

**ORDER OF INQUIRY**

No. SO(ESTT.)24-34/2015: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore has forwarded a report submitted by District Education Officer (Special Education), DG Khan whereby he has submitted that he visited Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh on 30.01.2024 and observed serious observations which show inefficiency and gross misconduct on the part of **Mr. Farrukh Jameel**, Computer Instructor (BS-17), Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh (**'accused officer'**) & **Mr. Muhammad Rauf**, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh (**'accused official'**). He further recommended that disciplinary proceedings may be initiated against accused officer and official on account of inefficiency and misconduct.

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. Farrukh Jameel**, Computer Instructor (BS-17), Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh (**'accused officer'**) & **Mr. Muhammad Rauf**, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh (**'accused official'**) on the charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, orders initiation of disciplinary proceedings through a regular inquiry against the accused officer and official under the Act *ibid* by appointing **Ms. Sarwat Nawaz, Headmistress (BS-18), Govt. Special Education Centre, Sillanwali** as Inquiry Officer to jointly proceed against the accused officer and official in terms of Section 5 read with Section 9 of the Act *ibid*.

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

CHARGES AGAINST MR. FARRUKH JAMEEL / ACCUSED OFFICER

1. During the visit of the District Education Officer (SE), DG Khan, on 30.01.2024, classrooms were found in complete darkness due to a power outage. Despite the availability of a generator, it was discovered to be non-operational, highlighting your failure to maintain essential infrastructure. This deficiency not only represents a substantial inefficiency but also had a particularly detrimental effect on the learning environment for special needs students, who rely on properly maintained facilities for their education.

Laina Saeed

2. The storeroom was found in a state of severe disarray, with outdated materials scattered around and coal on the floor, posing a significant fire risk. This condition reflects a careless attitude towards maintaining the premises in accordance with safety and organizational standards, exposing the institution to potential hazards that could have been easily prevented with proper oversight.
3. The school playground, spanning 6-7 Kanals and reserved for special students, has been subjected to unauthorized cultivation by Mr. Muhammad Rauf, Cook, for the past ten years. Furthermore, the cultivation was conducted using contaminated sewerage water, posing serious health risks to the students. Your failure to take immediate and decisive action to halt these violations reflects gross inefficiency and blatant disregard for student welfare and your official duties.
4. You displayed a severe lapse in efficiency by failing to report and address critical issues promptly, including the infiltration of sewage water into the school playground, raising serious environmental safety concerns. This failure endangered the well-being of students and demonstrated a lack of attention to the maintenance of essential environmental safeguards within the institution.
5. You misappropriated funds specifically allocated for the repair and maintenance of the school building by using them for unauthorized repairs of Headmaster's residence and another quarter. These funds, meant for essential construction work at the Government Institute of Slow Learners in Muzaffargarh (which is located adjacent), including the installation of tuff tiles and construction of washrooms, were diverted towards renovation of residences, depriving the students of necessary infrastructure improvements. This constitutes a serious breach of financial integrity.
6. You have been residing in the official residence for the past one and a half years without obtaining the proper approval following its renovation. Furthermore, necessary deductions for conveyance allowance, house rent, and maintenance charges have not been made from your salary. This raises significant concerns regarding your adherence to protocols and financial accountability.

CHARGES AGAINST MR. MUHAMMAD RAUF / ACCUSED OFFICIAL

1. The deep freezer of the Centre was found to be non-functional, emitting a bad smell due to improper maintenance, which endangered the quality of stored food items. This negligence reflects a failure to uphold basic hygiene standards essential for food safety. Additionally, stock pots vital for cooking were found covered in dust, further demonstrating poor hygiene practices, which could have serious implications for the health and well-being of those consuming the food.
2. The playground, which is approximately 6-7 Kanals and reserved for special needs students, has been subjected to unauthorized cultivation by

the accused officer for the past ten years. Moreover, the cultivation was carried out using contaminated sewerage water, posing substantial health risks. This blatant disregard for the students' health and safety, as well as the unauthorized use of school property, reflects gross inefficiency and failure to prioritize student welfare.

4. The accused officer and official 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.

5. **Mr. Shahzad Ahmad**, Superintendent (BS-17), O/o District Education Officer (SE), Sargodha 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 and official 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
November 06th /2024

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), D.G. Khan.
3. **Ms. Sarwat Nawaz**, Headmistress (BS-18), Govt. Special Education Centre, Sillanwali / **Inquiry Officer**.
4. **Mr. Shahzad Ahmad**, Superintendent (BS-17), O/o District Education Officer (SE), Sargodha / **Departmental Representative** is directed to ensure delivery of this order to the accused officer and official through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer and official, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.

5. **Accused Officer / Mr. Farrukh Jameel**, Computer Instructor (BS-17), Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh.
6. **Accused Official / Mr. Muhammad Rauf**, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh
7. PS to Secretary Special Education Department.



**SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT**