

**PENALTY ORDER**

No. SO(Estt)13-9/2022. WHEREAS, joint disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 ('Act') were initiated against **Mr. Umar Sharif** (BS-18), District Education Officer (Special Education), Bahawalpur ('accused officer No. 1') and **Ms. Sobia Pervaiz**, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur ('accused officer No. 2') (both accused officers are hereinafter jointly referred to be as 'accused officers') on the following charges of inefficiency and misconduct by appointing Mr. Qaiser Abbas Shah, Principal (BS-19) Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer;

**CHARGES AGAINST MR. UMER SHARIF / ACCUSED OFFICER NO. 1**

- i. The accused officer remained inefficient in discharging his official duties, as assigned to him, in befitting manner. His monitoring remained very poor as he did not act promptly to report the matter of physical abuse / molestation of special student by Muhammad Aslam, Hostel Superintendent (BS-12), Govt. Degree College of Special Education, Bahawalpur to the higher authorities in a timely manner and violated the SOPs regarding child protection.
- ii. The accused officer visited Govt. Degree College of Special Education, Bahawalpur on 26.11.2024 and constituted a probe committee to probe into the matter of physical abuse / molestation of special student by Mr. Muhammad Aslam and to submit a fact-finding report within three days. However, the committee failed to comply with the given timeline. Instead of ensuring timely compliance in accordance with SOPs regarding child protection, the accused officer allowed the matter to linger on unnecessarily. The final report was submitted on 30.12.2024 after a lapse of one month and four days, which is a clear act of negligence on the part of accused officer.
- iii. The accused officer received the report on 30.12.2024, and after a delay of seven days, returned it to the committee on 06.01.2025, requesting certain corrections. But during all this he did not report the incident to higher authorities as according to SOPs regarding child protection it was incumbent upon him to constitute a child protection committee and upon report of incident submit a critical incident report. The probe committee resubmitted the revised report to the accused officer, on 13.01.2025, after another seven-days delay. However, after a previous delay of one month and four days, and an additional 14-days delay, the accused officer received the probe report on 13.01.2025 and instead of forwarding the case to the higher authorities on the same day, he delayed it further and forwarded the case on

15.01.2025, This constitutes a clear failure to fulfill responsibilities and failure to act in a timely manner.

- iv. The accused officer despite having knowledge of happening of incidence of child abuse / molestation of student within the premises of college, with intention to safe guard the accused officer No. 2 and Mr. Muhammad Aslam, Hostel Superintendent (BS-12), Govt. Degree College of Special Education, Bahawalpur did not recommend disciplinary action against them on account of their negligence.

**CHARGES AGAINST MS. SOBIA PERVAIZ / ACCUSED OFFICER NO. 2**

- i. A farewell party was held on 23.11.2024 (Saturday) within the college premises without obtaining prior approval from the competent authority. Being the head of the institute, the accused officer failed to prevent illegal / illegitimate / unauthorized activities in the institute, which is a gross negligence and misconduct on her part.
- ii. A case of physical abuse / molestation with a special student occurred on 24.11.2024 after 02:36 AM within the hostel premises due to lack of oversight and control within the hostel premises. The accused officer failed to take immediate and necessary preventive measures in a timely manner.
- iii. Despite the gravity of the incident, the accused officer exhibited deliberate delay in taking immediate and effective action, constituting an internal committee on 25.11.2024 to investigate the incident after elapse of one day, instead of 24.11.2024 (the day of incident) despite of the fact that the incident was reported in the morning of 24.11.2024 at 06:31 A.M.
- iv. Safety of special students is foremost responsibility of the accused officer being head of institute but she failed to notice that CCTV cameras installed in the premises of institute were switched off and she also failed to monitor activities of the staff and students, which resulted in occurrence of physical abuse / molestation case with the student on 24.11.2024. The switching off of CCTV cameras at the time of the incident reflects a clear attempt to conceal evidence, raising serious concerns about administrative complicity.
- v. The accused officer failed to monitor that the hostel staff under her supervision are discharging their duties diligently and efficiently and not indulged in any unethical activity and she also failed to devise a mechanism through which feedback could be obtained regarding safety of special students within the hostel premises.
- vi. The accused officer has shown poor administration, as she remained unable to monitor activities of special students within the premises of the college which reflects her sheer negligence and inefficiency.
- vii. The accused officer failed to fulfil responsibilities as Incharge Principal of the college as she tried to deliberately conceal real facts pertaining

to the incident of physical abuse / molestation of special student and did not report the matter before the higher authorities well in time which tantamounts to grave misconduct.

viii. That the accused officer failed to implement the Child Protection SOPs issued on 13.02.2024, despite being duty-bound to ensure compliance with the same for the safety and security of special students. Her non-compliance with mandatory protocols constitutes negligence and misconduct.

