

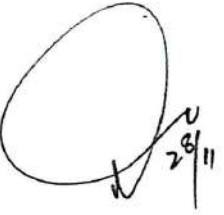


**GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT**

Dated Lahore, the 28th November, 2025

ORDER

SO (DM) E-5/GRW-SKT/24. WHEREAS, Rai Mumtaz Ali, Assistant Professor of Chemistry (BS-18), Ex-Deputy Director Colleges, Pakpattan, presently posted at Govt. Graduate College, Okara was proceeded against under Section 3 of the act ibid, on account of following charges of misconduct & inefficiency vide inquiry order dated 29.08.2024.

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- i. That you failed to follow the time lines defined by the Regulations Wing (S&GAD) regarding initiation of the PERs in respect of Mr. Naveed Alam, Lecturer in History for the period 16-01-2021 to 31-12-2021 & 01-01-2022 to 14-06-2022
 - ii. That you were directed vide this Department letter dated 25-06-2024 to ensure the completion of PERs of Mr. Naveed Alam and appear for personal hearing before Special Secretary Higher Education Department on 05-08-2024. During personal hearing you produced a diary/dispatch number pretending to have forwarded the PERs to Directorate of Education (Colleges), Sahiwal vide letter No.926/Director/Swl/2023 Dated 03-08-2024 denied to have received PERs from your side under given dispatch number which seems that tried to cheat the Competent Authority.

2. **AND WHEREAS, Mr. Muhammad Zahid Mian, Addl. DPI (Colleges) Punjab** was appointed as Inquiry Officer under Section 5 read with Section 9 of the Punjab Employees Efficiency, Discipline & Accountability Act, 2006 to conduct inquiry vide order dated 29.08.2024. The Inquiry Committee, after completion of the proceedings, submitted its report dated **12.10.2025**, wherein it was concluded that all the allegations stood duly proved against the accused officer. Accordingly, the Inquiry Officer recommended imposition of the following penalties:

- i. "Withholding of promotion for FOUR (04) YEARS, counted from the date when a junior to the accused is considered and promoted for the first time on a regular basis".
- ii. As an additional departmental trigger which is beyond the orbit of PEEDA ACT 2006, the inquiry officer also recommends that the accused officer must not be posted against any administrative slot in future, to safeguard the Higher

NO. EVEN & DATED

A copy is forwarded for information & necessary action to:

1. The Director Public Instruction (Colleges), Punjab, Lahore.
2. The Director of Education (Colleges) Sahiwal.
3. The Deputy Director (Colleges), Pakpattan.
4. The District Accounts Officer Pakpattan.
5. The Principal, Govt. Graduate College, Okara.
6. The Section Officer (EM-1) , Higher Education Department
- ✓ 7. The In-charge MIS, Higher Education Department.
8. PS to Secretary/ Special Secretary, Higher Education Department.
9. PA to Additional Secretary (Estt.) Deputy Secretary,(EM) Higher Education Department
10. Mr. **Rai Mumtaz Ali**, Assistant Professor of Chemistry (BS-18), Govt. Graduate College, Okara.


(RASHID ALI)

SECTION OFFICER (DISC. MALE)