

**PENALTY ORDER**

No. SO(Estt.) 43-3/12. WHEREAS, disciplinary proceedings under the PEEDA Act, 2006 were initiated against **Mr. Muhammad Irshad Hussain Khan**, Deputy Director (BS-18), Govt. Bahauddin Zakariya School for Special Education, Multan ('accused officer') vide order dated **14.03.2025** by appointing Mr. Qaiser Abbas Shah, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer on the following charges of inefficiency and misconduct:

- i. During Mr. Irshad Hussain, tenure at Govt. Bahauddin, Zakariya School for Special Education, Multan, the institute's vehicle remained non-operational for periods from 01.02.2022 to 05.10.2022 and 15.10.2022 to 21.11.2022 due to the non-availability of POL. This neglect adversely affected the academic progress of students who relied on the pick-and-drop facility. His failure to ensure the availability of POL reflects gross mismanagement and disregard for institutional responsibilities.
- ii. In the financial year 2022-2023, the enrolled students were deprived of their entitled incentives, such as stipends and uniforms. His inability to ensure the disbursement of these entitlements to beneficiaries resulted in a significant lapse in the institute's obligations.
- iii. During his tenure, two employees, Ms. Rehana Kausar and Ms. Rubina Kausar, availed summer vacations while also drawing conveyance allowance for the same period. Despite being in a position of authority, he failed to recover the overpaid conveyance allowance, resulting in financial irregularities and non-compliance with government rules.
- iv. He remained inefficient in increasing student enrolment. Over the period of five years, only 18 students were enrolled (2020=04, 2021=04, 2022=05, 2023=01, 2024=04), which reflected poor performance despite the resources allocated to the institute. This performance is highly unsatisfactory and demonstrates his inefficiency in achieving institutional growth despite allocated resources.
- v. He made no effort to relocate the institute from its current rented building to a more suitable and accessible facility. As a result, the institute continued its operations in a non-accessible building, compromising the welfare and convenience of the students and staff.

2. **AND WHEREAS**, the Inquiry Officer after conducting thorough inquiry proceedings, strictly in accordance with the mandate of Act *ibid*, submitted inquiry report and recommended imposition of minor penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006 upon the accused officer.

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 officer directing him to submit additional defence, *if any*, and also to appear 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*.

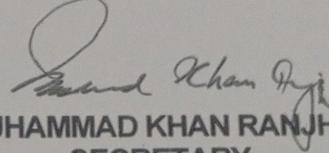
4. **AND WHEREAS**, the Hearing Officer submitted report of hearing proceedings stating therein that the accused officer filed additional defense reply and during the course of hearing, the accused officer reiterated the position earlier adopted by him in his additional defense reply as well as during the inquiry proceedings. He denied the charges framed against him, asserting that they are contrary to facts and unsupported by the record. The accused officer contended that he had duly produced all relevant documents and evidence before the Inquiry Officer and had effectively rebutted the allegations; however, his defense was not duly appreciated. He further submitted that the Inquiry Officer failed to provide any cogent or persuasive reasoning in the inquiry report justifying the imposition of the proposed penalty. In conclusion, the accused officer prayed for exoneration, maintaining that the charges are unfounded and devoid of merit. Whereas, Departmental Representative supported the inquiry report and he was of the view that during inquiry proceedings all record was considered and statements of all concerned were recorded. The accused officer was granted ample opportunities to rebut the charges but he failed to do so. The Departmental Representative was of the view that penalty recommended by Inquiry Officer commensurate with the gravity of the charges that stood partially / fully proved. 2

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 penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006 upon the accused officer is in accordance with law and also commensurates with magnitude of guilt of the accused officer.

6. **AND WHEREAS**, upon careful examination of the findings and recommendations of the Inquiry Officer, the additional defense reply submitted by the accused officer, the report of the Hearing Officer, and the available record on file, it is evident that the Inquiry Officer has conducted the inquiry in a manner that is procedurally robust and consistent with the principles of natural justice. All rights of defense were extended to the accused officer without obstruction. The accused officer was given full opportunity to present evidence and substantiate his stance. After having meticulously analyzed 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. The stance taken by the accused officer in additional defense that all relevant information / record was submitted during the inquiry proceedings and that the charges are not proved against him, has been duly considered and it is observed that stance of the accused officer is misconceived because no rebuttal evidence / plausible explanation and no new material has been presented that could diminish or rebut the cogency of the Inquiry Officer's findings. After a thorough and objective assessment of the record, it is evident that the four (04) out of five (05)

charges against the accused officer stand fully / partially proved. The minor penalty of 'Censure' recommended by the Inquiry Officer is appropriate and proportionate to the gravity of the inefficiency and misconduct established.

7. **NOW THEREFORE, I, Muhammad Khan Ranjha**, Secretary, Special Education Department being Competent Authority, for reasons recorded herein above, hold the view that the penalty recommended by the Inquiry Officer commensurates with the magnitude of the guilt of the accused officer, 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, minor penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.



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

Dated Lahore, the
September 22, 2025

No. & Date Even:

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

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Multan to ensure delivery of this order to the accused officer under intimation to this department.
4. Principal, Govt. Bahauddin Zakariya School for Special Education, Multan to ensure delivery of this order to the accused officer under intimation to this department.
5. Accused officer concerned / **Mr. Muhammad Irshad Hussain Khan**, Deputy Director (BS-18), Govt. Bahauddin Zakariya School for Special Education, Multan.
6. PS to Secretary Special Education Department.

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SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

22/9/2025