

REGISTERED



No. SO(Estt)3-506/2022
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the 31st July, 2025

To

Mr. Pervaiz Akhtar,
Headmaster (BS-18),
Incharge Principal, Govt. Qandeel School for Visually Impaired,
Rawalpindi

Subject:

SHOW CAUSE-CUM-PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006

WHEREAS, joint disciplinary proceedings were initiated against you and Ms. Shumaila Khan vide order dated 02.02.2024 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency and misconduct by constituting an Inquiry Committee comprising following;

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

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 along with 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 9th 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 9th 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 submitted inquiry report to this department. Where-after, a Show Cause-cum-Personal Hearing Notice under Section 13(4) of the PEEDA Act, 2006 was issued and you were directed to appear before the Additional Secretary, Special Education, who was appointed as the Hearing Officer, for personal hearing. The Hearing Officer, after affording an opportunity of personal hearing to you, in accordance with the prescribed legal procedure, submitted the hearing report. Thereafter, the matter was remanded to the Inquiry Committee vide order dated 14.04.2025 for further proceedings.

3. **AND WHEREAS**, the Inquiry Committee after conducting post remand inquiry into the above-mentioned charges submitted inquiry report to this department (copy enclosed) and recommended imposition of following penalty upon you;

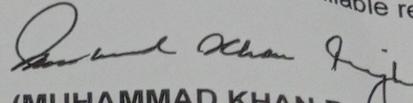
Sr. No.	Name	Accused No.	Recommendation
1.	Shumaila Khan	Accused officer No. 1	Exoneration
2.	Pervaiz Akhtar	Accused officer No. 2	Major penalty of forfeiture of past service of period of two years under section 4(1)(b)(iii) of PEEDA Act, 2006

4. **AND WHEREAS**, in view of the evidence available on record, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charges against you.

NOW THEREFORE, in exercise of the powers conferred upon me as competent Authority under Section 13(4) of the Act *ibid*, 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 as prescribed under Section 4 of the Act *ibid* may not be imposed upon you.
You are allowed to submit additional defense in writing, if any.

6. It is further decided to afford you an opportunity of personal hearing and for said purpose, you are directed to appear before the undersigned on 19.03.2025 at 12:00 P.M.. If you fail to appear, ex-parte proceedings shall be initiated against you and the case will be decided on the basis of available record.


(MUHAMMAD KHAN RANJHA)
SECRETARY

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

CC.

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


SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT

31/7/2025