2. **AND WHEREAS**, the Inquiry Officer after conducting thorough inquiry into the charges submitted inquiry report, wherein the Inquiry Officer recommended imposition of following penalties upon the accused officers:

Sr. No	Name of accused officer	Recommendations
1	Mr. Umar Sharif (BS-18), District Education Officer (Special Education), Bahawalpur.	Minor penalty of "Withholding of one increment for a period of 01 year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2	Ms. Sobia Pervaiz, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur.	Minor penalty of "Withholding of one increment for a period of 01 year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

3. **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 directing them to submit additional defence, *if any*, and also to appear before the 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 undersigned along with all record under Section 13(4)(e) of the Act *ibid*.

4. **AND WHEREAS**, the Hearing Officer after granting opportunity of personal hearing to the accused officers in presence of Departmental Representative submitted report of hearing proceedings stating therein that accused officers filed additional defence replies. The accused officers while reiterating the stance taken by them during the inquiry proceedings, requested that they had performed their duties with utmost diligence, integrity, and commitment, and that no complaint of any nature had ever been preferred against them throughout their tenure. The accused officers unequivocally denied the allegations, asserting that the charges framed were inconsistent with the factual matrix and documentary record. They further submitted that all relevant evidences and official record was duly produced before the Inquiry Officer in rebuttal of the allegations; however, their version was neither adequately appreciated nor objectively considered in the inquiry findings. It was contended that the Inquiry Officer, without proper evaluation of their defence, erroneously recommended the imposition of penalties. In light of the foregoing, the accused officers jointly prayed for exoneration from all charges. On the other hand, the Departmental Representative submitted that the accused officers were granted full opportunity to access and review all documentary evidence relevant to the charges. He further stated that the inquiry proceedings were conducted by the Inquiry Officer in strict conformity with the provisions of the PEEDA Act, 2006, and statements of all material witnesses were duly recorded during the proceedings in presence of the

officers. It was emphasized that the Inquiry Officer had duly taken into account the entire defence put forth by the accused officers, including the surrounding circumstances and the factual context of the case, prior to arriving at his findings. The Departmental Representative contended that the charges of inefficiency and misconduct stood duly substantiated against accused officers. Accordingly, the Departmental Representative argued that the assertions advanced by the accused officers were devoid of substance and did not undermine the credibility or legality of the inquiry proceedings. He maintained that the penalties proposed and recommended by Inquiry Officer are just, reasonable, and commensurate with the gravity and nature of the misconduct established against the delinquent officers.

5. **AND WHEREAS**, the Hearing Officer after considering the material related to the case available in the shape of inquiry report and keeping in view the findings and recommendations of the Inquiry Officer and hearing all concerned observed that the recommendations of the Inquiry Officer for imposing minor penalties upon the accused officers is in accordance with law and also commensurates with magnitude of guilt of the accused officers.

6. **AND WHEREAS**, upon careful and exhaustive evaluation of the findings and recommendations contained in the inquiry report submitted by the Inquiry Officer, and after thorough perusal of all records, documentary evidence, statements, and defense submissions adduced during the inquiry, it has been observed that the Inquiry Officer has conducted the inquiry in a manner that is procedurally robust, legally unimpeachable, and consistent with the principles of natural justice. All rights of defense were extended to the accused officers without obstruction. The accused were given full opportunity to present evidence, cross-examine witnesses, and substantiate their defense. The inquiry proceedings were fair, transparent, and in complete conformity with statutory mandates. After having meticulously analysed the entire facts, evidence, and sequence of events, the Inquiry Officer has arrived at conclusions that are logically coherent, well-articulated, factually irrefutable, legally sustainable and supported by substantial material on record.

7. **AND WHEREAS**, it has been observed that the Inquiry Officer has conclusively established, *beyond any reasonable doubt*, that the accused officers committed the alleged misconduct as enumerated in the charge-sheet. The charges found proved pertain to acts of gross negligence, wilful disobedience, breach of official trust, and conduct unbecoming of a public servant. It is manifestly clear from the Inquiry Officer's report that the misconduct is not of a trivial or technical nature, but involves serious dereliction of duty and calculated indifference to the safety and welfare of vulnerable students. The misconduct pertains to the mishandling of a highly sensitive case involving abuse of a special child. The inaction and apathy displayed by the accused officers reflect a reprehensible disregard for child protection mandates and the fiduciary responsibility owed by public servants.

8. **AND WHEREAS**, it has been observed that the evidence marshalled during the inquiry process overwhelmingly establishes that the accused officers, by their acts of omission and commission, engaged in conduct gravely detrimental to the institution and the special children under their care. The documented delays, non-reporting of critical incidents, failure to comply with mandatory SOPs, concealment of material facts, and the deliberate obstruction of disciplinary

accountability constitute wilful misconduct, administrative delinquency, and professional unfitness of the highest order.

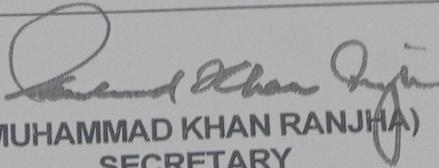
9. **AND WHEREAS**, with regard to charges leveled against accused officer No. 1, it has been observed that the accused officer No. 1 failed to fulfil his fundamental duty of promptly reporting a highly sensitive and serious incident of child abuse to the higher authorities, despite having knowledge thereof. His failure to activate the prescribed reporting protocols and his deliberate silence until compelled by circumstantial pressure constitutes a blatant violation of the Child Protection SOPs and administrative misconduct. As a supervisory officer, the accused officer No. 1 displayed gross inefficiency by allowing the matter to linger without decisive or timely intervention. The inordinate delay in receiving, reviewing, and forwarding the inquiry report, *spanning several unjustified weeks*, reflects not only administrative lethargy but also a reckless disregard for procedural urgency mandated in child protection matters. It has further been observed that despite multiple opportunities and explicit SOPs, the accused officer No. 1 failed to exercise his authority to ensure immediate accountability against those directly responsible. Rather, his actions reveal a pattern of passive complicity and calculated avoidance, thereby shielding subordinate officers from timely disciplinary action. Such conduct is not only unbecoming of a civil servant but borders on wilful suppression of misconduct. In view of the above, the charges of misconduct, inefficiency, and negligence levelled through order of inquiry are found conclusively proven against accused officer No. 1.

10. **AND WHEREAS**, with regards to accused officer No. 2, it has been observed that independent review of the findings, evidence, and statements on record, shows that the accused officer No. 2 allowed unauthorized events to occur within the premises under her charge, including a late-night gathering in the hostel. Despite being the institutional head, she failed to prevent or control this unlawful activity. This lapse, which directly preceded the abuse incident, is not only a case of poor oversight but a fundamental breach of the duty of care owed to vulnerable students. The accused officer No. 2 failed to activate mandatory protective mechanisms under the Child Protection SOPs following the abuse incident. Her delayed and half-hearted response—both in constituting an internal committee and in reporting the matter—constitutes gross non-compliance with statutory directives designed to protect at-risk students. Her inability to detect or prevent the disabling of CCTV systems reflects both managerial failure and systemic negligence. It has also been noted that despite being informed of the incident in the early hours of the day, she delayed the official internal response and reporting to higher authorities until the next day. This delay and the accompanying failure to immediately recommend medical or law enforcement intervention represent dereliction of duty and a potential attempt to suppress the gravity of the event. The accused officer No. 2's repeated justifications, evasive defense, and non-pursuit of disciplinary accountability against her subordinates reflect an alarming administrative void. Her leadership, when it was most needed, was conspicuously absent. This not only escalated the trauma suffered by the victim but risked further institutional damage. In light of the above, the charges against the accused officer No. 2 stand fully substantiated.

11. **NOW THEREFORE**, I, **Muhammad Khan Ranjha**, 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*, 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, *given the severity of the proven charge of inefficiency and misconduct, while agreeing with the*

recommendations of the Inquiry Officer, impose the following penalties upon the accused officers;

Sr. No	Name of accused officer	Penalty Imposed
1.	Mr. Umar Sharif (BS-18), District Education Officer (Special Education) Bahawalpur.	Minor penalty of "Withholding of one increment for a period of 01 year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	Ms. Sobia Pervaiz, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur.	Minor penalty of "Withholding of one increment for a period of 01 year" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

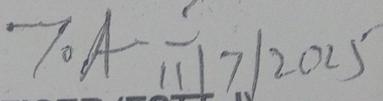
  
(MUHAMMAD KHAN RANJHA)  
SECRETARY  
GOVT. OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore, the  
July 11 / 2025

No. & Date Even:

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

1. Director General Special Education, Punjab, Lahore.
2. District Accounts Officer, Bahawalpur.
3. District Education Officer (Special Education), Bahawalpur to ensure delivery of this order to the accused officers.
4. Principal, Govt. Degree College of Special Education, Bahawalpur to ensure delivery of this order to the accused officers.
5. Mr. Umar Sharif (BS-18), District Education Officer (Special Education) Bahawalpur.
6. Ms. Sobia Pervaiz, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur.
7. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT