

**REGISTERED**



**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

**ORDER**

*Saima Saad*

**No. SO(ESTT)10-320/2010. WHEREAS, Ms. Aneela Tariq, Headmistress (BS-18),** previously posted at Govt. Special Education Centre, Arifwala, presently posted at Govt. Special Education Centre, Ferozwala, Sheikhpura (**'accused officer No. 1'**) vide letter dated 07.08.2021, informed the District Education Officer (Special Education), Sahiwal that 08 cheques alongwith their counter folio from the Cheque Book of official account of the said Centre were missing / stolen and an amount of Rs. 49,000/- had been withdrawn from National Bank of Pakistan Main Branch, College Road, Pakpattan through 04 cheques out of the above mentioned 08 stolen cheques. After informing the DEO (Special Education) Sahiwal about the stolen cheques, she approached concerned bank and obtained copies of the withdrawn cheques. Later on, **Mr. Liaqat Ali**, Senior Special Education Teacher (BS-17), Ex-DDO, Govt. Special Education Centre, Arifwala (**'accused officer No. 2'**) also obtained copies of the withdrawn cheques from the concerned bank and filed an application before Anti-Corruption Establishment, District Pakpattan to conduct an inquiry into the matter. The Anti-Corruption Establishment, District Pakpattan inquired the matter, recovered the amount of Rs. 49000/- from **Mr. Naveed Iftikhar Ali**, Chowkidar, Govt. Special Education Centre, Arifwala (**'accused official No. 2'**) and deposited the same into Government Treasury. The ACE, District Pakpattan also requested the Director General, Special Education, Punjab to initiate departmental disciplinary proceedings against accused official No. 2 and **Hafiz Muhammad Munir**, Naib Qasid, Govt. Special Education Centre, Pakpattan (**'accused official No. 3'**). Meanwhile, a complaint bearing No. PU041021-89162021 was also lodged on Pakistan Citizen Portal with the contents that accused official No. 2 has withdrawn an amount of Rs. 90,000/- fraudulently from the official bank account of the said Centre by affixing fake signatures of accused officer No. 2.

**2. AND WHEREAS,** upon receipt of report of Anti-Corruption Establishment, District Pakpattan and the complaint lodged on Pakistan Citizen Portal, the Director General, Special Education got a probe conducted into the matter by constituting a Probe Committee. The Committee probed the matter and submitted its report on 10.02.2022 whereby, it was concluded that:

- i. *Ms. Aneela Tariq, Headmistress (BS-18), assumed the charge of Govt. Special Education Centre, Arifwala on 16.01.2021, but she doesn't know about the exact number of cheque books operational in Govt. Special Education Centre, Arifwala. Moreover, at one place she stated that she took over the cheque book on 08.04.2021 and at the other she stated that the cheque book was handed over to her on 28.07.2021 which shows her weak control on administrative and financial matters of the said centre.*
- ii. *An amount of Rs. 21439/- was withdrawn from the official bank account of Govt. Special Education Centre, Arifwala vide cheque No.*

17412463 on 02.03.2021 but the same amount was again credited in the said account on 05.03.2021 which shows that the official amount was used for personal purpose.

- iii. Mr. Liaquat Ali, Senior Special Education Teacher (BS-17)/ex-DDO Govt. Special Education Centre, Arifwala failed to keep the cheque books in safe custody.
- iv. Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre, Arifwala acknowledged the receipt of cash amounting to Rs. 39000/- for encashment of 03 cheques whereas, he denied encashment of cheque No. 17412519 amounting to Rs. 10000/- dated 06.05.2021.
- v. An amount of Rs. 848013/- was withdrawn from the official account of Govt. Special Education Centre, Arifwala w.e.f. 05.07.2019 to 02.03.2021 as per the bank statement, but the DDOs are unable to explain the purpose of withdrawal of the above mentioned amount which shows the inefficiency of Mr. Tariq Ali, ex-DDO and Ms. Aneela Tariq, present Headmistress, Govt. Special Education Centre, Arifwala regarding management of financial matters of the institute.
- vi. Hafiz Muhammad Munir, Naib Qasid, Govt. Special Education Centre, Pakpattan confessed that he withdrew the amount of Rs. 39000/- from National Bank of Pakistan Main Branch, College Road, Pakpattan and delivered the amount to Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre, Arifwala.
- vii. Mr. Shahid Saleem, Junior Clerk, Govt. Special Education Centre, Arifwala failed to properly maintain the official record, especially cash book.

3. **AND WHEREAS**, the Probe Committee recommended that disciplinary proceedings may be initiated against both the DDOs (accused officers No. 1 and 2) and **Mr. Shahid Saleem**, Junior Clerk, previously posted at Govt. Special Education Centre, Arifwala, presently posted at Govt. Special Education Centre, Pakpattan (**accused official No. 1**) on the charges of inefficiency on account of failing in keeping the cheque book in safe custody, management of official record and monthly reconciling the bank account with the cash book. The Probe Committee further recommended disciplinary proceedings against accused official No.2 and 3 on the charges of misconduct on account of theft of official cheques and withdrawing the amount of Rs. 49000/- from National Bank of Pakistan.

4. **AND WHEREAS**, after perusal of probe report and recommendations of the Probe Committee, the Director General, Special Education, Punjab initiated disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 against accused officials No. 1 to 3 vide order dated 22.03.2022. Later on, the Director General, Special Education, Punjab observed that in order to meet the ends of justice, it was necessary to hold a joint inquiry including Ms. Aneela Tariq, Headmistress and Mr. Liaquat Ali, ex-DDO/ SSET (PD) as accused officers besides accused officials No. 1 to 3. Therefore, the inquiry order dated 22.03.2022 was withdrawn and it was recommended to initiate a joint inquiry against all the accused officers / officials.

*Saini Saad*

5. **AND WHEREAS**, upon receipt of above reports and keeping in view sufficient grounds to proceed against the accused officers/officials, disciplinary proceedings through a regular inquiry against the accused officers/officials under the Act *ibid* were initiated vide order dated 22.06.2023 by appointing **Mr. Muhammad Ali Gohar**, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired, Sheikhpura as Inquiry Officer to proceed against the accused officers/officials in terms of Section 5 read with Section 9 of the Act *ibid*, on the following charges of misconduct and inefficiency;

**CHARGES AGAINST MS. ANEELA TARIQ, HEADMISTRESS  
/ ACCUSED OFFICER NO. 1**

1. The accused officer failed to keep the cheque book of official account of Govt. Special Education Centre, Arifwala in safe custody which caused missing / stealing of eight (08) cheques alongwith their counter folio and withdrawal of amount of Rs. 49,000/- against four (04) of the said cheques.
2. The bank statement of official account of Govt. Special Education Centre, Arifwala shows that an amount of Rs.8,48,013/- was withdrawn from the said account w.e.f. 05.07.2019 to 02.03.2021 but the accused officer remained unable to explain the purpose of withdrawal of the above mentioned amount which shows that neither the accused officer bothered to maintain record regarding utilization of amount withdrawn from the official account of Govt. Special education Centre, Arifwala nor she reconciled the cash book with the official account.
3. An amount of Rs. 21,439/- was withdrawn from the official bank account of Govt. Special Education Centre, Arifwala vide cheque No. 17412463 on 02.03.2021 but the same amount was again credited in the said account on 05.03.2021 which shows that the official amount was used for personal purpose.
4. During the probe, the accused officer informed about two different dates for taking over the cheque book of the official account of Govt. Special Education Centre, Arifwala. Moreover, she failed to inform about the exact number of cheque books operational for the said account which shows her very flippant behaviour regarding discharge of her official duties, especially towards handling the financial matters of the centre.

**CHARGES AGAINST MR. LIAQAT ALI, SSET (PH FIELD/BS-17) / EX-DDO / ACCUSED OFFICER NO. 2**

1. The accused officer failed to keep the cheque book of official account of Govt. Special Education Centre, Arifwala in safe custody which caused missing / stealing of eight (08) cheques alongwith their counter folio and withdrawal of Rs.49,000/- against four (04) of the said cheques.

