

REGISTERED



No. SO(Estt.) 10-174/2006
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the ^{August} 22nd, 2025

To

Ms. Amina Naz,
Physiotherapist, Incharge Principal,
Govt. Special Education School of Physically Disabled Children,
Chauburji, Lahore.

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 14.05.2025 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;

- i. On **04.02.2024**, the accused officer willfully failed to ensure the presence of teaching staff in classrooms during official school hours and permitted them to abandon their duties to attend a lunch gathering. This act resulted in the unsupervised presence of students in classrooms, compromising their safety and disrupting the academic environment. The fact that all teachers hastily returned to their respective classrooms upon the arrival of a visiting officer indicates a deliberate breach of discipline and failure to exercise supervisory control over subordinate staff.
- ii. The accused officer exhibited gross negligence in monitoring and ensuring student attendance. On 04.02.2024, 84 out of 120 enrolled students were found absent, reflecting a lack of effective enforcement of attendance protocols and failure to fulfill administrative responsibilities regarding student supervision.
- iii. The accused officer failed to provide a conducive and functional academic environment by neglecting essential infrastructural and operational requirements. The absence of adequate lighting and a backup power supply within the institution demonstrates inefficiency in administration, thereby impeding the fundamental standards of an educational facility.
- iv. The accused officer failed to uphold the requisite standards of cleanliness and hygiene within the institution, resulting in unsatisfactory sanitary conditions. Such negligence constitutes a violation of

fundamental administrative duties and reflects a lack of commitment to maintaining a healthy and safe learning environment.

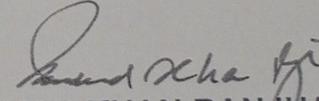
2. **AND WHEREAS**, the Inquiry Officer has submitted his report to this department (**copy enclosed**) and recommended imposition of following penalty upon you;

Sr. No.	Name of Accused Officer	Recommendation
1.	Ms. Amina Naz, Physiotherapist, Incharge Principal, Govt. Special Education School of Physically Disabled Children, Chauburji, Lahore.	Minor penalty of "Censure" in terms of Section 4(a)(i) of Punjab Employees Efficiency Discipline and Accountability Act, 2006.

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 03.09.25 at 12:30 PM 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. Saqib Rukh Noshahi**, Senior Special Education Teacher (BS-17), Govt. Deaf and Defective Hearing High School for Boys, Gulberg-II, Lahore / **Departmental Representative** to ensure delivery of this notice to the accused officer and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. The District Education Officer (Special Education), Lahore, to ensure the delivery of this notice to the accused officer through all possible means under intimation to this department.
- iii. P.S. to Secretary, Special Education Department.