

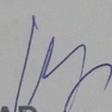
**ORDER OF INQUIRY**

No. SO(ESTT.)10-431/2011: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore vide letter dated 24.05.2024 forwarded a letter of District Education Officer (Spl. Edu.), Bahawalpur and letter dated 09.05.2024 of Deputy Commissioner, Bahawalnagar regarding press clipping that appeared in Daily Sadai Sahib, Daily Any News and Daily Har Bat dated 06.04.2024, which reported that shooting training is being conducted with modern weapons in Government Secondary Special Education Centre, Bahawalnagar, under the administration of Headmistress, Ms. Mehwish Kanwal. In a letter dated 24.04.2024, District Education Officer informed that due to the seriousness of matter, Headmistress, Govt. Special Education Centre, Yazman was directed to probe the matter vide letter dated 19.04.2024 and send a fact-finding report. The probe officer visited Govt. Secondary Special Education Centre, Bahawalnagar on 20.04.2024 and investigated the matter from the staff and Headmistress of said Centre. The probe officer vide letter No GSEC/YZN/2024/99, dated 22-04-2024 submitted report and concluded that both Heads of Institute did not take the matter seriously which facilitated the occurrence of such activities within the premises of a Government Institution. Their negligence allowed this situation to happen, with outsiders entering the school with the permission of the security guards as the statement of both Headmistress / Headmaster and all Chowkidars reflected that Chowkidars remained present at the gate around the clock 24/7. The report also highlighted that the Heads of the institutions tried to cover up the matter and gave undue favor to the security guards. Based on this report, District Education Officer, (Spl. Edu.) Bahawalpur has requested that regular inquiry under PEEDA Act, 2006 may be initiated against Ms. Mehwish Kanwal, Headmistresses, Govt. Secondary Special Education Centre, Bahawalpur and Mr. Muhammad Usman Amjad, Headmaster, Govt. Institute for Slow Learners, Bahawalnagar on account of negligence and ignoring the serious matter. Deputy Director (Admn), Directorate General of Special Education, Lahore has also stated that the Directorate has reviewed the matter and noted that the Chowkidars of both institutions must be formally investigated to establish a conclusive outcome. As the chowkidars were responsible for gate security, a comprehensive inquiry should be conducted to determine their roles in allowing unauthorized access, concealing the identities of the culprits, and failing to enforce security protocols.

2. **AND WHEREAS**, the 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. Mehwish Kanwal**, Headmistress (BS-18 / PH Field), Government Secondary Special Education Centre, Bahawalnagar ('**accused officer No.1**'), **Mr. Muhammad Usman Amjad**, Headmaster (BS-17 / Slow Learner Field), Government Institute for Slow Learners, Bahawalnagar ('**accused officer No.2**'), **Mr.**

Muhammad Arif, Senior Clerk (BS-14), Government Secondary Special Education Centre, Bahawalnagar ('accused official No.1'), **Mr. Muhammad Zubair**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar ('accused official No.2'), **Mr. Shahid Iqbal**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar ('accused official No.3'), **Mr. Allah Rakha** Chowkidar (BS-02) Government Secondary Special Education Centre, Bahawalnagar ('accused official No.4') and **Mr. Tanveer Aslam**, Attendant (BS-02), Government Secondary Special Education Centre, Bahawalnagar ('accused official No.5') 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 officers / officials under the Act *ibid* by appointing **Ms. Mehreen Naz, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired (Girls), Lahore** as Inquiry Officer to jointly proceed against the accused officers / officials in terms of Section 5 read with Section 9 of the Act *ibid.*

3. The Inquiry Officer will jointly proceed against the accused officers / officials on the following charges of inefficiency and misconduct:



CHARGES AGAINST MS. MEHWISH KANWAL & MR. MUHAMMAD USMAN AMJAD

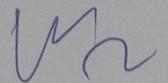
- i. As heads of their respective institutions, Ms. Mehwish Kanwal and Mr. Muhammad Usman Amjad were responsible for ensuring security and implementing effective management protocols. However, they failed to devise strategy that after closure of school and on holidays, no unauthorized individuals should enter school premises and engage in any kind of prohibited activities. Rather than implementing corrective measures and initiating disciplinary action against the delinquent staff, and despite the availability of sufficient evidence, they prolonged the matter by raising concerns about the authenticity of the video, which went viral on 06.04.2024. This attempt to dispute the evidence suggests a deliberate effort to shield the chowkidars from accountability.
- ii. The accused officers, as the competent authority for supervising chowkidars, failed to investigate the security lapse and did not initiate any proceedings which indicates a potential intent to protect the chowkidars from facing consequences for the negligence they have shown in performance of their duties and their active roles in the incident.
- iii. The accused officers did not ensure that an entry log was maintained at the main gate of the institution, prohibiting unauthorized entry without proper documentation or permission. The absence of entry records points to a significant security lapse and gross misconduct, highlighting the head teachers' failure to implement essential institutional safeguards.
- iv. By not taking appropriate action against unauthorized persons and staff involved, who conducted shooting practice within school premises, the accused officers exhibited serious negligence and misconduct. This

unauthorized activity endangered students, violated institutional security policies, and breached the professional code of conduct expected from the heads of special education institutions.

