

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)21-230/11: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, vide letter dated 07.02.2025, forwarded absence report of **Ms. Fouzia Perveen**, Psychologist (BS-17), Government Special Education Centre, Kalar Syyedan, District Rawalpindi (**'accused officer'**). The report submitted by the Headmistress through the District Education Officer (Spl. Edu.), Rawalpindi, states that the accused officer has been absent from duty since 13.01.2025 without prior approval. It has been further reported that she frequently takes leave without obtaining prior permission from the Headmistress. Furthermore, the accused officer has consistently failed to conduct regular psychological sessions for students, particularly those enrolled in the Mentally Challenged Children (MCC) Section. These students require immediate and sustained interventions, including behavior management strategies and the development of Individualized Education Plans (IEPs) tailored to their specific intellectual functioning and cognitive profiles. Her continued neglect in this regard has adversely impacted the students' developmental progress and undermined the core objectives of specialized education services. The Directorate General of Special Education, Punjab, Lahore, vide its letter No. DGSE-DD(C)/SACM/2024/10374 dated 18th November 2024, had initiated a province-wide assessment of students with intellectual disabilities enrolled in Special Education Institutions. The accused officer, being the psychologist at the Centre, was formally assigned this critical task. Despite the significance of this initiative, she has failed to discharge her responsibilities which has adversely affected the welfare and educational progress of the students under her professional care. Owing to her unauthorized absence, misconduct, and inefficiency, it has been recommended that strict disciplinary action under the PEEDA Act, 2006 be initiated against her.

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. Fouzia Perveen**, Psychologist (BS-17), Govt. Special Education Centre, Kalar Syyedan, District Rawalpindi (**'accused officer'**) on the charges of inefficiency and misconduct, under section 5 read with Section 9 of the Act *ibid.* 1, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer under the Act *ibid* by appointing **Syed Adil Abbas Shah, Headmaster (BS-18 / HI Field), Govt. Secondary School for Hearing Impaired (Girls), Rawalpindi** 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. The accused officer has willfully remained absent from duty with effect from 13.01.2025 to date, without obtaining prior sanction of leave from the Competent Authority. Furthermore, she has exhibited a recurring pattern of availing leave without prior approval from the Headmistress of the Centre, thereby violating the prescribed rules governing leave and demonstrating a persistent disregard for official norms and discipline.
- ii. The accused officer, in her capacity as Psychologist, has consistently failed to conduct regular psychological sessions for students enrolled in the Mentally Challenged Children (MCC) Section despite their critical need for individualized therapeutic interventions. These students require timely and sustained psychological interventions, including but not limited to behavioral management strategies and the formulation of Individualized Education Plans (IEPs) aligned with their cognitive and intellectual needs. Her continued negligence in performing these essential duties has adversely impacted the developmental progress of the students and undermined the objectives of specialized education services.
- iii. Despite having been formally assigned the task of conducting psychological assessment of students with intellectual disabilities, as per the directive of the Directorate General of Special Education, Punjab, Lahore, vide letter No. DGSE-DD(C)/SACM/2024/10374 dated 18.11.2024, the accused officer failed to discharge the assigned responsibility. Her non-compliance with official instructions not only obstructed the implementation of an important Departmental initiative but also compromised the academic and psychological welfare of the students under her professional care.

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. **Deputy District Education Officer (Special Education), Rawalpindi** 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

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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 16/4/2025

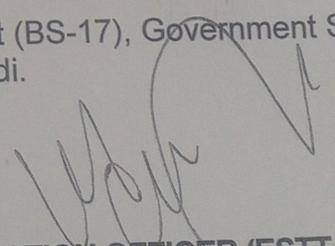
(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
April 16th/2025

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Rawalpindi.
3. **Syed Adil Abbas Shah**, Headmaster (BS-18 / HI Field), Govt. Secondary School for Hearing Impaired (Girls), Rawalpindi / **Inquiry Officer**.
4. **Deputy District Education Officer (Special Education), Rawalpindi / Departmental Representative** is directed to ensure 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**, Government Special Education Centre, Kalar Sayyedon, District Rawalpindi.
6. **Accused Officer / Ms. Fouzia Perveen**, Psychologist (BS-17), Government Special Education Centre, Kalar Sayyedon, District Rawalpindi.
7. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.I)
SPECIAL EDUCATION DEPARTMENT