

ORDER OF INQUIRY

No. SO(ESTT.)10-626-2014: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, vide letter dated 06.09.2024, forwarded a probe report conducted by Mr. Abdul Sattar, Probe Officer / Principal, Govt. Deaf & Defective Hearing High School for Boys, Gulberg II, Lahore, regarding the accidental death of a mentally challenged student, Muhammad Bilal (late), aged 13 years, of the Govt. Special Education Centre, Sangla Hill, occurred on 27.08.2024. The report recommended disciplinary action against Ms. Amara Khurshid, Incharge Headmistress, and Mr. Masood Ahmad, Driver. It was found by the probe officer that Ms. Amara Khurshid failed to ensure the proper functioning of the bus's CCTV system and neglected to assign or arrange a conductor for the vehicle, despite prior requests for staff. This negligence contributed to unsafe transportation conditions for students with special needs. Mr. Masood Ahmad operated the bus without a conductor and failed to keep the door closed, which allowed Muhammad Bilal to jump from the moving vehicle, leading to his death. Both individuals were found to have acted negligently, compromising the safety of the students under their care.

Amara based

2. AND WHEREAS, 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 jointly proceed against **Ms. Amara Khurshid**, Senior Special Education Teacher (BS-17 / PD Field), Incharge Headmistress, Govt. Special Education Centre, Sangla Hill ('**accused officer**') and **Mr. Masood Ahmed**, Driver, Govt. Special Education Centre, Sangla Hill ('**accused official**'), on the following charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer and official under the Act *ibid* by appointing **Mr. Abdur Rafay Rao, Headmaster (BS-18), Govt. (Middle) Special Education Centre, Kamoki** 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 MS. AMARA KHURSHID (ACCUSED OFFICER)

- i. The accused officer remained negligent and inefficient in the operation and maintenance of the CCTV surveillance system installed in the bus. Despite repeated instructions to store recorded data with at least fifteen days' backup, the accused officer failed to ensure that the

recordings were being properly saved on the hard disk installed in the DVR. This neglect constitutes a breach of duty, as the accused officer did not take timely and adequate steps to repair the faulty recording system.

- ii. The accused officer failed to secure adequate supervisory staff, including a conductor or attendant, for the vehicle transporting students with special needs. While the accused officer requested the provision of staff from the concerned authority, but she failed to properly pursue the request and did not make self-help arrangements to address the issue. This failure contributed to the occurrence of an incident, amounting to negligence in fulfilling the duty of care toward the safety of the students.
- iii. The accused officer remained inefficient in providing a safe and secure transportation facility for students with special needs. These actions, or lack thereof, demonstrated a failure to meet the standard of care required in ensuring the safety and security of vulnerable students during transport. This negligence also resulted in a breach of the duty to provide a safe educational environment.

CHARGE AGAINST MR. MASOOD AHMED / ACCUSED OFFICIAL

The accused official was negligent and guilty of a breach of duty in the operation of the bus on 27.08.2024, specifically by operating the vehicle without the presence of a conductor. Eyewitness testimony indicates that at the time of the incident, the bus door was open, resulting in the student, Muhammad Bilal (deceased), aged 13 years, jumping from the moving vehicle, which tragically led to his death. The accused official's failure to ensure that the bus door remained closed constitutes a significant dereliction of duty. During the probe proceedings, the accused official admitted that the incident was a direct consequence of the absence of a conductor, thereby acknowledging responsibility for the failure to provide a safe and secure transportation service for the students.

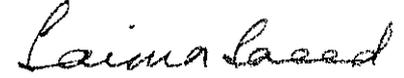
4. The accused officer / official are directed to submit their written defence to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defence within the prescribed period, it shall be presumed that either they have no defence to offer or they have declined to offer the same and they have accepted the charges.

5. **Mr. Jaffar Ali, Superintendent (BS-17), office of District Education Officer (Spl. Edu.), Gujranwala** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

Lavina Masood

6. In case, the accused officer / official desires to consult any record on which the aforesaid charge(s) 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 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), Lahore.
3. **Mr. Abdur Rafay Rao**, Headmaster (BS-18), Govt. (Middle) Special Education Centre, Kamoki / **Inquiry Officer**.
4. **Mr. Jaffar Ali**, Superintendent (BS-17), office of District Education Officer (Spl. Edu.), Gujranwala / **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/official, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Accused Officer / Ms. Amara Khurshid**, SSET (PD Field), Incharge Headmistress, Govt. Special Education Centre, Sangla Hill.
6. **Accused official / Mr. Masood Ahmed**, Driver, Govt. Special Education Centre, Sangla Hill.
7. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT