

TO BE SUBSTITUTED BEARING SAME NUMBER AND DATED 09.09.2024

REGISTERED



ORDER

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

No. SO(Estt)21-352/18: WHEREAS, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 ('Act') were initiated against Ms. Nazia Mushtaq, Senior Special Education Teacher (HI Field/BS-17), former Incharge Headmistress, Govt. Special Education Centre, Layyah, presently posted at Govt. Special Education Centre, Karor Lal Eason, District Layyah ('accused officer No. 1') and Ms. Rehana Ambreen, Senior Teacher (BS-18/Personal), previously posted as District Education Officer (Special Education), D.G. Khan, presently awaiting posting in this department ('accused officer No. 2') (jointly referred as be as 'accused officers') vide order dated 02.04.2024 by appointing Mr. Muhammad Mushtaq, Principal (BS-19), Government Secondary School for Hearing Impaired (Boys), Mianwali as Inquiry Officer on the following charges of inefficiency and misconduct:

CHARGE AGAINST MS. NAZIA MUSHTAQ

Being Incharge Headmistress of Govt. Special Education Centre, Layyah, Ms. Nazia Mushtaq was responsible for overseeing administrative matters of the Centre but she failed to discharge her duties in befitting manner and her negligence is apparent from the fact that Ms. Nazia Mushtaq failed to get stopped the salary of Ms. Ruqayyah Malik, Psychologist (BS-17), Govt. Special Education Centre, Layyah who was absent from duty w.e.f. 01.11.2021 and accordingly, Ms. Ruqayyah Malik, during the period of her willful absence w.e.f. 01.11.2021, withdrew her salary till September 2022 (almost 11 months), which caused huge financial loss to the Government exchequer amounting to Rs. 10,00,000/- (One Million Rupees approx.).

CHARGE AGAINST MS. REHANA AMBREEN

Being former District Education Officer (Special Education), D.G. Khan, Ms. Rehana Ambreen at the time failed to promptly report the absence of Ms. Ruqayyah Malik, Psychologist (BS-17), Govt. Special Education Centre, Layyah to the Competent Authority, which caused delay in initiation of disciplinary proceedings against Ms. Ruqayyah Malik. Moreover, Ms. Rehana Ambreen also failed to ensure that salary of Ms. Ruqayyah Malik, who was unauthorizedly absent from duty w.e.f. 01.11.2021, is stopped

immediately. Due to inefficiency of Ms. Rehana Ambreen, Ms. Ruqayyah Malik, during the period of her willful absence w.e.f. 01.11.2021, withdrew salary till September, 2022 which caused huge financial loss to the Government exchequer amounting to Rs. 10,00,000/- (One Million Rupees approx.).

2. **AND WHEREAS**, the Inquiry Officer after conducting the inquiry proceedings submitted inquiry report. Where-after, Show Cause-cum-Personal Hearing Notice under Section 13(4) of the PEEDA Act, 2006 was issued to the accused officer No. 1 directing her to submit additional defense, if any, and also to appear before Deputy Secretary Special Education / **Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid*, for personal hearing. The Hearing Officer after affording opportunity of personal hearing to the accused officer in presence of Departmental Representative and fulfilling all codal formalities submitted report of hearing proceedings suggesting / recommending initiation of *de novo* inquiry under Section 13(6) of the PEEDA Act, 2006.

3. **AND WHEREAS**, *de novo* disciplinary proceedings were initiated against the accused officers under Section 13(6) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 vide order dated 09.09.2024 by appointing Mr. Shahid Abbas, Principal (VI Field/BS-19), Govt. (High) Special Education Centre, Shalimar Town, Lahore as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid* on the charges of inefficiency and misconduct mentioned above.

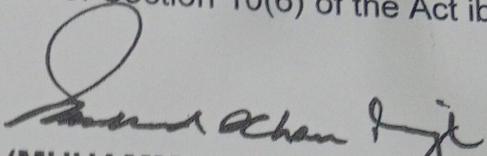
4. **AND WHEREAS**, the Inquiry Officer appointed vide Order of Inquiry dated 09.09.2024 has proceeded on Leave Preparatory to Retirement (LPR), hence, he is unable to conduct the inquiry proceedings. Now therefore, through this substituted Order of Inquiry, **Mr. Muhammad Iqbal, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore** is hereby appointed as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid* on the charges of inefficiency and misconduct mentioned in para 01 above.

5. The accused officers are directed to submit their written defense to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defense 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 charge(s).

6. **Deputy District Education Officer (Spl. Edu.), D.G. Khan** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. In case, the accused officers 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.

within sixty days (60 days) of the initiation of inquiry in terms of Section 10(6) of the Act ibid.

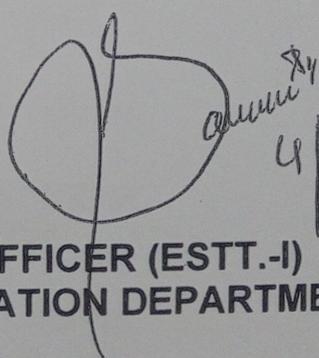
  
(MUHAMMAD KHAN RAJHA)  
SECRETARY SPECIAL EDUCATION/  
COMPETENT AUTHORITY

Dated Lahore the  
July 04, 2025

NO. & DATE EVEN

A copy is forwarded to:-

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), D.G. Khan.
3. **Mr. Muhammad Iqbal**, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore / **Inquiry Officer** to conduct inquiry proceedings in accordance with the mandate of PEEDA Act, 2006 and provide all opportunities of defense to the accused officers, including right of cross examination.
4. **Deputy District Education Officer (Spl. Edu.)**, D.G. Khan / **Departmental Representative** is directed to ensure delivery of this order to the accused officers through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Ms. Nazia Mushtaq**, Senior Special Education Teacher (HI Field/BS-17), Govt. Special Education Centre, Karor Lal Eason, District Layyah.
6. **Ms. Rehana Ambreen**, Senior Teacher (BS-18/Personal), previously posted as District Education Officer (Special Education), D.G. Khan, presently awaiting posting in this department.
7. PS to Secretary Special Education Department.
8. Office order file.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT

4/7/25