Liaquat Ali

2. The bank statement of official account of Govt. Special Education Centre, Arifwala shows that an amount of Rs.8,48,013/- was withdrawn from the said account w.e.f. 05.07.2019 to 02.03.2021 but the accused officer remained unable to explain the purpose of withdrawal of the above mentioned amount which shows that neither the accused officer bothered to maintain record regarding utilization of amount withdrawn from the official account of Govt. Special education Centre, Arifwala nor he reconciled the cash book with the official account.

**CHARGE AGAINST MR. SHAHID SALEEM, JUNIOR CLERK / OFFICIAL NO. 1**

The accused official has been found to be inefficient as he failed to efficiently perform functions assigned to him in the discharge of his duties and due to his inefficiency official record including cashbook was not properly maintained which cause loss to Govt. ex-chequer.

**CHARGE AGAINST MR. NAVEED IFTIKHAR ALI, CHOWKIDAR / OFFICIAL NO. 2**

The accused official stole eight (08) cheques alongwith their counter folio from the cheque book of official account of Govt. Special Education Centre, Arifwala and withdrew an amount of Rs.49,000/- against four (04) of the said cheques from National Bank of Pakistan Main Branch, College Road, Pakpattan.

**CHARGE AGAINST HAFIZ MUHAMMAD MUNIR, NAIB QASID / OFFICIAL NO. 3**

The accused official confessed during the probe that he withdrew an amount of Rs. 39,000/- from National Bank of Pakistan, Main Branch, College Road, Pakpattan and delivered the said amount to Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre, Arifwala. He while doing so abetted the wrongdoing and involved in malfeasance which tantamounts to misconduct.

6. **AND WHEREAS,** The Inquiry Officer after conducting thorough inquiry into the matter, perusing / considering all the record and after recording statements of all concerned submitted inquiry report wherein the Inquiry Officer recommended imposition of following penalties upon the accused officers / officials:

Sr. No.	Accused Officer / Official	Penalty recommended
1.	Ms. Anila Tariq, Headmistress (BS-18) previously posted at Govt.	Minor penalty of "Withholding of Increments for a period of 2

	Special Education Centre, Arifwala presently posted at Govt. Special Education Centre, Ferozwala, Sheikhpura.	<b>years</b> under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	<b>Mr. Liaqat Ali</b> , Senior Special Education Teacher (BS-17), Ex-DDO, Govt. Special Education Centre, Arifwala.	Minor penalty of <b>"Withholding of Increments for a period of 5 years"</b> under section 4(1)(a)(ii) of the PEEDA Act, 2006.
3.	<b>Mr. Shahid Saleem</b> , Junior Clerk, Previously posted at Govt. Special Education Centre, Arifwala, Presently posted at Govt. Special Education Centre, Pakpattan.	<b>Major penalty of "Forfeiture of Past Service for a period of 5 years"</b> under section 4(1)(b)(iii) of the PEEDA Act, 2006.
4.	<b>Mr. Naveed Iftikhar Ali, Chowkidar</b> , Govt. Special Education Centre, Arifwala.	<b>Major penalty of "Compulsory Retirement"</b> under section 4(1)(b)(iv) of the PEEDA Act, 2006.
5.	<b>Hafiz Muhammad Munir</b> , Naib Qasid, Govt. Special Education Centre, Pakpattan.	<b>Major penalty of "Compulsory Retirement"</b> under section 4(1)(b)(iv) of the PEEDA Act, 2006.

7. **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/officials directing them to submit additional defense, *if any*, and also to appear on 04.05.2024 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*.

8. **AND WHEREAS**, the Hearing Officer after granting opportunity of personal hearing to the accused officers/officials in presence of Departmental Representative submitted report of hearing proceedings stating therein that during the hearing proceedings, accused officers/officials filed additional defence reply. During hearing proceedings, the accused officers and officials 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 and tried to rebut the veracity of the charges but the Inquiry Officer recommended imposition of proposed penalties to them. Lastly, they requested that the charges are baseless and devoid of merits, therefore, they may be exonerated from the charges.

9. **AND WHEREAS**, during the hearing proceedings, the Departmental Representative stated that all record related to the charges was provided to the accused officers / officials and inquiry proceedings were conducted by the Inquiry Officer in accordance with the provisions of PEEDA, Act, 2006 and statements of all concerned were recorded. The Departmental Representative further stated that

charges of inefficiency & misconduct stood proved against the accused officers / officials. He further stated that the arguments of the accused officers / officials are fallacious and carry no weight. Moreover, the Departmental Representative was of the view that the penalties recommended by the Inquiry Officer being proportionate to the guilt of the accused officers / officials (except accused official No. 3 / Hafiz Muhammad Munir) commensurate with the gravity of proven charges. With regards to accused official No.3, the Departmental Representative stated that his services were regularized in the year 2021, hence major penalty of compulsory retirement as recommended by Inquiry Officer cannot be awarded to him.

*Lavina Saad*

10. **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 officers/officials, 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/officials were afforded ample opportunities to articulate their positions and substantiate their innocence but they were unsuccessful in doing so. Further examination of the inquiry report, in conjunction with the accompanying records, reveals that the accused officers/officials neglected to fulfil their assigned duties proficiently, thereby exhibiting behaviour detrimental to the standards of good service. Notably, the arguments/stance presented by the accused officers/officials through their additional defense replies lack substantiation. Furthermore, it is noteworthy that no novel or plausible evidence has been introduced by the accused officers/officials to challenge the evidence already present in the records.

11. **AND WHEREAS**, as regards charges levelled against the accused officer No.1, it stood established during the course of inquiry proceedings that the accused officer No.1 failed to keep the cheque book of official account of Govt. Special Education Centre, Arifwala, in safe custody which caused missing / stealing of cheques alongwith their counter folio and withdrawal of an amount of Rs. 49,000/- against four (04) of the said cheques. The stance taken by the accused officer No.1 is that the cheques against which amount has been withdrawn are not signed by her and she filed complaint regarding the incident of stolen cheques have been considered in light of available record and it is observed in this regard that the stance of the accused officer No.1 is not worthy of consideration since out of 10 cheques that were stolen, one cheque bearing No. 17412519 amounting to Rs. 10,000/- signed by accused officer No. 1 was encashed on 06.05.2021, when the accused officer No.1 was performing duty as Headmistress of the Centre. The accused officer No.1 neither filed any application for registration of FIR viz theft of cheques nor intimated / alerted the bank authorities to cancel all cheques and got issued new cheque book which shows her poor administration and lack of exercise of due diligence in handling administrative and financial matters of the Centre. It is also observed that the accused officer No. 1 failed to maintain record regarding utilization of amount withdrawn from the official account of Govt. Special Education Centre, Arifwala and she also failed to reconcile the cash book with the official account.

12. **AND WHEREAS**, it is also observed that it was established during the course of inquiry proceedings that an amount of Rs. 21,439/- was withdrawn from the official bank account of Govt. Special Education Centre, Arifwala vide cheque No. 17412463 on 02.03.2021 but the same amount was again credited in the said account on 05.03.2021. The justification tendered by the accused officer No. 1 in this regard has been considered and it has been noticed that cheque amounting to Rs. 21,439/- pertaining to certain expenditures were received from the District Accounts Office concerned but the same deposited in the bank account late and the accused officer No. 1 before its clearance, withdrew the said amount. As for charge No. 4, it is noticed that admittedly two different dates for taking over the cheque book of the official account of Govt. Special Education Centre, Arifwala have been given by the accused officer No. 1. Moreover, she also failed to inform about the exact number of cheque books operational for the said account, which shows her flippant behaviour in discharge of official duties, particularly handling the financial matters of the Centre. The accused officer No.1 during the course of personal hearing before the Hearing Officer (*as per hearing report*) admitted that before taking over the official record, she signed a number of cheques from the previous cheque books and thus failed to provide any justifiable reasons to rebut the findings of the Inquiry Officer in this regard. Suffice is to observe that nothing has been placed on record / put forth by the accused officer No.1 to take an exception from the findings of the Inquiry Officer. After thorough examination of record, it is found that charges levelled against the accused officer No. 1 stood proved and the penalty recommended by the Inquiry Officer does not commensurate the gravity of her guilt because she being the Incharge and supervisory officer, failed to perform her duties efficiently and diligently, hence the same warrants modification.

