

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER

No. SO(Estt)24-34/2015. WHEREAS, disciplinary proceedings were initiated against Mr. Farrukh Jameel, Computer Instructor (BS-17), former Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh presently posted at Govt. Special Education Secondary School (HIC), Multan ('accused officer') & Mr. Muhammad Rauf, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh ('accused official') vide order dated 06.11.2024 by appointing Ms. Sarwat Nawaz, Headmistress (BS-18), Govt. Special Education Centre, Sillanwali as Inquiry Officer on the following charges of inefficiency and misconduct;

CHARGES AGAINST MR. FARRUKH JAMEEL / ACCUSED OFFICER

1. During the visit of the District Education Officer (SE), DG Khan, on 30.01.2024, classrooms were found in complete darkness due to a power outage. Despite the availability of a generator, it was discovered to be non-operational, highlighting your failure to maintain essential infrastructure. This deficiency not only represents a substantial inefficiency but also had a particularly detrimental effect on the learning environment for special needs students, who rely on properly maintained facilities for their education.
2. The storeroom was found in a state of severe disarray, with outdated materials scattered around and coal on the floor, posing a significant fire risk. This condition reflects a careless attitude towards maintaining the premises in accordance with safety and organizational standards, exposing the institution to potential hazards that could have been easily prevented with proper oversight.
3. The school playground, spanning 6-7 Kanals and reserved for special students, has been subjected to unauthorized cultivation by Mr. Muhammad Rauf, Cook, for the past ten years. Furthermore, the cultivation was conducted using contaminated sewerage water, posing serious health risks to the students. Your failure to take immediate and decisive action to halt these violations reflects gross inefficiency and blatant disregard for student welfare and your official duties.
4. You displayed a severe lapse in efficiency by failing to report and address critical issues promptly, including the infiltration of sewage water into the school playground, raising serious environmental safety concerns. This failure endangered the well-being of students and demonstrated a lack of attention to the maintenance of essential environmental safeguards within the institution.
5. You misappropriated funds specifically allocated for the repair and maintenance of the school building by using them for unauthorized repairs of Headmaster's residence and another quarter. These funds, meant for essential construction work at the Government Institute of

Slow Learners in Muzaffargarh (which is located adjacent), including the installation of tuff tiles and construction of washrooms, were diverted towards renovation of residences, depriving the students of necessary infrastructure improvements. This constitutes a serious breach of financial integrity.

6. You have been residing in the official residence for the past one and a half years without obtaining the proper approval following its renovation. Furthermore, necessary deductions for conveyance allowance, house rent, and maintenance charges have not been made from your salary. This raises significant concerns regarding your adherence to protocols and financial accountability.

**CHARGES AGAINST MR. MUHAMMAD RAUF / ACCUSED OFFICIAL**

1. The deep freezer of the Centre was found to be non-functional, emitting a bad smell due to improper maintenance, which endangered the quality of stored food items. This negligence reflects a failure to uphold basic hygiene standards essential for food safety. Additionally, stock pots vital for cooking were found covered in dust, further demonstrating poor hygiene practices, which could have serious implications for the health and well-being of those consuming the food.
2. The playground, which is approximately 6-7 Kanals and reserved for special needs students, has been subjected to unauthorized cultivation by the accused officer for the past ten years. Moreover, the cultivation was carried out using contaminated sewerage water, posing substantial health risks. This blatant disregard for the students' health and safety, as well as the unauthorized use of school property, reflects gross inefficiency and failure to prioritize student welfare.

2. **AND WHEREAS**, the Inquiry Officer submitted inquiry report to this department which after examining was remanded to the Inquiry Officer vide order dated 16.04.2025. Subsequently, the Inquiry Officer after conducting post remand proceedings, *strictly in accordance with the law*, submitted the inquiry report to this department and recommended imposition of following penalties upon the accused officer/official:

Sr. No.	Name of Accused Officer / Official	Penalty recommended to be imposed
1.	Mr. Farrukh Jameel, Computer Instructor (BS-17), Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh.	1. Major penalty of "recovery from pay amounting to Rs. 381,409/." under Section 4(1)(b)(i) of PEEDA Act, 2006; and 2. Major penalty of "forfeiture of past service for two years" under Section 4(1)(b)(iii) of the PEEDA Act, 2006.
3.	Mr. Muhammad Rauf, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh.	Major penalty of "recovery from pay amounting to Rs. 304524/." under Section 4(1)(b)(i) of PEEDA Act, 2006.

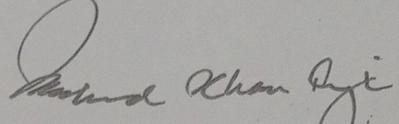
3. **AND WHEREAS**, upon receipt of the inquiry report, Show Cause-cum-Personal Hearing Notice was issued to accused officer/official under Section 13(4) of the PEEDA Act, 2006, directing them to submit additional written defence, *if any*, and to appear for personal hearing before the undersigned on 26.06.2025. In compliance, the accused officer/official appeared and submitted an additional defence reply. During the course of hearing, while reiterating the stance already taken by them in their earlier replies submitted during inquiry proceedings, they, *inter alia*, contended that the charges levelled against them were contrary to the record and asserted that they had produced all relevant documents before the Inquiry Officer. They further argued that they had rebutted the allegations with cogent evidence, yet the Inquiry Officer failed to advance any persuasive reasoning for recommending the proposed penalties. They, *therefore*, prayed for exoneration from the charges being baseless and devoid of merit. On the other hand, the Departmental Representative submitted that the entire record relevant to the charges was duly provided to accused officer/official; that inquiry proceedings were conducted strictly in accordance with the provisions of the PEEDA Act, 2006; that statements of all concerned witnesses were recorded in presence of the accused officer/official and right of cross examination was granted to them and that the charges of inefficiency and misconduct stood fully proved against accused officer/official. The Departmental Representative maintained that the penalties proposed by the Inquiry Officer commensurate with the guilt established, and that all contentions raised by the accused officer/official, both in writing and during hearing, were meritless, fallacious, and stood rebutted by the record.

4. **AND WHEREAS**, after hearing the submissions of accused officer/official and the Departmental Representative, and upon careful examination of the additional defence replies, the annexed documents, the inquiry report, and the recommendations of the Inquiry Officer, it has been observed that the inquiry was conducted in accordance with the provisions of the PEEDA Act, 2006 and due process of law was meticulously followed; and that the accused officer/official were afforded full, fair, and adequate opportunity to present their defence. The findings of the Inquiry Officer are based on cogent, convincing, and confidence-inspiring evidence. On thorough perusal of the record and evaluation of witness statements, the charges of inefficiency and misconduct against accused officer/official stand proved. It is further observed that no new or plausible evidence has been adduced by the accused officer/official during the personal hearing to dislodge or rebut the material already available on record.

5. **NOW THEREFORE**, I, **Muhammad Khan Ranjha**, Secretary, Special Education Department being Competent Authority, *for reasons recorded herein above*, hold the view that the penalties recommended by the Inquiry Officer commensurates with the magnitude of the guilt of the accused officer/official, *therefore, while agreeing with the recommendations of the Inquiry Officer*, in exercise of powers vested upon me under Section 13(5)(ii) read with Section 4 of the PEEDA Act, 2006, following penalties are hereby imposed upon the accused officer/official;

Sr. No.	Name of Accused Officer / Official	Penalty imposed
1.	Mr. Farrukh Jameel, Computer Instructor (BS-17), Incharge, Govt. Secondary School of Special Education for HIC, Muzaffargarh.	1. Major penalty of "recovery from pay amounting to Rs. 381,409/." under Section 4(1)(b)(i) of PEEDA Act, 2006; and

		2. Major penalty of "forfeiture of past service for two years" under Section 4(1)(b)(iii) of the PEEDA Act, 2006.
3.	Mr. Muhammad Rauf, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh.	Major penalty of "recovery from pay amounting to Rs. 304524/." under Section 4(1)(b)(i) of PEEDA Act, 2006.

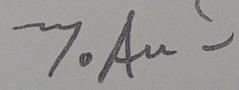
  
 (MUHAMMAD KHAN RANJHA)  
 SECRETARY  
 GOVERNMENT OF THE PUNJAB  
 SPECIAL EDUCATION DEPARTMENT /  
 COMPETENT AUTHORITY

Dated Lahore, the  
 September, 15 / 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, Muzaffargarh.
3. District Education Officer (Special Education), D.G Khan.
4. Accused officer / Mr. Farrukh Jameel, Computer Instructor (BS-17), Govt. Special Education Secondary School (HIC), Multan.
5. Accused official / Mr. Muhammad Rauf, Cook (BS-01), Govt. Secondary School of Special Education for HIC, Muzaffargarh.
6. PS to Secretary Special Education Department.

  
 SECTION OFFICER (ESTT.)  
 SPECIAL EDUCATION DEPARTMENT  
 15/9/2025