

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)40-180/2025: WHEREAS, District Education Officer (Special Education), Lahore forwarded a report dated 10.12.2025 regarding a complaint by Ms. Amina Shafqat, Incharge Headmistress, Government Special Education Centre, Sangla Hill, against Ms. Sehrish Ijaz Bajwa, Junior Special Education Teacher (H.I / BS-16), Government Special Education Centre, Sangla Hill, (presently under suspension and reported to the Department). The report states that on 09.12.2025, Ms. Sehrish Ijaz physically assaulted the Incharge Headmistress by slapping her twice within the school premises; the incident was captured on video. A probe was conducted, including recording staff statements and reviewing video evidence, which substantiated the allegation. The conduct history of Ms. Sehrish Ijaz revealed prior instances of misconduct, insubordination, and disrespectful behavior. The report concludes that her actions constitute a serious breach of service discipline and professional ethics and recommends initiation of disciplinary proceedings against her under the PEEDA Act, 2006.

2. **AND WHEREAS**, In view of the report, disciplinary proceedings through regular inquiry under PEEDA Act, 2006 were initiated by the undersigned being the Competent Authority against Ms. Sehrish Ijaz Bajwa, Junior Special Education Teacher (H.I / S-16), previously posted at Government Special Education Centre, Sangla Hill, presently under suspension and reported to the Department) (**'accused officer'**) on the charges of inefficiency and misconduct, under Section 5 read with Section 9 of the Act ibid by appointing Mr. Abdul Sattar, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as Inquiry Officer vide order dated 06.01.2026. The inquiry officer filed an application stating therein that the accused officer remained under his subordination during his posting as Headmaster at Govt. Special Education Centre Chak Jhumra, Faisalabad. Moreover, he has family terms with the family of the accused officer. The inquiry officer requested that any other suitable officer may be appointed as inquiry officer to conduct the inquiry. The request of the inquiry officer has been considered and found tangible, therefore, through this substituted order of inquiry, **Mr. Mudassar Hussain, Headmaster, Govt. Special Education Centre, Sarai Alamgir** is appointed as inquiry officer.

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

- i. That on 09.12.2025, within the official premises, the accused officer / Ms. Sehrish Ijaz Bajwa physically assaulted Ms. Amina Shafqat, Incharge Headmistress, by slapping her twice on her face. The act of physical aggression stands visibly confirmed through video

- footage and eyewitness statements, constituting professional misconduct, and violation of workplace safety and dignity.
- ii. The accused officer / Ms. Sehrish Ijaz Bajwa repeatedly acted in a manner inconsistent with service discipline, openly challenged official authority, refused to comply with lawful orders, and exhibited deliberate defiance towards her supervisory officer. This constitutes willful insubordination.
 - iii. The accused officer / Ms. Sehrish Ijaz Bajwa engaged in abusive, offensive, and disrespectful language against the Incharge Headmistress on multiple occasions, as corroborated by staff statements recorded during probe proceedings and audio/video evidence, thereby tarnishing the decorum of the institution and creating a hostile working environment. Furthermore, she has been previously involved in repeated instances of misbehavior, misconduct, and non-cooperative attitude.

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

5. **Deputy District Education Officer (Special Education), Lahore** 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*.

(SHOAIB IQBAL SYED)
SECRETARY

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
January 20th /2026

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore.
3. **Mr. Mudassar Hussain, Headmaster, Govt. Special Education Centre, Sarai Alamgir / Inquiry Officer.**