13. **AND WHEREAS**, as regards charges levelled against the accused officer No.2, it is observed that all the charges stood proved during course of inquiry proceedings. The Inquiry Officer after conducting the inquiry into the charges levelled against accused officer No.2 observed that negligence of accused officer No. 2 has been proved since neither he had kept the cheque book in safe custody nor he filed any application for lodging of FIR against stolen cheques. Before the conduct of probe in this matter, he had no idea how many cheques had been stolen from the cheque book of the account and how many had been encashed, while the process of encashment of the stolen cheques started on 23.11.2020. The charge of misconduct on account of not properly maintaining and handling of official record stood proved which is very grave in nature. Details of stolen cheques which were encashed from National Bank of Pakistan, Main Branch College Road, Pakpattan is as under:-

Sr. No	Cheque No.	Amount	Encashment date	Signature Detail	Payee detail
1.	86194775	5190	23-11-2020	Liaquat Ali	Mr. Jameel
2.	86194774	14000	26-11-2020	Liaquat Ali	M. Jameel
3.	86194772	45000	14-12-2020	Liaquat Ali	Iftikhar Ali
4.	86194770	45000	18-12-2020	Liaquat Ali	Iftikhar Ali

5.	86194768	37000	31-12-2020	Liaquat Ali	Sameer Iqbal
6.	86194767	25000	21-01-2021	Liaquat Ali	Iftikhar Ali
7.	17412525	7000	28-01-2021	Liaquat Ali	M. Munir
8.	17512524	12000	03-02-2021	Liaquat Ali	--do--
9.	17412523	20000	09-02-2021	Liaquat Ali	--do--
10.	17412519	10000	06-05-2021	Anila Tariq	Naveed Ali

The accused officer No.2 failed to rebut the findings of the Inquiry Officer and to place on record any such evidence / material which could suggest that conduct of the accused officer No.2 remained remarkably good. It is further observed that the stance of the accused officer No.2 that he handed over the record of the Centre to accused officer No. 1 on 16.01.2021 is also negated by the record and statements of staff recorded during course of inquiry proceedings. The accused officer No. 2 also admitted that on 16.01.2021, the cashbook of the Centre was incomplete, this statement manifestly proves that stance of the accused officer No. 2 that he handed over the record to accused officer No. 1 on 16.01.2021 is false and based on erroneous premise. The statements recorded during the course of inquiry proceedings also lead to the inference that the accused officer No. 2 intentionally withheld the record of the Centre with him and avoided to hand over the same to accused officer No. 1 after her appointment as Headmistress of the Centre.

14. **AND WHEREAS**, after thorough examination of record, it is further observed that sufficient material surfaced during inquiry proceedings which suggest that accused officer No.2 failed to keep the cheque books of official account of Govt. Special Education Centre, Arifwala in safe custody which caused missing / stealing of eight (08) cheques alongwith their counter folio and withdrawal of Rs.49,000/- against four (04) of the said cheques. It was also established during course of inquiry proceedings that the accused officer No. 2 remained Incharge Headmaster of the Centre w.e.f. 31.10.2018 till 15.01.2021 and during his tenure as Incharge Headmaster an amount of Rs.8,48,013/- was withdrawn from the official account of Govt. Special Education Centre, Arifwala (through cheques with his signatures) but the accused officer No. 2 remained unable to explain the purpose of withdrawal of the above mentioned amount which shows that neither the accused officer No. 2 bothered to maintain record regarding utilization of amount withdrawn from the official bank account of Govt. Special education Centre, Arifwala nor he reconciled the cash book with the official account. The accused officer No.2 admitted during course of hearing before Hearing Officer (*as per hearing report*) that he never reconciled the books of account of the Centre i.e., cashbook with bank statement. Hence, the charges stand proved by the record. However, it is further observed that penalty recommended by the Inquiry Officer does not commensurates with gravity of guilt of the accused officer No.2, hence the same warrants modification.

