

**ORDER OF INQUIRY**

No. SO(ESTT.)34-127/2018: WHEREAS, Deputy Director (Admn), Directorate General of Special Education, Lahore vide letter dated 30.05.2024 has forwarded report of DEO (SE), D.G. Khan based on the report of Principal, Govt. Degree College of Special Education, D.G. Khan against **Mr. Zahid Hussain**, Lecturer (Urdu/BS-17), Govt. Degree College of Special Education, D.G Khan (**'accused officer'**) on his persistent negative behaviour, disrespect towards seniors and colleagues, disobedience of official orders, unauthorized absences from duty, failure to mark the attendance on the register without any valid reason, engaging in futile arguments with seniors, using mobile phone during lectures, and defaming college officers through social media campaigns. As per report, these actions of the accused officer have caused significant disruption to the college's operations, therefore, it has been requested to initiate formal disciplinary proceedings against the accused officer under the PEEDA Act, 2006 on the grounds of inefficiency and misconduct.

2. **AND WHEREAS**, in view of the facts of the case and keeping in view the gravity of allegations, 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. Zahid Hussain**, Lecturer (Urdu/ BS-17), Govt. Degree College of Special Education, D.G Khan (**'accused officer'**), 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 under the Act *ibid* by appointing **Ms. Khula Munawar Minhas, Deputy Director (Curriculum), Directorate General of Special Education, Punjab, Lahore** 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 has repeatedly failed to secure official authorization prior to taking leave. He has a pattern of submitting leave requests directly to the College Faculty WhatsApp group without prior approval. Specifically, on the dates of March 18, 2023, April 7, 2023, April 8, 2023, April 29, 2024, April 30, 2024, and May 13, 2024, he was absent from duty without sanctioned leave. Upon being reminded of the necessity to adhere to established protocols, he exhibited insubordinate behaviour.
2. On March 17, 2023, while the Principal of the College was attending an official meeting, the accused officer submitted a leave application and

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initiated a social media campaign against the Principal, disseminating unfounded accusations. This campaign undermined both the Principal's professional reputation and the institution's standing within Punjab. The accused officer has also displayed consistent disrespect towards the Principal, particularly when addressed regarding his noncompliance with official directives. Furthermore, he has encouraged other staff members to emulate his misconduct, as documented in official records of numerous instances of insubordination.

3. The accused officer has demonstrated a persistent pattern of disobedience towards office directives, thereby undermining the authority of the Principal. He has failed to oversee the health screening arrangements for college students as mandated by office order No: GDCSE-DGK:2023/571 dated February 20, 2023, neglecting his responsibilities on multiple occasions. He has refused the assigned tasks related to the preparation of subject papers and study guides, categorizing these responsibilities as clerical duties.
4. During a visit by the District Education Officer (Special Education) DG Khan on January 31, 2024, it was noted that the accused officer failed to record his attendance for December 2023 and January 2024, resulting in issuance of explanation from the DEO. In response, he provided irreverent justifications.
5. Notwithstanding repeated directives to refrain, the accused officer continues to use his mobile phone during class hours. This was evidenced during the visit of the District Education Officer (DEO) on January 31, 2024, when he was observed engaging with his device while conducting a class.
6. The accused officer exhibits an indifferent attitude towards his professional duties, often persuading colleagues that resistance to assignments will result in their reassignment, thereby fostering a culture of complacency. This behaviour is substantiated by multiple reports documenting his refusal to accept his responsibilities.

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, it 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.

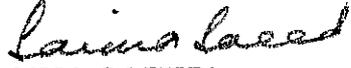
5. **Mr. Muhammad Yousaf, Superintendent (BS-17), Office of District Education Officer (Special Education), D.G Khan** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

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, she may do so with

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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*.

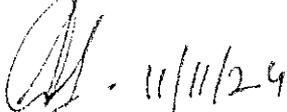

(SAIMA SAEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
November 11 /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. Khula Munawar Minhas**, Deputy Director (Curriculum), Directorate General of Special Education, Punjab, Lahore / **Inquiry Officer**.
4. **Mr. Muhammad Yousaf**, Superintendent (BS-17), Office of District Education Officer (Special Education), D.G Khan / **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. **Principal**, Govt. Degree College of Special Education, D.G. Khan, is directed to ensure delivery of this order to the accused officer through all possible means, under intimation to this department.
6. **Accused officer** / Mr. Zahid Hussain, Lecturer (Urdu/ BS-17), Govt. Degree College of Special Education, D.G Khan.
7. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT