

REGISTERED



To

No. SO(Estt) 3-506/2022  
**GOVERNMENT OF THE PUNJAB**  
**SPECIAL EDUCATION DEPARTMENT**  
31-Sher Shah Block New Garden Town, Lahore  
Dated Lahore, the 07<sup>th</sup> January, 2025

1. **Ms. Shumaila Khan**, (BS-18),  
District Education Officer (Spl. Edu), Rawalpindi.
2. **Mr. Pervaiz Akhtar**, Headmaster (BS-18),  
Incharge Principal, Govt. Qandeel School for Visually Impaired,  
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 joint disciplinary proceedings were initiated against you under section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 ('Act') vide order dated 02.02.2024 on the following charges of inefficiency and misconduct by constituting an Inquiry Committee comprising following:

1.	<b>Mr. Ghulam Murtaza</b> , Director (Admn) (BS-19), Directorate General of Special Education, Punjab, Lahore	<b>(Convener)</b>
2.	<b>Ms. Khaula Munawar</b> , Deputy Director (Curriculum) (BS-18), Directorate General of Special Education Punjab, Lahore.	<b>(Member)</b>

**CHARGES AGAINST MS. SHUMAILA KHAN**

1. The accused officer remained inefficient in discharging her official duties, *as assigned to her*, in befitting manner. Her monitoring remained very poor and she did not report the matter of molestation of student within the premises of the school promptly to higher authorities. This is attributable to her failure to fulfill her responsibilities in a manner consistent with established standards.
2. The accused officer ordered to install camera in washroom after happening of the incidence of molestation of student which is against the ethical values. This act also tantamounts to gross misconduct.
3. The accused officer alongwith her statement also submitted written statement of guardian of student Moiz Arshad and thereby tried to establish that she has convinced the guardian of the student to hide the incidence of molestation. She did not

bother to submit fact finding report despite clear instructions issued by Directorate General of Special Education. But upon strict directions of Director (Administration), she reported the incidence in writing mentioning contradictory events of matter. This act also depicts her inefficiency and misconduct.

4. The accused officer despite having knowledge of happening of incidence of molestation of student within the premises of school, with intention to safe guard the accused officer No. 2 did not recommend disciplinary action against him on account of his negligence.

#### **CHARGES AGAINST MR. PERVAIZ AKHTAR**

1. The accused officer has failed to devise a mechanism through which feedback could be obtained regarding safety of the Special Students during school hours and/or within the premises of the school.
2. The accused officer has shown poor administration, as he remained unable to monitor activities of special students within the premises of the school which reflects his sheer negligence and inefficiency.
3. The accused officer failed to fulfill responsibilities as Incharge Principal of the school as he tried to deliberately conceal real facts pertaining to the incident of molestation of special student and did not report the matter before the higher authorities well in time which tantamounts to grave misconduct.
4. Being Incharge Principal of the school, the accused officer had to lead from the front by setting compelling goals and expectations, align the resources for achieving those goals, lead for imparting quality education and rehabilitation services, build team and ensure an orderly and safe learning environment in the school but due to his loose administrative control, he failed on all fronts. Due to his inefficiency, conducive and safe environment for the special students could not be provided.
5. The performance of the accused officer remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and failed to discharge his official duties. If the written stance submitted by the accused officer, that he expelled three students of 9<sup>th</sup> class from the school due to poor performance and did not send their admission due to their poor performance is taken as his statement even then he committed misconduct because he acted in violation of the policy of the department. The accused officer, *while violating the policy*, did not send the admission of three students for annual examination of 9<sup>th</sup> class, assigning

unjustifiable reason of poor academic performance. The accused officer also did not hold responsible any teaching staff for poor performance of three students which shows his mala fide.

2. **AND WHEREAS**, the Inquiry committee after conducting inquiry into the above-mentioned charges, has submitted inquiry report to this department (**copy of Inquiry Report has already been sent to you**).

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 **Additional 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 **Additional Secretary, Special Education Department / Hearing Officer** on **16.01.2025 (Thursday) at 02:30 P.M.** in her 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*.

**ISSUED BY THE ORDER OF  
ADDITIONAL SECRETARY  
SPECIAL EDUCATION DEPARTMENT/  
HEARING OFFICER**

**C.C:**

1. **District Education Officer** (Special Education), Rawalpindi.
2. **Deputy Director (Monitoring)**, Directorate General of Special Education, Punjab, Lahore / **Departmental Representative** is directed to ensure delivery of this notice to the accused officers and also to appear before Additional Secretary, Special Education Department / Hearing Officer on the date fixed for personal hearing alongwith relevant record.
3. PS to Secretary Special Education Department.
4. PS to Additional Secretary, Special Education Department/Hearing Officer.

  
**SECTION OFFICER (ESTT-I.)  
SPECIAL EDUCATION DEPARTMENT**