

**ORDER OF INQUIRY**

No. SO(ESTT.)2-03/07: WHEREAS, Deputy Director (Admn), Directorate General of Special Education, Punjab, Lahore forwarded probe report conducted by District Education Officer (Spl. Edu.), Sahiwal whereby it has been apprised that during probe proceedings against **Mr. Muhammad Zubair**, Instructor Physical Education / ex-Incharge Principal, Govt. Secondary School of Special Education (Hearing Impaired), Pakpattan presently posted at Govt. Special Education Centre, Muridkey (**'accused officer'**) neither a single statement of any employee was in favour of the accused officer nor he himself presented any evidence to rebut the allegations leveled against him by Mr. Muhammad Jamil, Junior Clerk, Govt. Secondary School of Special Education (H.I), Pakpattan and Mr. Ali Imran Bhatti, (Advocate High Court Lahore), ex-Finance Secretary, Lahore Bar Association. Lastly, it has been requested that the disciplinary proceedings under the PEEDA Act, 2006 may be initiated against the accused officer on the charges of inefficiency, misconduct and corruption.

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. Muhammad Zubair**, Instructor Physical Education / ex-Incharge-Principal, Govt. Secondary School of Special Education (Hearing Impaired), Pakpattan presently posted in Govt. Special Education Centre, Muridkey (**'accused officer'**), on the charges of inefficiency, misconduct and corruption, 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 under the Act *ibid* by appointing **Mrs. Nadia Saeed**, Headmistress (BS-18), Govt. Higher Secondary School of Special Education for HIC (Boys), Sahiwal as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

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

1. The accused officer claimed bogus bill amounting Rs. 10,200/-, 4940/- and Rs. 1000/- under Head A03304, Hot & Cold during the financial year 2020-21 & 2021-22 respectively, Ice and Coal were not purchased during this period.
2. The accused officer claimed bogus bill amounting Rs. 36,657/- (April to June & August, 2021) and Rs. 85,134/- (June to August, 2022) under Head A03305, POL Generator but the generator was not used during office/ school hours.
3. The accused officer claimed bogus bill amounting to Rs. 3,68,817/- for the buses which remained off road but shown on road in the log books and claimed diesel voucher of (70/Liters per bus per month + 3 buses = 210 liters) (Rs. 2.00,119/- to kept off road 3-buses for 3-days per month from

September, 2022 to December, 2022, Rs. 99,288/- to keep off road all 3-buses for 7-days w.e.f. 17.12.2022 to 23-12-2022 and Rs 69,464/- to keep off-road bus No GBA-506 from 09.01.2023 to 23-01-2023 and bills of POL were claimed.

4. The accused officer claimed bogus bills amounting to Rs. 35,810/- (Rs. 18,000/- for printing of file covers, Rs 6,350/- for printing of school letter heads and Rs. 11,450/- for printing of training certificates) which were not purchased, as on 07.06.2021, three hundred printed file covers were purchased out of which one hundred were consumed and two hundred were kept in store / unused and 450 file covered were again purchased which was not justifiable. All official letter / correspondence was made through computer generated letters. School letter head and printed file covers were not purchased. No training was conducted whereas training certificates were distributed.
5. The accused officer claimed 03-bogus bills amounting Rs 46,820/- (Rs. 7,000/- Token dated 17.06.2021, Rs. 20,220/- Token dated 29.09.2022 and Rs. 19,600/- Token dated 20.09.2023 for photocopy but neither requisition nor detail was provided.
6. The accused officer claimed bogus bills amounting Rs. 1,40,782/- (Rs 31,925/- on 15.03.2021, Rs. 33,000/- 04.06.2021, Rs. 27,463/- on 14.05.2022, Rs. 8,100/- on 26.01.2022, Rs. 14,400/- an 09.12.2021, Rs. 11,194/- on 08.09.2022, Rs. 14,700/- dateless bill) for repair of Furniture & Fixture but according to statements of school teachers a very few furniture items were repaired and amount claimed is in excess which is not justifiable.
7. Sports related items amounting to Rs. 1,19,832/- (Rs. 61,753/- on 01.04.2021, Rs. 58,079 on 17.05.2021) and Sport items worth Rs. 1,48,649/- (Rs. 74,471/- on 07.05.2022, Rs. 74178/- on 17.05.2022) were not purchased but bogus bills were claimed.
8. 20-used batteries of school buses, bus kamances, 2-water pump, 1-wash basin set and excess uniforms of special students were stolen from store and sold illegally after 13.12.2021, the worth of said items was Rs 2,50,000/-.
9. The accused officer marked his attendance after availing leaves by tempering the attendance register with blade 14.04.2022 to 20.04.2022, 03.06.2023, 10.06.2023, 17.06.2023.
10. Mr. Muhammad Jamil, ex-Naib Qasid marked the attendance of the accused officer on bio-matric machine as his thumb/figure impression was

saved against the user ID of the accused officer. The accused officer was absent from duty or went to attend case hearings at Lahore High Court whereas his attendance was marked on bio-matric machine on 24.09.2022, 01.10.2022, 21.10.2022, 22.10.2022, 25.10.2022, 29.10.2022, 11.11.2022, 12.11.2022, 02.12.2022, 03.12.2022, 24.12.2022, 13.01.2023, 14.01.2023 and 21.01.2023.

11. The accused officer was residing illegally in the hostel superintendent room and used to eat food from hostel and bogus entries of Adnan, Arshad, Muzammil Yasin, Attiq ur Rehman and Tayyab Razzaq students were recorded in hostel attendance register to manage the expenditure.
4. The accused officer is directed to submit his written defence to the Inquiry Officer, within **07** days of the receipt of this order. If he fails to submit his written defence within the prescribed period, he shall be presumed that either he has no defence to offer or he has declined to offer the same and he has accepted the charges.
5. **Mr. Imran Sher, Superintendent (BS-17), office of District Education Officer (Spl. Edu.), Sahiwal** 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 desires to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, he 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 08th /2024

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Sahiwal.
3. **Mrs. Nadia Saeed**, Headmistress (BS-18), Govt. Higher Secondary School of Special Education for HIC (Boys), Sahiwal / **Inquiry Officer**.
4. **Mr. Imran Sher**, Superintendent (BS-17), office of District Education Officer (Spl. Edu.), Sahiwal / **Departmental Representative** is directed to ensure delivery of this order to the accused officer through all possible means, provide complete relevant

record to the Inquiry Officer and to the accused officer, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.

5. **Accused Officer / Mr. Muhammad Zubair**, Instructor Physical Education / ex-Incharge-Principal, Govt. Secondary School of Special Education (Hearing Impaired), Pakpattan presently posted in Govt. Special Education Centre, Muridkey.
6. PS to Secretary Special Education Department.



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