

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)43-25/2013: **WHEREAS**, through a complaint Mr. Sultan Shoukat and his mother, Mst. Kalsoom Bibi, widow of Mr. Shoukat Ali (late), Ex-Driver, Government National Special Education Centre, Johar Town, Lahore, have alleged that Mr. Shoukat Ali (late), Ex-Driver, Government National Special Education Centre, Johar Town, Lahore, expired during service on 08.08.2017. Under the Financial Assistance Package of Government of the Punjab, his widow, Mst. Kalsoom Bibi, was legally entitled to creation of an OSD post up to the date of superannuation of the deceased employee. It has further been alleged that Mr. Muhammad Latif, Assistant, and Mr. Muhammad Sadaqat, Upper Divisional Clerk (UDC), Government National Special Education Centre, Johar Town, Lahore, illegally demanded and received gratification of Rs. 20,000/- from the complainants on the pretext of initiating salary of deceased. However, instead of initiating proceedings for creation of OSD post, salary was continued without the requisite approval. The complainants, being illiterate and unaware of service laws, could not comprehend the illegality of such continuation. As a consequence, recovery amounting to Rs. 12,00,000/- was later initiated against them due to the wrongful acts of the aforesaid officer / official. It has also been pointed out that despite the lapse of considerable time, no case for creation of OSD post was submitted to the competent authority. The date of superannuation of the deceased employee was 01.01.2020. However, from the date of superannuation till date, a period of more than five years, neither has the family pension been sanctioned in favour of the widow, nor has ex-post facto sanction of the OSD post been obtained in accordance with rules and policy. Lastly, the complainants have requested that disciplinary proceedings may be initiated against Mr. Muhammad Latif, Assistant, and Mr. Muhammad Sadaqat, UDC, on account of misconduct, corruption, and illegal gratification.

2. **AND WHEREAS**, undersigned being Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), in due consideration of the facts of the case, vide order dated 30.10.2025 ordered initiation of inquiry against Muhammad Latif, Assistant (BS-16), Govt. National Special Education Centre, Johar Town ('accused officer') and Mr. Muhammad Sadaqat, Upper Divisional Clerk (BS-14), Govt. National Special Education Centre, Johar Town, Lahore ('accused official'), on the charges of inefficiency, misconduct and corruption, under section 5 read with Section 9 of the Act *ibid* by appointing Ms. Sobia Asif, Headmistress (BS-18),

Govt. (Middle) Special Education Centre, Nishtar Town, Lahore as Inquiry Officer and **Mr. Muhammad Ijaz Haider, Superintendent (BS-17), Directorate General of Special Education, Punjab, Lahore** as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

3. **AND WHEREAS**, Mr. Muhammad Ijaz Haider / appointed Departmental Representative filed an application for appointment of any other officer as Departmental Representative due to certain reasons mentioned in the application. After examining the case, in the interest of justice, the application of Mr. Muhammad Ijaz Haider is allowed and vide this substituted order **Mr. Naeem Athar, Bursar (BS-17), Govt. Degree College of Special Education, Johar Town, Lahore** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

4. **AND WHEREAS**, the Inquiry Officer shall jointly proceed against the accused officer and official in terms of Section 5 read with Section 9 of the Act *ibid* on the following charges of inefficiency, misconduct and corruption:

1. Mr. Muhammad Latif, Assistant, and Mr. Muhammad Sadaqat, UDC, while serving in the Government National Special Education Centre, Johar Town, Lahore, illegally demanded and received gratification of Rs. 20,000/- from the complainants, namely Mr. Sultan Shoukat and his mother, Mst. Kalsoom Bibi (widow of Shoukat Ali, late, Ex-Driver of the Centre), on the pretext of initiating the salary of the deceased and creation of OSD post in their favour.
2. Instead of initiating proceedings for the sanction of the OSD post under the financial assistance package of Government of Punjab, Mr. Muhammad Latif, Assistant, and Mr. Muhammad Sadaqat (UDC), willfully and dishonestly continued the salary of the deceased employee without lawful sanction. By doing so, they have violated prescribed rules and procedures, causing unlawful financial implications for the department.
3. Despite the lapse of considerable time, Mr. Muhammad Latif, Assistant, and Mr. Muhammad Sadaqat (UDC) both failed to prepare and submit the case for creation of OSD post to the competent authority. Due to their misconduct and intentional non-compliance, the widow of the deceased employee has been deprived of her family pension for more than five years (from 01.01.2020 till date), thereby causing undue hardship, financial loss, and mental agony to the complainants.

5. The accused officer / official are directed to submit their written defence to the Inquiry Officer, within 07 days of the receipt of this order. If they fail to submit their written defence 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. **Mr. Naeem Athar**, Bursar (BS-17), Govt. Degree College of Special Education, Johar Town, Lahore 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 officer / official desires 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 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*.

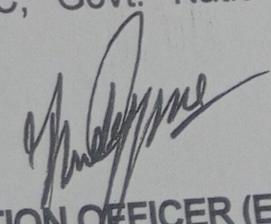
(SHOAIB IQBAL SYED)  
SECRETARY  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
December 10 /2025

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. District Education Officer (Special Education), Lahore.
3. **Ms. Sobia Asif**, Headmistress (BS-18), Govt. (Middle) Special Education Centre, Nishtar Town, Lahore / **Inquiry Officer**.
4. **Mr. Naeem Athar**, Bursar (BS-17), Govt. Degree College of Special Education, Johar Town, Lahore / **Departmental Representative** is directed to ensure delivery of this order to the accused officer and official through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer / official, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Mr. Muhammad Ijaz Haider**, Superintendent (BS-17), Directorate General of Special Education, Punjab, Lahore.
6. **Accused Officer** / Muhammad Latif. Assistant, Govt. National Special Education Centre, Johar Town.
7. **Accused Official** / Mr. Muhammad Sadaqat, UDC, Govt. National Special Education Centre, Johar Town, Lahore.
8. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT