



No. SO(Estt) 21-230/11  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT  
31-Sher Shah Block New Garden Town, Lahore  
Dated Lahore, the 3<sup>rd</sup> September, 2025

To

**Ms. Fouzia Perveen,**  
Psychologist (BS-17),  
Government Special Education Centre, Kalar Sayyedana, District  
Rawalpindi.

Subject:

**PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE  
PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND  
ACCOUNTABILITY ACT, 2006**

I am directed to refer to subject noted above and to state that disciplinary proceedings were initiated against you under section 5 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order of inquiry dated 16.04.2025 on the following charges of misconduct & inefficiency by appointing **Syed Adil Abbas Shah**, Headmaster (BS-18 / HI Field), Govt. Secondary School for Hearing Impaired (Girls), Rawalpindi as Inquiry Officer:

i. The accused officer has willfully remained absent from duty with effect from 13.01.2025 to date, without obtaining prior sanction of leave from the Competent Authority. Furthermore, she has exhibited a recurring pattern of availing leave without prior approval from the Headmistress of the Centre, thereby violating the prescribed rules governing leave and demonstrating a persistent disregard for official norms and discipline.

ii. The accused officer, in her capacity as Psychologist, has consistently failed to conduct regular psychological sessions for students enrolled in the Mentally Challenged Children (MCC) Section despite their critical need for individualized therapeutic interventions. These students require timely and sustained psychological interventions, including but not limited to behavioral management strategies and the formulation of Individualized Education Plans (IEPs) aligned with their cognitive and intellectual needs. Her continued negligence in performing these essential duties has adversely impacted the developmental progress of the students and undermined the objectives of specialized education services.

iii. Despite having been formally assigned the task of conducting psychological assessment of students with intellectual disabilities, as

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per the directive of the Directorate General of Special Education, Punjab, Lahore, vide letter No. DGSE-DD(C)/SACM/2024/10374 dated 18.11.2024, the accused officer failed to discharge the assigned responsibility. Her non-compliance with official instructions not only obstructed the implementation of an important Departmental initiative but also compromised the academic and psychological welfare of the students under her professional care.

2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department (**copy of Inquiry Report has already been sent to you**). The Inquiry Officer has recommended the imposition of following penalties:

Sr. No.	Name of Accused Officer	Recommendation
1.	Ms. Fouzia Perveen, Psychologist (BS-17), Government Special Education Centre, Kalar Sayyedan, District Rawalpindi.	Minor Penalty of "Withholding of increments for the period of two years" under section 4(1)(a)(ii) of the PEEDA Act, 2006.

3. In view of above, I am further directed to inform you that in exercise of powers conferred under Section 13(4) of the Act *ibid*, Secretary Special Education has decided to afford you an opportunity of personal hearing and has appointed **Deputy Secretary, Special Education Department** as Hearing Officer under Section 13(4)(c) of the Act *ibid* for said purpose. Therefore, you are directed to appear before the **Deputy Secretary, Special Education Department / Hearing Officer** on **09.09.2025 at 01:00 P.M** in his office chamber at 31-Sher Shah Block, New Garden Town, Lahore for this purpose. If you fail to avail this opportunity, the case shall be decided *on the basis of available record*.

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SECTION OFFICER (ESTT-I.)  
SPECIAL EDUCATION DEPARTMENT

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C.C:

1. **PS to Deputy Secretary, Special Education Department/Hearing Officer**
2. Deputy District Education Officer (Special Education), Rawalpindi / **Departmental Representative** is directed to ensure the delivery of this notice to the accused officer through all possible means, and also to appear before the Hearing Officer on the date fixed for personal hearing alongwith relevant record.
3. The District Education Officer (Special Education), Rawalpindi, to ensure the delivery of this notice to the accused officer through all possible means under intimation to this department.
4. PS to Secretary Special Education Department.