15. **AND WHEREAS**, with regards to charges levelled against the accused official No. 1 / Mr. Shahid Saleem, Junior Clerk, it is observed that his inefficiency

and misconduct stood proved during the course of inquiry proceedings since due to his inefficient behaviour towards discharge of official duties assigned to him and sheer negligence shown by him towards safe custody of official record, the cash book of the Centre was not properly maintained. It is further observed that he was also responsible for safe custody of official cheque book of the Centre. During the course of personal hearing before the undersigned, it transpired that the cheque book of the Centre was kept in locker which was placed in the Headmaster's room and a key was also in the custody of accused official No.1. It is further observed that being Junior Clerk, the accused official No.1 was responsible to take care of the account matters of the Centre but he failed to perform his duties in a befitting manner and the incident of stealing of cheques from the cheque book of the Centre was not reported and the said stolen cheques were encashed. It is further observed that keeping in view the delinquency of the accused official No. 1 and severity of charge that stood proved it is observed that the penalty recommended by the Inquiry Officer in respect of accused official No.1 commensurates with the gravity of the proven charge.

16. **AND WHEREAS**, with regards to charge levelled against the accused official No. 2 / Mr. Naveed Iftikhar Ali, Chowkidar, it is observed that he has been proceeded against on the charge that he stole 08 cheques alongwith their counterfoils from the cheque book of official bank account of Govt. Special Education Centre, Arifwala and withdrew an amount of Rs. 49,000/- against 04 cheques of the Centre from National Bank of Pakistan, Main Branch, College Road, Pakpattan. As per the findings of the Inquiry Officer, he is main culprit of the fraud, embezzlement and forgery of the record and the theft of official cheques; he acted with ulterior motives and after stealing cheques from the Centre, he succeeded to get them encashed from the account by using different people who are his near and dears. As per record, proceedings were initiated against him by Anti-Corruption Establishment, Pakpattan, where he deposited Rs. 49,000/- and Rs. 1,71,190/- which proves that he is guilty of the charge. In this regard, it is further observed that return of the assets or gains acquired through corruption or corrupt practices, voluntarily falls within the definition of Corruption as provided in Section 2(g)(vi) of the PEEDA Act, 2006. After going through the record, it is observed that the accused official No.2 during course of inquiry proceeding and also during hearing proceedings denied the charge but he remained unable to put forth any justifiable reason to rebut the findings of the Inquiry Officer and the record available in the file. It is also matter of record that 10 cheques were stolen from the cheque book of the official account of the Centre (*the cheque book was kept in a locker placed in the Headmaster's room*) and the accused official No.2 had a spare key of the locker with him (*this fact was within the knowledge of the Incharge Headmaster / accused officer No. 2*). The accused official No.2 also admitted during course of personal hearing (*as per hearing report*) that he got encashed the cheques (through his relatives) withdrawing an amount of Rs. 49,000/- and 1,71,190/- from the National Bank, where account of the Centre is maintained. It is further noticed that the justification tendered by the accused official No.2 regarding possession of said cheques is deemed unsatisfactory. It is further stated that grave / serious charge of misconduct and corruption stood fully proved against the accused official No.2, therefore, the penalty of '*compulsory retirement*' as recommended by the Inquiry Officer in respect of accused official No.2 commensurates with the gravity of the proven charge.

17. **AND WHEREAS**, with regards to charge levelled against the accused official No. 3 / Hafiz Muhammad Munir, Naib Qasid, it is observed that the accused official No.3 is a relative of accused official No.2 and he on the request of the accused official No.2 encashed 03 different cheques amounting to Rs: 7000, Rs: 12000 and Rs: 20000 and gave his cousin / accused official No. 2 / Mr. Naveed Iftikhar Ali the amounts so withdrawn. The accused official No. 3 took stance that he had no idea that the said cheques which he had encashed were stolen. Through record and statement of Departmental Representative, it is observed that accused official No. 3 had no nexus with the incident of stealing of cheques from the official cheque book of Govt. Special Education Centre, Arifwala but it has been proved that he abetted accused official No. 2 / Mr. Naveed Iftikhar Ali in commission of act which tantamounts to gross misconduct and also falls within the ambit of corruption.