- v. Despite the gravity of the incident, the accused officers did not promptly report the matter to higher authorities. The delay in reporting the incident suggests an attempt to cover up the incident, which constitutes serious misconduct.
- vi. The accused officers neglected to inform the police about the incident or lodge an FIR to identify and hold accountable the persons involved. Their failure to involve law enforcement agencies reflects a serious breach of duty and an attempt to withhold information crucial to maintaining public order and justice.

CHARGES AGAINST MR. MUHAMMAD ARIF, SENIOR CLERK

- i. Muhammad Arif allowed his friend/cousin to enter the school premises without authorization. This unauthorized access compromises the safety and security of the school environment and is a serious breach of institutional protocols.
- ii. During this unauthorized entry, Mr. Muhammad Arif's friend/cousin engaged in shooting practice on school grounds, which being a hazardous activity, posed serious risks to the safety of students and staff.
- iii. By facilitating this access, Mr. Muhammad Arif misused his position as Senior Clerk, demonstrating a disregard for his responsibilities and contributing to activities that violate workplace conduct policies which constitute serious misconduct and inefficiency.



CHARGES AGAINST MR. MUHAMMAD ZUBAIR (CHOWKIDAR), MR. SHAHID IQBAL (CHOWKIDAR), MR. ALLAH RAKHA (CHOWKIDAR), AND MR. TANVEER ASLAM (ATTENDANT).

- i. The chowkidars permitted entry to unauthorized individuals without the required permission or documentation in the entry register, directly violating institutional security protocols. This negligence enabled unauthorized and dangerous activities to take place within the school premises, thereby compromising the safety and security of students and staff.
- ii. Although the chowkidars were present at the gate during the unauthorized entry, they failed to accurately report the incident and did not take steps to identify the individuals involved. This failure to report the situation, despite clear video evidence and the FIR, constitutes a deliberate obstruction of accountability and an effort to conceal the identities of those responsible for the unauthorized activities.

4. The accused officers / officials are directed to submit their written defence to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defence within the prescribed period, it shall be presumed that either they have no defence to offer or they have declined to offer the same and they have accepted the charges.

5. **Mr. Asif Iqbal, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur** 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 officers / officials desire to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, they 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*.

Shahida 7/4/2025
(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

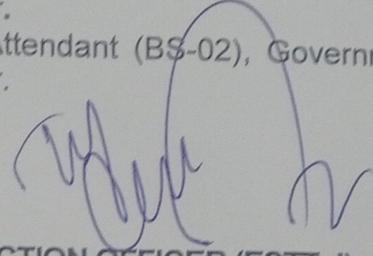
Dated Lahore the
April 07 /2025

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Bahawalpur.
3. **Ms. Mehreen Naz**, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired (Girls), Lahore / **Inquiry Officer**.
4. **Mr. Asif Iqbal**, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur / **Departmental Representative** is directed to ensure delivery of this order to the accused officers/ officials through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers / officials, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Accused Officer No.1 / Ms. Mehwish Kanval**, Headmistress (BS-18 / PH Field), Government Secondary Special Education Centre, Bahawalnagar.
6. **Accused Officer No.2 / Mr. Muhammad Usman Amjad**, Headmaster (BS-17 / Slow Learner Field), Government Institute for Slow Learners, Bahawalnagar.
7. **Accused Official No. 1 / Mr. Muhammad Arif**, Senior Clerk (BS-14), Government Secondary Special Education Centre, Bahawalnagar.

8. **Accused Official No. 2 / Mr. Muhammad Zubair**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.
9. **Accused Official No. 3 / Mr. Shahid Iqbal**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.
10. **Accused Official No. 4 / Mr. Allah Rakha** Chowkidar (BS-02) Government Secondary Special Education Centre, Bahawalnagar.
11. **Accused Official No. 5 / Mr. Tanveer Aslam**, Attendant (BS-02), Government Secondary Special Education Centre, Bahawalnagar.
12. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT