



**GOVERNMENT OF THE PUNJAB  
HIGHER EDUCATION DEPARTMENT**

Dated Lahore, the 9<sup>th</sup> December, 2025

**ORDER**

**NO.SO (DM)E-5/2025, WHEREAS, Mr. Muhammad Adnan**, Assistant Professor of English (BS-18) Ex-Secretary, Punjab Board of technical education, Lahore (presently awaiting posting) was proceeded against under Section 3 of the Punjab Employees Efficiency, Discipline & Accountability Act, 2006, on the charges of misconduct and inefficiency on account of following allegations vide inquiry order dated 08.08.2019:

- i. He impersonated himself as intelligence rep to establish contact with Chief Secretary Punjab. He has been committing such crime in the past as well for his personal benefits.
- ii. He is habitual impersonator maligning the name of intelligence agencies by influencing Government officials as intelligence rep for the personal benefits.

2. **WHEREAS, Mr. Muhammad Zahid Mian**, Additional DPI (Colleges), Punjab, Lahore (**Convener**) and **Mr. Irtaza Ameer Naqvi**, Director (P&B), Directorate of Public Instructions (Colleges), Punjab, Lahore (**Member**) as an Inquiry Committee under Section 5 read with Section 9 of the Punjab Employees Efficiency, Discipline & Accountability Act, 2006 to conduct an inquiry.

3. **WHEREAS**, the Inquiry Officer submitted inquiry report, according to which the charges stood proved and recommended imposition of the following penalties:

*"Based upon the confessional statement transmitted by MI, statement of the accused officer, cross examination and the analysis of the case file, the Inquiry Committee recommends major penalty under Section 4(b)(ii) of PEEDA ACT 2006 i.e. forfeiture of past service for a period of FIVE YEARS may be imposed on the accused officer on account of committal of the misconduct and inefficiency. As an additional departmental trigger which is beyond the orbit of PEEDA ACT 2006 but an integral part of such activities, the Inquiry Committee also recommends that the accused officer MUST NOT BE POSTED on any Administrative Post in future."*

4. **WHEREAS**, the accused was afforded an opportunity of personal hearing on 12.08.2025 and 28.10.2025, before the Special Secretary, Higher Education Department / Hearing Officer appointed in this case.

5. **WHEREAS**, The Hearing Officer / Special Secretary, Higher Education Department, after a comprehensive examination of the case record, the statements of the Departmental Representative, and the inquiry proceedings, has disagreed with the findings and recommendations of the Inquiry Officer. It has been observed that the principles of natural justice, as well as the mandatory procedural requirements envisaged under the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006, were not duly observed during the inquiry process. In the backdrop of the aforesaid position, the Hearing Officer has recommended that a de-novo inquiry be initiated against the accused officer under Section 13(6) of the PEEDA Act, 2006, so that the matter may be examined afresh in accordance with law and due process.

6. **WHEREAS**, the Competent Authority, after going through the facts of the case and report of the Hearing Officer, is of the opinion that in the interest of justice, it is necessary to hold De-novo Inquiry under Section 13 (6) of the Act ibid against **Mr. Muhammad Adnan**, Assistant Professor of English (BS-18) on the above given charges as contained in Para-1 ante.

7. **WHEREAS**, **Dr. Syed Ansar Azhar**, DPI Colleges Punjab, Lahore is appointed as Inquiry Officer to conduct de-novo Inquiry against the accused officers, under section 13 (6) of the Act, ibid.

8. **WHEREAS**, the accused officers as per provision of Section 9(i)(d) of the said Act are directed to submit their written defence to the Inquiry Officer directly within 7 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 have declined to offer the same and have accepted the charges.

9. **WHEREAS**, **Deputy Director Admin** o/o DPI Colleges Punjab, Lahore is nominated as Departmental Representative to assist the Inquiry Officer under the provisions of Section 12 of the Act ibid.

10. **AND WHEREAS,** 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 undersigned or Departmental Representative, within 07 days of receipt of this order.

11. The Inquiry Officer shall submit his report and recommendations to the undersigned within sixty days of the initiation of inquiry in terms of Section 10 (6) of the Act *ibid*.

(GHULAM FARID)  
SECRETARY  
HIGHER EDUCATION DEPARTMENT

**Number & Date Even:**

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

1. The Accountant General Punjab, Lahore.
2. Director Public Instructions (Colleges), Punjab, Lahore.
3. Mr **Dr. Syed Ansar Azhar**, DPI Colleges Punjab, Lahore **Denovo** Inquiry Officer. He is requested to conduct the inquiry and submit the findings / recommendations within the stipulated period as provided in PEEDA Act, 2006.
4. **Deputy Director Admin** o/o DPI Colleges Punjab, Lahore, as Departmental Representative with the direction to provide necessary record after obtaining it from the quarter concerned on behalf of the Authority and assist the Inquiry Officer.
5. PS to Secretary, Higher Education Department.
6. PS to Special Secretary, Higher Education Department.
7. PA to Addl. Secretary (Estt.), Higher Education Department.
8. PA to Deputy Secretary (EM), Higher Education Department.
- ✓ 9. The Incharge MIS, Higher Education Department.
10. Master File.

  
(RASHID ALI)  
SECTION OFFICER (DM)