

**ORDER**

No. SO(Estt.) 10-431/2011. WHEREAS, joint disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 ('Act') were initiated against **Ms. Mehwish Kanwal**, Headmistress (BS-18 / PH Field), Government Secondary Special Education Centre, Bahawalnagar ('accused officer No.1'), **Mr. Muhammad Usman Amjad**, Headmaster (BS-17 / Slow Learner Field), Government Institute for Slow Learners, Bahawalnagar ('accused officer No.2'), **Mr. Muhammad Arif**, Senior Clerk (BS-14), Government Secondary Special Education Centre, Bahawalnagar ('accused official No.1'), **Mr. Muhammad Zubair**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar ('accused official No.2'), **Mr. Shahid Iqbal**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar ('accused official No.3'), **Mr. Allah Rakha** Chowkidar (BS-02) Government Secondary Special Education Centre, Bahawalnagar ('accused official No.4') and **Mr. Tanveer Aslam**, Attendant (BS-02), Government Secondary Special Education Centre, Bahawalnagar ('accused official No.5') vide Order of Inquiry dated 07.04.2025 under Section 3 read with Section 9 of Act *ibid* 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 after conducting thorough inquiry into the charges submitted inquiry report, wherein the Inquiry Officer recommended imposition of following penalties upon the accused officers / officials:

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 Amjad , 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 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.

3. **AND WHEREAS**, upon receipt of inquiry report, Show Cause-cum-Personal Hearing Notice under Section 13(4) of Act *ibid* was issued to the accused officers / officials directing them to submit additional defence, *if any*, and also to appear before the undersigned for personal hearing on 23.07.2025. The Departmental Representative was also directed to appear before the undersigned along with all record under Section 13(4)(e) of the Act *ibid*.

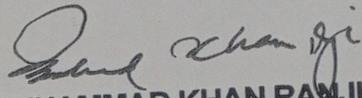
4. **AND WHEREAS**, accordingly, the accused officers / officials appeared before the undersigned on 23.07.2025. During course of personal hearing, the accused officers while reiterating the stance taken by them during the inquiry proceedings, submitted that they had performed their duties with utmost diligence, integrity, and commitment, and that no complaint of any nature had ever been preferred against them throughout their tenure. They further submitted that all relevant evidences and official record was duly produced before the Inquiry Officer in rebuttal of the allegations; however, their version was neither adequately appreciated nor objectively considered in the inquiry findings. It was contended that the Inquiry

Officer, without proper evaluation of their defence, erroneously recommended the imposition of penalties. On the other hand, the Departmental Representative submitted that the accused officers / officials were granted full opportunity to access and review all documentary evidence relevant to the charges. He further stated that the inquiry proceedings were conducted by the Inquiry Officer in strict conformity with the provisions of the PEEDA Act, 2006, and statements of all material witnesses were duly recorded during the proceedings in presence of the accused officers / officials and right of cross examination was also provided to the accused officers / officials. It was emphasized that the Inquiry Officer had duly taken into account the entire defence put forth by the accused officers / officials, including the surrounding circumstances and the factual context of the case, prior to arriving at her findings. The Departmental Representative contended that the charge(s) of inefficiency and misconduct stood duly substantiated against accused officers / officials. Accordingly, the Departmental Representative argued that the assertions advanced by the accused officers / officials were devoid of substance and did not undermine the credibility or legality of the inquiry proceedings. He maintained that the penalties proposed and recommended by Inquiry Officer are just, reasonable, and commensurate with the gravity and nature of the misconduct established against the delinquent officers.

5. **AND WHEREAS**, upon careful and exhaustive consideration of the findings and recommendations contained in the inquiry report submitted by the Inquiry Officer, as well as a thorough examination of the entire record, documentary evidence, witness statements, and defense submissions produced during the proceedings, it is observed that the Inquiry Officer has failed to duly take into account the entirety of facts and circumstances of the case. It stands established on record that no direct evidence is available which connects the accused officers/officials with the commission of the alleged acts. It is further a matter of record that the individuals found engaging in shooting practice within the premises of the school bore no connection or relationship with any of the accused officers/officials. The accused officers/officials have consistently contended that the original footage of the video relied upon is not available on record, nor has the said video undergone any forensic verification, thereby rendering its credibility doubtful. They have further asserted that the alleged incident purportedly occurred during the Covid-19 lockdown period, when all educational institutions were closed and sealed by the District Administration, and even the Chowkidars were not permitted to enter the premises of the school. It is also observed that the Inquiry Officer himself acknowledged that no conclusive evidence was available to establish that the incident occurred during the tenure of accused officer No. 1, nor was any nexus established between the unidentified individuals involved in the shooting practice and any of the accused. Moreover, the Inquiry Officer categorically held that it could not be proved which, *if any*, of the Chowkidars were culpable, and accordingly extended benefit of doubt to all four Chowkidars. In light of the above, it stands concluded that the charge of inefficiency is not substantiated by the facts on record. No element of mala fide, wilful neglect, or collusion has been established against the accused officers/officials. The Inquiry Officer appears to have extended the principle of "duty

of care" beyond reasonable limits in attributing liability to the accused officers/officials. Consequently, the allegations remain unproved, and the recommendation for imposition of a minor penalty is found to be legally and factually unsustainable.

6. **NOW THEREFORE, I, Muhammad Khan Ranjha**, Secretary Special Education / Competent Authority in the instant case, for the reasons stated hereinabove and in exercise of powers conferred upon me under Section 13(5) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, while disagreeing with the findings and recommendations of the Inquiry Officer, do hereby **exonerate** the accused officers/officials, under Section 13(3) of the Act *ibid*, from the charges levelled against them vide order of inquiry dated **07.04.2025**

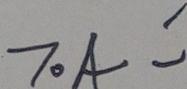

(MUHAMMAD KHAN RANJHA)
SECRETARY
GOVT. OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
August 29/2025

No. & Date Even:

A copy is forwarded for information and necessary action to the:-

1. **Director General** Special Education, Punjab, Lahore.
2. **District Education Officer (Special Education)**, Bahawalpur to ensure delivery of this order to the accused officers.
3. **Ms. Mehwish Kanval**, Headmistress (BS-18 / PH Field), Government Secondary Special Education Centre, Bahawalnagar.
4. **Mr. Muhammad Usman Amjad**, Headmaster (BS-17 / Slow Learner Field), Government Institute for Slow Learners, Bahawalnagar.
5. **Mr. Muhammad Arif**, Senior Clerk (BS-14), Government Secondary Special Education Centre, Bahawalnagar.
6. **Mr. Muhammad Zubair**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.
7. **Mr. Shahid Iqbal**, Chowkidar (BS-02), Government Institute for Slow Learners, Bahawalnagar.
8. **Mr. Allah Rakha**, Chowkidar (BS-02), Government Secondary Special Education Centre, Bahawalnagar.
9. **Mr. Tanveer Aslam**, Attendant (BS-02), Government Secondary Special Education Centre, Bahawalnagar.
10. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

29/8/2025