

**REGISTERED**



**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

**ORDER**

**No. SO(Estt)10-741/2016: WHEREAS**, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 ('Act') were initiated against **Ms. Nida Rafaqat**, Speech Therapist (BS-17), previously posted at Govt. Special Education Centre, Layyah, presently posted at Govt. Special Education Centre, Abdul Hakeem, District Khanewal ('accused officer No.1) and **Ms. Nazia Mushtaq**, Senior Special Education Teacher (HI Field/BS-17), former Incharge Headmistress, Govt. Special Education Centre, Layyah, presently posted at Govt. Special Education Centre, Karor Lal Eason, District Layyah ('accused officer No.2) (jointly referred as be as 'accused officers') vide order dated 31.07.2023 by appointing Mr. Muhammad Imran Rahi, Headmaster (BS-18), Govt. Special Education Centre, Saddar Town, Bahawalpur as Inquiry Officer on the charges of inefficiency and misconduct as set out in Order of Inquiry dated 31.07.2023.

2. **AND WHEREAS**, the Inquiry Officer after conducting the inquiry proceedings submitted inquiry report, wherein the Inquiry Officer recommended imposition of penalties upon the accused officers. Where-after, Show Cause cum Personal Hearing Notice under Section 13(4) of the PEEDA Act, 2006 was issued to the accused officers directing them to submit additional defense, *if any*, and also to appear before Deputy Secretary Special Education / **Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid*, for personal hearing. The Hearing Officer after affording opportunity of personal hearing to the accused officers in presence of Departmental Representative and fulfilling all codal formalities submitted report of hearing proceedings suggesting / recommending initiation of *de novo* inquiry under Section 13(6) of the PEEDA Act, 2006.

3. **AND WHEREAS**, *de novo* disciplinary proceedings were initiated against the accused officers under Section 13(6) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 vide order dated 24.09.2024 by appointing Mr. Shahid Abbas, Principal (VI Field/BS-19), Govt. (High) Special Education Centre, Shalimar Town, Lahore as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid* on the following charges of inefficiency and misconduct;

**CHARGE AGAINST MS. NIDA RAFAQAT**

Ms. Nida Rafaqat, Speech Therapist (BS-17) often remains absent from duty and marks her bogus attendance with active connivance of Ms. Nazia Mushtaq, SSET (HI Field/BS-17) / Incharge Headmistress, Govt. Special Education Centre, Layyah. She also remained absent for 13 days w.e.f. 03-04-2023 to 11-04-2023 (09-days) & 26-04-2023 to 29-04-2023 (04-days) without prior permission / approval of leave.

**CHARGES AGAINST MS. NAZIA MUSHTAQ**

- i. Ms. Nazia Mushtaq, SSET (HI Field/BS-17) with mala fide intention aids Ms. Nida Rafaqat, Speech Therapist (BS-17) to mark her bogus attendance as Ms. Nida

Rafaqat is habitual leave hunter and she often remain absent from duty. Ms. Nida Rafaqat remained absent for 13 days w.e.f. 03-04-2023 to 11-04-2023 (09-days) & 26-04-2023 to 29-04-2023 (04-days) but Ms. Nazia Mushtaq marked her bogus attendance.

- ii. Ms. Nazia Mushtaq, SSET (HI Field/BS-17) often remains absent from duty without prior permission / approval of leave and marks her bogus attendance.
- iii. Ms. Nazia Mushtaq, SSET (HI Field/BS-17) deliberately and with mala fide intentions keeps Bio-metric machine dysfunctional and submits wrong status of bio-metric machine.
- iv. Due to inefficiency of Ms. Nazia Mushtaq, SSET (HI Field/BS-17), the amount of stipend to be distributed amongst Special Students of the Centre was never paid in full and the amount so drawn for said purpose was embezzled.
- v. Due to inefficiency of Ms. Nazia Mushtaq, SSET (HI Field/BS-17), the uniform is not distributed amongst the students as per policy of the Special Education Department.
- vi. Due to loose administrative control of Ms. Nazia Mushtaq, SSET (HI Field/BS-17), attendance register of the Centre was kept in the custody of Chowkidar instead of Headmistress or Clerk.
- vii. The behaviour of Ms. Nazia Mushtaq, SSET (HI Field/BS-17) with staff of the Centre was very rude. She often misbehaved with the staff and she also threatens them to record adverse remarks in their PER(s) if they raise any objection on her acts. Ms. Nazia Mushtaq, SSET (HI Field/BS-17) also used rough language with the students as well as with their parents of special students. Moreover, parents-teachers meeting was not conducted for several months.
- viii. Students of the centre were on leave w.e.f. 18.03.2023 to 31.03.2023 but Ms. Nazia Mushtaq, SSET (HI Field/BS-17) forced the staff of the centre to mark the attendance of the students as well as buses of the Centre were shown as operational during this period and fuel amount has been embezzled.
- ix. Despite purchasing sports items articles, the same were never handed over to Instructor Physical Education.

4. **AND WHEREAS**, the Inquiry Officer appointed vide Order of Inquiry dated 24.09.2024 has proceeded on Leave Preparatory to Retirement (LPR), hence, he is unable to conduct the inquiry proceedings. Now therefore, through this substituted Order of Inquiry, **Mr. Anayat Ullah Niazi, Headmaster (BS-18), Govt. Special Education Centre (H.I), Khushab** is hereby appointed as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid* on the charges of inefficiency and misconduct mentioned in para 03 above.

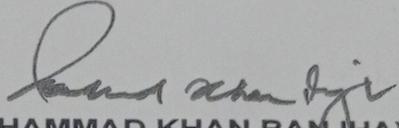
5. The accused officers are directed to submit their written defense to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defense within the prescribed period, it shall be presumed that either they have no defence to offer or they have declined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

6. **Deputy District Education Officer (Spl. Edu.), D.G. Khan** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. In case, the accused officers desire 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.

8. The Inquiry Officer will submit his 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*.

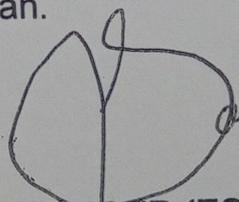
Dated Lahore the  
July 04, 2025

  
(MUHAMMAD KHAN RANJHA)  
SECRETARY SPECIAL EDUCATION/  
COMPETENT AUTHORITY

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. Mr. Anayat Ullah Niazi, Headmaster (BS-18), Govt. Special Education Centre (H.I), Khushab / **Inquiry Officer** to conduct inquiry proceedings in accordance with the mandate of PEEDA Act, 2006 and provide all opportunities of defense to the accused officers, including right of cross examination.
4. **Deputy District Education Officer (Spl. Edu.), D.G. Khan / Departmental Representative** is directed to ensure delivery of this order to the accused officers through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Nida Rafaqat**, Speech Therapist (ES-17), Govt. Special Education Centre, Abdul Hakeem, District Khanewal.
6. **Ms. Nazia Mushtaq**, Senior Special Education Teacher (HI Field/BS-17), Govt. Special Education Centre, Karor Lal Eason, District Layyah.
7. PS to Secretary Special Education Department.
8. Office order file.

  
4/7/25  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT