

REGISTERED



No. SO(ESTT.) 13-21/2022
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the August 28, 2026

To

- i. **Ms. Saima Saleem,**
Senior Special Education Teacher (BS-17 / HI Field),
previously posted at Govt. Special Education Centre, Jinnah Town,
Faisalabad,
presently posted at Govt. Deaf & Defective Hearing model High School for
girls, Rajgarh Lahore.
- ii. **Mr. Mohsin Waseer,**
Junior Special Education Teacher (BS-16 / H.I Field),
previously posted at Govt. Special Education Centre, Jinnah Town,
Faisalabad,
presently reported to department.
- iii. **Mr. Azeem-ur-Rehman,**
Junior Special Education Teacher (BS-16 / H.I Field),
previously posted at Govt. Special Education Centre, Jinnah Town,
Faisalabad,
presently reported to department.

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

WHEREAS, disciplinary proceedings were initiated against you vide substituted order of inquiry dated 09.05.2025 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. Abdul Rafay Rao, Headmaster (BS-18), presently posted as Principal, Govt. Special Education Centre, Shalimar Town, Lahore as Inquiry Officer;

CHARGES AGAINST MS. SAIMA SALEEM / ACCUSED OFFICER NO. 1

1. Ms. Saima Saleem, while serving as Senior Special Education Teacher at Government Special Education Centre, Jinnah Town, Faisalabad, willfully associated with a group of staff members for the purpose of interfering in the official and administrative affairs of the Centre. Her conduct not only undermined the authority of the Head of institution but also disrupted the orderly functioning of the Centre.

2. Ms. Saima Saleem engaged in subversive activities by instigating and participating in actions intended to malign and destabilize the authority of the Headmistress, thereby contributing to the creation of a hostile and confrontational environment within the institution. Furthermore, she repeatedly demonstrated insubordinate behaviour and misbehaved with the Headmistress, which is in grave violation of official decorum and service discipline. These actions fall within the ambit of *misconduct* as defined under the PEEDA Act, 2006.
3. Ms. Saima Saleem failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. She persistently used her personal mobile phone within the classroom premises during instructional periods, thereby neglecting her teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under her supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Despite the issuance of explanations, formal counselling, and repeated opportunities for performance improvement by the Headmistress, Ms. Saima Saleem failed to bring about any meaningful change in her professional conduct or discharge of duties. Her continued non-compliance and indifference reflect habitual negligence and lack of capacity to perform assigned duties effectively, thereby constituting *inefficiency* under the PEEDA Act, 2006.

CHARGES AGAINST MR. MOHSIN WASEER / ACCUSED OFFICER NO. 2

1. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in group-based activities with other staff members aimed at interfering in the official and administrative affairs of the Centre. His conduct amounted to deliberate undermining of the lawful authority of the Head of Institution and caused disruption in the smooth functioning and discipline of the Centre. Such acts of interference, insubordination, and disruption of official order constitute misconduct within the meaning of Section 2(n) of the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006.

2. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in acts of subversion by instigating and participating in activities designed to undermine, defame, and erode the lawful authority of the Headmistress. His conduct fostered an atmosphere of discord, confrontation, and instability within the institution, thereby impeding the professional and administrative functioning of the Centre. Moreover, he persistently exhibited insubordinate behaviour, including instances of deliberate discourtesy and inappropriate interaction with the Headmistress, in blatant disregard of official protocol and service discipline. These actions are in direct contravention of the standards of conduct expected of a public servant and squarely fall within the scope of misconduct as defined under Section 2(n) of the PEEDA Act, 2006.
3. Mr. Mohsin Waseer failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. He persistently used his personal mobile phone within the classroom premises during instructional periods, thereby neglecting his teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under his supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Mr. Mohsin Waseer, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, persistently failed to perform his duties in an effective and responsible manner, despite the issuance of explanations, formal counselling sessions, and multiple opportunities for performance improvement by the Headmistress. His continued indifference, non-compliance with professional expectations, and failure to exhibit any substantive improvement in conduct or performance constitute clear evidence of habitual negligence and professional incapacity. Such persistent failure in the discharge of official duties amounts to inefficiency within the meaning of Section 2(k) of the PEEDA Act, 2006.

CHARGES AGAINST MR. AZEEM-UR-REHMAN / ACCUSED OFFICER NO. 3

1. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in group-based activities with other staff members aimed at interfering in the official and administrative affairs of the Centre. His conduct amounted to deliberate undermining of the lawful authority of the Head of Institution and caused disruption in the smooth functioning and discipline of the Centre. Such acts of interference, insubordination, and disruption of official order constitute misconduct within the meaning of Section 2(n) of the Punjab Employees Efficiency, Discipline and Accountability (PEEDA) Act, 2006.
2. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, willfully engaged in acts of subversion by instigating and participating in activities designed to undermine, defame, and erode the lawful authority of the Headmistress. His conduct fostered an atmosphere of discord, confrontation, and instability within the institution, thereby impeding the professional and administrative functioning of the Centre. Moreover, he persistently exhibited insubordinate behaviour, including instances of deliberate discourtesy and inappropriate interaction with the Headmistress, in blatant disregard of official protocol and service discipline. These actions are in direct contravention of the standards of conduct expected of a public servant and squarely fall within the scope of misconduct as defined under Section 2(n) of the PEEDA Act, 2006.
3. Mr. Azeem Ur Rehman failed to comply with express instructions issued by the Directorate General of Special Education, Punjab, Lahore prohibiting the use of mobile phones during school hours. He persistently used his personal mobile phone within the classroom premises during instructional periods, thereby neglecting his teaching duties. This conduct not only caused serious disruption to academic activities but also adversely affected the educational progress and well-being of the special children under his supervision. Such wilful disobedience and neglect of duty amount to *misconduct* and *inefficiency* under the PEEDA Act, 2006.
4. Mr. Azeem Ur Rehman, while serving as Junior Special Education Teacher at the Government Special Education Centre, Jinnah Town, Faisalabad, persistently failed to perform his duties in an effective and responsible manner, despite the issuance of explanations, formal counselling sessions, and multiple

opportunities for performance improvement by the Headmistress. His continued indifference, non-compliance with professional expectations, and failure to exhibit any substantive improvement in conduct or performance constitute clear evidence of habitual negligence and professional incapacity. Such persistent failure in the discharge of official duties amounts to inefficiency within the meaning of Section 2(k) of the PEEDA Act, 2006.

2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department (**copy enclosed**) and recommended imposition of minor penalty of "**Censure**" upon the accused officers.

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 15-09-2021 at 10:00 am for this purpose. If you fail to appear, the case shall be decided *ex-parte*.

(SHOAIB IQBAL SYED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. District Education Officer (Special Education), Faisalabad with the direction to ensure the delivery of this notice to the accused officers well in time through all possible means.
2. **Mr. Muhammad Ilyas**, Superintendent (BS-17), Office of District Education Officer (Special Education), Faisalabad / **Departmental Representative** to ensure the 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