18. **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. accused officer No.1 and 2 and accused official No. 3 if 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 officer No.1 and 2 and accused official No. 3, therefore, require revisitation. Whereas, penalties proposed by Inquiry Officer in respect of accused official No. 1 and 2 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 and 2 and accused official No. 3, and while agreeing with the recommendations of Inquiry Officer to the extent of accused official No. 1 and 2, as delineated above, and still taking lenient view*, following penalties are hereby imposed upon the accused officers / officials;

Sr. No.	Accused Officer / Official	Penalty Imposed
1.	<b>Ms. Anila Tariq</b> , Headmistress (BS-18) previously posted at Govt. Special Education Centre, Arifwala presently posted at Govt. Special Education Centre, Ferozwala, Sheikhpura.	Minor penalty of <b>"Withholding of increments for a period of 05 years"</b> under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	<b>Mr. Liaqat Ali</b> , Senior Special Education Teacher (BS-17), Ex-DDO, Govt. Special Education Centre, Arifwala.	1. Major penalty of <b>"Forfeiture of past service for a period of 03 years"</b> under section 4(1)(b)(iii) of the PEEDA Act, 2006; and 2. Minor penalty of <b>"Withholding of promotion for a period of 02 years; provided that this period shall be counted from</b>

		the date when a person junior to the accused is considered for promotion and is promoted on regular basis for the first time" under section 4(1)(a)(v) of the PEEDA Act, 2006.
3.	Mr. Shahid Saleem, Junior Clerk, previously posted at Govt. Special Education Centre, Arifwala, presently posted at Govt. Special Education Centre, Pakpattan.	Major penalty of "Forfeiture of past service for a period of 05 years" under section 4(1)(b)(iii) of the PEEDA Act, 2006.
4.	Mr. Naveed Iftikhar Ali, Chowkidar, Govt. Special Education Centre, Arifwala.	Major penalty of "Compulsory Retirement" under section 4(1)(b)(iv) of the PEEDA Act, 2006.
5.	Hafiz Muhammad Munir, Naib Qasid, Govt. Special Education Centre, Pakpattan.	1. Major penalty of "Forfeiture of past service for a period of 01 year" under section 4(1)(b)(iii) of the PEEDA Act, 2006; and 2. Minor penalty of "Withholding of increments for a period of 02 years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

Dated Lahore, the  
November 29<sup>th</sup> /2024

*Saima Saheed*  
(SAIMA SAEED)  
SECRETARY SPECIAL EDUCATION /  
COMPETENT AUTHORITY

**No. & Date Even:**

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

1. **Director General** Special Education, Punjab, Lahore.
2. **District Education Officer (Special Education), Sahiwal** to ensure delivery of this order to the accused officers / officials and implementation of the penalties under intimation to this department.
3. **District Education Officer (Special Education), Lahore** to ensure delivery of this order to the accused officer and implementation of the penalties under intimation to this department.
4. **Headmaster / Headmistress, Govt. Special Education Centre, Arifwala**, to ensure delivery of this order to the accused officers/officials and implementation of the penalties under intimation to this department.
5. **Headmistress, Govt, Special Education Centre, Ferozwala, Sheikhpura** to ensure delivery of this order to the accused officer and implementation of the penalties under intimation to this department.
6. **Headmaster / Headmistress, Govt, Special Education Centre, Pakpattan** to ensure delivery of this order to the accused officials and implementation of the penalties under intimation to this department.

7. **Ms. Aneela Tariq, Headmistress (BS-18)**, previously posted at Govt. Special Education Centre, Arifwala, presently posted at Govt. Special Education Centre, Ferozwala, Sheikhpura.
8. **Mr. Liaqat Ali**, Senior Special Education Teacher (BS-17), Ex-DDO, Govt. Special Education Centre, Arifwala.
9. **Mr. Shahid Saleem**, Junior Clerk, previously posted at Govt. Special Education Centre, Arifwala, presently posted at Govt. Special Education Centre, Pakpattan.
10. **Mr. Naveed Iftikhar Ali**, Chowkidar, Govt. Special Education Centre, Arifwala.
11. **Hafiz Muhammad Munir**, Naib Qasid, Govt. Special Education Centre, Pakpattan.
12. PS to Secretary Special Education Department.

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