



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

**ORDER OF INQUIRY**

No. SO(Estt)23-191/2020: WHEREAS, news aired on electronic media in which it was contented that a special-need / physically handicapped student of Govt. Special Education Centre, Pir Mahal namely Ms. Zainab is ascending stairs by way of crawling during school hours. While taking serious note of this incident, Special Education Department directed the Director (Admn), Directorate General Special Education, Punjab, Lahore to probe the matter and submit a comprehensive report of the incident.

2. AND WHEREAS, Director (Admn), Directorate General of Special Education after visiting Govt. Special Education Centre, Pir Mahal submitted report dated 04.12.2023 and recommended initiation of disciplinary proceedings against **Hafiz Muhammad Faisal**, Junior Special Education Teacher (BS-16 / PD Field), Incharge Headmaster, Govt. Special Education Centre, Pir Mahal, presently *under suspension* and reported to department (herein referred as 'accused officer No. 1) and **Ms. Pinkee Sadia Yousaf**, Junior Special Education Teacher (BS-16 / MC Field), previously posted at Govt. Special Education Centre, Pir Mahal presently *under suspension* and reported to department (herein referred as 'accused officer No. 2) (both officers are hereinafter jointly referred as 'accused officers') on the charges of inefficiency and misconduct.

3. AND 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 the accused officers on the charges of inefficiency and misconduct under Section 3 of the Act *ibid*. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by appointing **Mr. Asif Iqbal, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur** as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

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

**CHARGES AGAINST HAFIZ MUHAMMAD FAISAL / ACCUSED OFFICER NO. 1**

- i. The accused officer's performance during his tenure as Incharge Headmaster has remained poor, as he failed to fulfil his duties in a manner consistent with established standards. Manifestations of inefficiency and mismanagement are evident, notably in the relocation of the classroom for physically handicapped students to the first floor of the Centre, where no ramp was available. This decision has resulted in difficulties for Ms. Zainab and other

Lainna Saad

special-needs / physically handicapped students when navigating the stairs.

- ii. As the designated Headmaster Incharge, the accused officer neglected to oversee the diligent and efficient performance of the teaching and allied staff at the Centre. Furthermore, there is a failure to ensure that the staff refrained from engaging in any unethical activities / recording of activities of students through their personal mobiles with malafide intentions.
- iii. Ensuring the safety of special students constitutes a primary responsibility of the accused officer, who served as the Incharge Head of the Centre. However, the accused officer failed to observe and address the situation wherein a physically handicapped female student, Ms. Zainab, was coerced on 24.10.2023 at about 08:44 a.m. into ascending the stairs through crawling by Ms. Pinkee Sadia Yousaf, JSET. Moreover, said incident video was also recorded by Ms. Pinkee Sadia Yousaf, JSET with the intention of disseminating it on social media, potentially tarnishing the reputation of the Centre and Special Education Department in the eyes of public at large.
- iv. The accused officer, having knowledge of the incident that took place on the 24<sup>th</sup> of October 2023 at approximately 08:44 a.m., i.e., wherein a physically handicapped female student, Ms. Zainab, was persuaded to climb stairs by way of crawling, and the subsequent recording of a video of this incident by Ms. Pinki Sadia Yousaf, a Junior Special Education Teacher JSET, intentionally withheld this information from higher authorities, including but not limited to the District Education Officer (Special Education), Faisalabad. The accused officer failed to report the incident to the higher authorities and neglected to take prompt action. Consequently, the video circulated on social media, which adversely impacted the reputation of the Centre and the Special Education Department.
- v. The conduct and performance of the accused officer during his tenure as Incharge Headmaster remained below average. This is attributable to his failure to fulfil his responsibilities in a manner in line with established standards. he evaded his substantive duty as JSET (Physically Handicapped Field) and handed over his class to a teacher of blind field. Such conduct had badly impacted the seamless execution of educational activities.

**CHARGES AGAINST MS. PINKEE SADIA YOUSAF / ACCUSED OFFICER NO. 2**

- i. The primary responsibility of ensuring the safety of special students rests with the accused officer. However, the accused officer engaged in instigating a physically handicapped female student, Ms. Zainab, to ascend stairs through crawling and by doing so she jeopardized the safety of said student. The accused officer instead of stopping the physically handicapped female student, Ms. Zainab, to ascend stairs through crawling or instead of helping her, instigated the said student to do so. Moreover, the accused officer recorded a video of this incident with malicious intent. Subsequently, the accused officer shared the said video on social

*Lavina Saad*

media through unrelated individual(s), intending to tarnish the reputation of both the Centre and the Special Education Department. By doing these acts, the accused officer violated the right of safety and privacy of the said student.

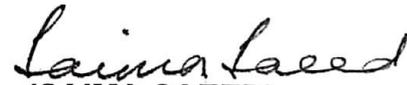
- ii. The performance of the accused officer remained subpar because she did not carry out her responsibilities in a suitable manner, in accordance with applicable standards, and continued to interfere in the administrative affairs of the Centre and created unnecessary feud with the Incharge Headmaster, which impeded administrative procedures and created administrative hurdles for the Incharge Headmaster.

5. 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 failed to submit their written defense 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. Muhammad Akmal Shah, Senior Special Education Teacher (H.I) (BS-17), Government (Middle) Special Education Centre, Tandianwala, District Faisalabad** 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 officers 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.

8. The Inquiry Officer will submit his 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*.

  
(SAIMA SAEED)

SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

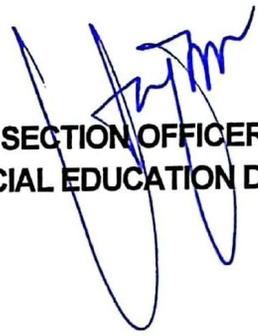
Dated Lahore the  
December 19<sup>th</sup> 2023

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Gujranwala.

3. **Mr. Asif Iqbal, Headmaster** (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur / **Inquiry Officer**.
4. **Mr. Muhammad Akmal Shah**, Senior Special Education Teacher (H.I) (BS-17), Government (Middle) Special Education Centre, Tandianwala, District Faisalabad / **Departmental Representative** is directed to ensure delivery of this order to the accused officers through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Hafiz Muhammad Faisal**, Junior Special Education Teacher (BS-16 / PD Field), Incharge Headmaster, Govt. Special Education Centre, Pir Mahal, presently *under suspension* and reported to department
6. **Ms. Pinkee Sadia Yousaf**, Junior Special Education Teacher (BS-16 / MC Field), previously posted at Govt. Special Education Centre, Pir Mahal presently *under suspension* and reported to department.
7. PS to Secretary Special Education Department.
8. Office order file.

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