

REGISTERED



No. SO(Estt)21-352/18
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the October 23rd, 2025

To

Ms. Nazia Mushtaq,
Senior Special Education Teacher (HI Field/BS-17),
Govt. Special Education Centre, Karor Lal Eason, District Layyah.

Subject:

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

WHEREAS, joint disciplinary proceedings were initiated against you vide order dated 09.09.2024 (*substituted vide order dated 04.07.2025*) under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency and misconduct by appointing Mr. Muhammad Iqbal, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore as Inquiry Officer;

CHARGE AGAINST MS. NAZIA MUSHTAQ

Being Incharge Headmistress of Govt. Special Education Centre, Layyah, Ms. Nazia Mushtaq was responsible for overseeing administrative matters of the Centre but she failed to discharge her duties in befitting manner and her negligence is apparent from the fact that Ms. Nazia Mushtaq failed to get stopped the salary of Ms. Ruqayyah Malik, Psychologist (BS-17), Govt. Special Education Centre, Layyah who was absent from duty w.e.f. 01.11.2021 and accordingly, Ms. Ruqayyah Malik, *during the period of her willful absence w.e.f. 01.11.2021*, withdrew her salary till September 2022 (almost 11 months), which caused huge financial loss to the Government exchequer amounting to Rs. 10,00,000/- (One Million Rupees approx.).

CHARGE AGAINST MS. REHANA AMBREEN

Being former District Education Officer (Special Education), D.G. Khan, Ms. Rehana Ambreen at the time failed to promptly report the absence of Ms. Ruqayyah Malik, Psychologist (BS-17), Govt. Special Education Centre, Layyah to the Competent Authority, which caused delay in initiation of disciplinary proceedings against Ms. Ruqayyah Malik. Moreover, Ms. Rehana Ambreen also failed to ensure that salary of Ms. Ruqayyah Malik, *who was unauthorisedly absent from duty w.e.f. 01.11.2021*, is stopped immediately. Due to inefficiency of Ms. Rehana Ambreen, Ms. Ruqayyah Malik, *during the period of her willful absence w.e.f. 01.11.2021*, withdrew salary till September, 2022 which caused huge financial loss to the

Government exchequer amounting to Rs. 10,00,000/- (One Million Rupees approx.).

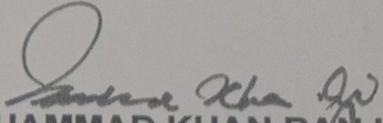
2. department (copy enclosed) AND WHEREAS, the Inquiry Officer has submitted inquiry report to this department (copy enclosed) and recommended imposition of following penalties;

Sr. No.	Name of the accused officer	Proposal as to imposition of penalty or exoneration
1.	Ms. Nazia Mushtaq / Accused Officer No.1	It is recommended that minor penalty of withholding of one increment for the period of three years may be imposed upon her.
2.	Ms. Rehana Ambreen / Accused Officer No.2	It is recommended that she may be exonerated from the charge.

3. AND WHEREAS, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charges against you.

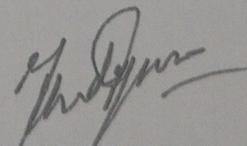
4. NOW THEREFORE, in exercise of the powers conferred upon me as Competent Authority under Section 13(4) of the Act *ibid*, you are hereby called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties as prescribed under Section 4 of the Act *ibid* may not be imposed upon you. You are allowed to submit additional defense in writing, if any.

5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 05-11-25 at 12:00 Noon for this purpose. If you fail to appear, the case shall be decided *ex-parte*.


(MUHAMMAD KHAN RANJHA)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. District Education Officer (Special Education), D.G Khan. with the direction to ensure the delivery of this notice to the accused officer well in time through all possible means.
2. Deputy District Education Officer (Spl. Edu.), D.G. Khan / **Departmental Representative** to ensure delivery of this notice to the accused officers and also to appear before Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
3. PS to Secretary, Special Education Department.


SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT