BS-16) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department.
8. **Ms. Samina Aslam**, Junior Special Education Teacher (MC Field /BS-16) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department.
9. **Ms. Fozia Samila**, Psychologist (BS-18/Personal) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department.
10. **Ms. Saima Nazeer**, Speech Therapist (BS-18/Personal) previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department.

11. **Mr. Aurangzaib Bhatti**, Headmaster (MC Field / BS-18), previously posted at Government Special Education Centre, Taxila presently under suspension and reported to Special Education Department.
12. **Mr. Shahid Suleiman**, Music Teacher (BS-11), previously posted at Government Special Education Centre, Taxila, District Rawalpindi presently under suspension and reported to department.
13. PS to Secretary Special Education Department.

P. Anwar
26/9/24

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT