

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

## ORDER OF INQUIRY

No. SO(ESTT.)10-174/2006: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore has forwarded the letters of the District Education Officer (SE), Sahiwal dated 18.07.2025 and the report of the Headmistress, Govt. Special Education Centre Renala Khurd dated 09.07.2025, regarding disobedience, unprofessional conduct, and non-compliance of official orders by Ms. Iram Shahzadi, Junior Special Education Teacher (VI/BS-16). It is reported that Ms. Iram Shahzadi failed to participate in weekly and co-curricular activities, official events, and assigned duties; did not submit the monthly syllabus and timetable in compliance with office order dated 29.01.2025; and repeatedly disobeyed duties assigned through various office orders. A surprise visit on 08.04.2025 revealed poor classroom management, reflecting inefficiency. She also remained absent from duty from 25.01.2025 to 29.01.2025 without sanctioned leave, attended only part of the Health Screening of special students despite clear instructions, and did not respond to official communications through the staff WhatsApp group. She allegedly attempted to instigate parents against the Headmistress by calling them to the Centre without prior approval. In view of the above, initiation of disciplinary proceedings against Ms. Iram Shahzadi under the PEEDA Act, 2006 on grounds of inefficiency and misconduct has been recommended.

2. **AND WHEREAS**, 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 **Ms. Iram Shahzadi**, Junior Special Education Teacher (VI / BS-16), previously posted at Govt. Special Education Centre Renala Khurd presently under suspension and reported to department ('**accused officer**') on the charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer under the Act *ibid* by appointing **Mr. Naseer Iqbal Sindu, Headmaster (BS-18), Govt. Special Education Centre, Kot Radha Kishen** as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will proceed against the accused officer on the following charges of inefficiency and misconduct.

- i. Ms. Iram Shahzadi, despite repeated directions, failed to participate in weekly co-curricular activities, face-lifting assignments, and other official events organized for the welfare and development of special students. Her persistent non-participation demonstrates wilful negligence, disregard for official responsibilities, and lack of devotion to duty.

- ii. She deliberately failed to provide the monthly syllabus and timetable to the Headmistress as required vide Office Order No. 87 dated 29.01.2025, thereby exhibiting a careless, non-serious, and defiant attitude towards official directives. Such conduct clearly reflects lack of interest in assigned duties and willful violation of lawful orders.
- iii. During a surprise visit conducted by the Headmistress on 08.04.2025, the classroom under the charge of accused officer was found in a state of disorder, with wrappers scattered around and the whiteboard unused for several days. This condition demonstrates gross inefficiency, lack of discipline, and failure to maintain a conducive learning environment for special students.
- iv. She habitually ignored official communications and directions issued through the official WhatsApp group maintained by the Headmistress for staff coordination. Moreover, she failed to perform duties assigned through office orders dated 20.01.2025, 28.01.2025, 10.04.2025, 12.04.2025, and 23.04.2025, reflecting a pattern of insubordination, willful disobedience, and non-cooperative behavior.
- v. She remained absent from duty from 25.01.2025 to 29.01.2025 (05 days) without obtaining prior sanction of leave. Subsequently, she submitted a medical certificate for only 03 days (27.01.2025 to 29.01.2025) without any prior medical docket request or intimation to the Headmistress. Such absence without approval constitutes unauthorized absence and neglect of duty.
- vi. She failed to attend the Health Screening Camp of special students held from 27.01.2025 to 28.01.2025, despite clear and specific instructions from the Headmistress.
- vii. On 10.04.2025, she called the parents of visually impaired students to the Centre without informing or seeking permission from the Headmistress, and attempted to incite them against the Headmistress. This act constitutes serious misconduct, breach of discipline, and subversive behaviour, detrimental to the harmony and decorum of the institution.

4. The accused officer is directed to submit her written defence to the Inquiry Officer, within 07 days of the receipt of this order. If she fails to submit her written defence within the prescribed period, it shall be presumed that either she has no defence to offer or she has declined to offer the same and she has accepted the charges.

5. **Mr. Muhammad Ghaffar, Superintendent (BS-17), Govt. National Special Education Complex, Okara** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

6. In case, the accused officer desires to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, she may do so with prior arrangement with the Departmental Representative within 03 days of the receipt of this Order.

7. The Inquiry Officer will submit 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*.

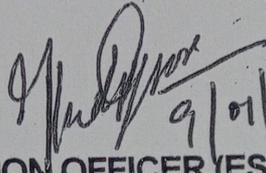
Dated Lahore the  
January 09, 2026

(SHOAIB IQBAL SYED)  
SECRETARY  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Sahiwal.
3. **Mr. Naseer Iqbal Sindu**, Headmaster (BS-18), Govt. Special Education Centre, Kot Radha Kishen / **Inquiry Officer**.
4. **Mr. Muhammad Ghaffar**, Superintendent (BS-17), Govt. National Special Education Complex, Okara / **Departmental representative** is directed to ensure the delivery of this order to the accused officer through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. Headmistress, Govt. Special Education Centre Renala Khurd.
6. **Accused Officer / Ms. Iram Shahzadi**, Junior Special Education Teacher (VI / BS-16), previously posted at Govt. Special Education Centre Renala Khurd presently under suspension and reported to department.
7. PS to Secretary Special Education Department.

  
9/01/2026  
SECTION OFFICER (ESTT.I)  
SPECIAL EDUCATION DEPARTMENT