

REGISTERED



No. SO(Estt.) 10-431/2011
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the July 04, 2025

To

1. **Ms. Mehwish Kanwal,**
Headmistress (BS-18 / PH Field),
Government Secondary Special Education Centre, Bahawalnagar.
2. **Mr. Muhammad Usman Anjad,**
Headmaster (BS-17 / Slow Learner Field),
Government Institute for Slow Learners, Bahawalnagar.
3. **Mr. Muhammad Arif,**
Senior Clerk (BS-14),
Government Secondary Special Education Centre, Bahawalnagar.
4. **Mr. Muhammad Zubair,**
Chowkidar (BS-02),
Government Institute for Slow Learners, Bahawalnagar.
5. **Mr. Shahid Iqbal,**
Chowkidar (BS-02),
Government Institute for Slow Learners, Bahawalnagar.
6. **Mr. Allah Rakha**
Chowkidar (BS-02),
Government Secondary Special Education Centre, Bahawalnagar.
7. **Mr. Tanveer Aslam,**
Attendant (BS-02),
Government Secondary Special Education Centre, Bahawalnagar.

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 by the Competent Authority vide order of inquiry dated 07.04.2025 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct & inefficiency by appointing **Ms. Mehreen Naz**, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired (Girls), Lahore as Inquiry Officer;

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).

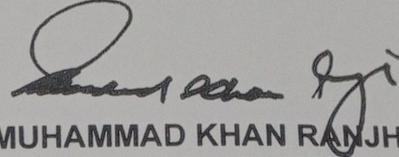
- i. The chowkidars permitted entry to unauthorized individuals without the required permission or documentation in the entry register, directly violating institutional security protocols. This negligence enabled unauthorized and dangerous activities to take place within the school premises, thereby 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.
2. **AND WHEREAS**, the Inquiry Officer has submitted inquiry report to this department (**copy enclosed**) and recommended imposition of following penalty upon you;

Sr. No.	Name of the accused officer / official	Penalty Recommended
1.	Ms. Mehwish Kanval , Headmistress (BS-18 / PH Field), Government Secondary Special Education Centre, Bahawalnagar.	Minor penalty of 'withholding of two increments for the period of two years' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
2.	Mr. Muhammad Usman Anjad , Headmaster (BS-17 / Slow Learner Field), Government Institute for Slow Learners, Bahawalnagar.	Minor penalty of 'withholding of one increment for the period of one year' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
3.	Mr. Muhammad Arif , Senior Clerk (BS-14), Government Secondary Special Education Centre, Bahawalnagar.	Minor penalty of 'Censure' under section 4(1)(a)(i) of the PEEDA Act, 2006.
4.	Mr. Muhammad Zubair , Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.	Minor penalty of 'withholding of increment for the period of one year' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
5.	Mr. Shahid Iqbal , Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.	Minor penalty of 'withholding of increment for the period of one year' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
6.	Mr. Allah Rakha , Chowkidar (BS-02), Government Secondary Special Education Centre, Bahawalnagar.	Minor penalty of 'withholding of increment for the period of one year' under section 4(1)(a)(ii) of the PEEDA Act, 2006.
7.	Mr. Tanveer Aslam , Attendant (BS-02), Government Secondary	Minor penalty of 'withholding of increment for the period of one

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 PEEDA Act, 2006, 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 may not be imposed upon you under the PEEDA Act, 2006. You are allowed to submit additional defence in writing, *if any*.

5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 23.7.2025 at 12:00 p.m. for this purpose. If you fail to appear, the case shall be decided *ex-parte*.



(MUHAMMAD KHAN RANJHA)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

- i. **Mr. Asif Iqbal**, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur / **Departmental Representative** to ensure delivery of this notice to the accused officers / officials and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. District Education Officer (Special Education), Bahawalpur to ensure the delivery of this notice to the accused officers / officials through all possible means under intimation to this department.
- iii. PS to Secretary, Special Education Department.