

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(Estt)13-21/2022: WHEREAS, the undersigned being the Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), in due consideration of the facts of the case, is of the opinion that there are sufficient grounds to proceed against **Ms. Saima Saleem**, Senior Special Education Teacher (BS-17 / HI Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad presently reported to department ('accused officer No.1'), **Mr. Mohsin Waseer**, Junior Special Education Teacher (BS-16 / H.I Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad presently reported to department ('accused officer No.2') and **Mr. Azeem-ur-Rehman**, Junior Special Education Teacher (BS-16 / H.I Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad presently reported to department ('accused officer No.3') on the charges of inefficiency and misconduct under Section 3 of the PEEDA Act, 2006. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer/official under the Act *ibid* by appointing **Mr. Abdul Rafay Rao, Headmaster (BS-18), presently posted as Principal, Govt. 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*.

2. The Inquiry Officer will proceed against the accused officers on the following charges of inefficiency and misconduct:

CHARGES AGAINST MS. SAIMA SALEEM / ACCUSED OFFICER NO. 1

1. Ms. Saima Saleem, while serving as Senior Special Education Teacher at Government Special Education Centre, Jinnah Town, Faisalabad, willfully associated with a group of staff members for the purpose of interfering in the official and administrative affairs of the Centre. Her conduct not only undermined the authority of the Head of institution but also disrupted the orderly functioning of the Centre.
2. Ms. Saima Saleem engaged in subversive activities by instigating and participating in actions intended to malign and destabilize the authority of the Headmistress, thereby contributing to the creation

of a hostile and confrontational environment within the institution. Furthermore, she repeatedly demonstrated insubordinate behaviour and misbehaved with the Headmistress, which is in grave violation of official decorum and service discipline. These actions fall within the ambit of *misconduct* as defined under the PEEDA Act, 2006.

3. Ms. Saima Saleem failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. She persistently used her personal mobile phone within the classroom premises during instructional periods, thereby neglecting her teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under her supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Despite the issuance of explanations, formal counselling, and repeated opportunities for performance improvement by the Headmistress, Ms. Saima Saleem failed to bring about any meaningful change in her professional conduct or discharge of duties. Her continued non-compliance and indifference reflect habitual negligence and lack of capacity to perform assigned duties effectively, thereby constituting *inefficiency* under the PEEDA Act, 2006.

CHARGES AGAINST MR. MOHSIN WASEER / ACCUSED OFFICER NO. 2

1. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in group-based activities with other staff members aimed at interfering in the official and administrative affairs of the Centre. His conduct amounted to deliberate undermining of the lawful authority of the Head of Institution and caused disruption in the smooth functioning and discipline of the Centre. Such acts of interference, insubordination, and disruption of official order constitute misconduct within the meaning of Section 2(n) of the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006.
2. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in acts of subversion by instigating and participating in activities designed to undermine,

defame, and erode the lawful authority of the Headmistress. His conduct fostered an atmosphere of discord, confrontation, and instability within the institution, thereby impeding the professional and administrative functioning of the Centre. Moreover, he persistently exhibited insubordinate behaviour, including instances of deliberate discourtesy and inappropriate interaction with the Headmistress, in blatant disregard of official protocol and service discipline. These actions are in direct contravention of the standards of conduct expected of a public servant and squarely fall within the scope of misconduct as defined under Section 2(n) of the PEEDA Act, 2006.

3. Mr. Mohsin Waseer failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. He persistently used his personal mobile phone within the classroom premises during instructional periods, thereby neglecting his teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under his supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, persistently failed to perform his duties in an effective and responsible manner, despite the issuance of explanations, formal counselling sessions, and multiple opportunities for performance improvement by the Headmistress. His continued indifference, non-compliance with professional expectations, and failure to exhibit any substantive improvement in conduct or performance constitute clear evidence of habitual negligence and professional incapacity. Such persistent failure in the discharge of official duties amounts to inefficiency within the meaning of Section 2(k) of the PEEDA Act, 2006.

CHARGES AGAINST MR. AZEEM-UR-REHMAN / ACCUSED OFFICER NO. 3

1. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in group-based activities with other staff members aimed at interfering in the official and administrative affairs of the Centre. His conduct amounted to deliberate undermining of the lawful authority of the Head of

Institution and caused disruption in the smooth functioning and discipline of the Centre. Such acts of interference, insubordination, and disruption of official order constitute misconduct within the meaning of Section 2(n) of the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006.

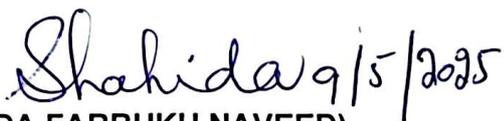
2. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in acts of subversion by instigating and participating in activities designed to undermine, defame, and erode the lawful authority of the Headmistress. His conduct fostered an atmosphere of discord, confrontation, and instability within the institution, thereby impeding the professional and administrative functioning of the Centre. Moreover, he persistently exhibited insubordinate behaviour, including instances of deliberate discourtesy and inappropriate interaction with the Headmistress, in blatant disregard of official protocol and service discipline. These actions are in direct contravention of the standards of conduct expected of a public servant and squarely fall within the scope of misconduct as defined under Section 2(n) of the PEEDA Act, 2006.
3. Mr. Azeem Ur Rehman failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. He persistently used his personal mobile phone within the classroom premises during instructional periods, thereby neglecting his teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under his supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, persistently failed to perform his duties in an effective and responsible manner, despite the issuance of explanations, formal counselling sessions, and multiple opportunities for performance improvement by the Headmistress. His continued indifference, non-compliance with professional expectations, and failure to exhibit any substantive improvement in conduct or performance constitute clear evidence of habitual negligence and professional incapacity. Such persistent failure in the discharge of official duties amounts to inefficiency within the meaning of Section 2(k) of the PEEDA Act, 2006.

3. 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 defense to offer or they have declined to offer the same and they have accepted the charges.

5. **Mr. Muhammad Ilyas, Superintendent (BS-17), Office of District Education Officer (Special Education), Faisalabad** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

6. In case, the accused officer/official 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.

7. The Inquiry Officer will submit her 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*.


(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
09th May, 2025

NO. & DATE EVEN

A copy is forwarded to the: -

1. **Director General**, Special Education Punjab, Lahore.
2. **Director (Admin)**, Directorate General of Special Education, Punjab, Lahore.
3. **District Education Officer** (Special Education), Sahiwal.
4. **Mr. Abdul Sattar**, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore / **Inquiry Officer**.
5. **Mr. Muhammad Ilyas**, Superintendent (BS-17), Office of District Education Officer (Special Education), Faisalabad / **Departmental Representative** is directed to ensure delivery of this order to the accused officer/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.

6. Accused officer No. 1 / **Ms. Saima Saleem**, Senior Special Education Teacher (BS-17 / HI Field), Govt. Special Education Centre, Jinnah Town, Faisalabad.
7. Accused officer No.2 / **Mr. Mohsin Waseer**, Junior Special Education Teacher (BS-16 / H.I Field) Govt. Special Education Centre, Jinnah Town, Faisalabad.
8. **Accused officer No. 3 / Mr. Azeem-ur-Rehman**, Junior Special Education Teacher (BS-16 / H.I Field) Govt. Special Education Centre, Jinnah Town, Faisalabad.
9. PS to Secretary Special Education Department.
10. Office order file.

 - 9/5/25

**SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT**