

**ORDER OF INQUIRY**

No. SO(ESTT.)40-180/2025: WHEREAS, District Education Officer (Special Education), Lahore forwarded a report dated 10.12.2025 regarding a complaint by Ms. Amina Shafqat, Incharge Headmistress, Government Special Education Centre, Sangla Hill, against Ms. Sehrish Ijaz Bajwa, Junior Special Education Teacher (H.I / BS-16), Government Special Education Centre, Sangla Hill, (*presently under suspension and reported to the Department*). The report states that on 09.12.2025, Ms. Sehrish Ijaz physically assaulted the Incharge Headmistress by slapping her twice within the school premises; the incident was captured on video. A probe was conducted, including recording staff statements and reviewing video evidence, which substantiated the allegation. The conduct history of Ms. Sehrish Ijaz revealed prior instances of misconduct, insubordination, and disrespectful behavior. The report concludes that her actions constitute a serious breach of service discipline and professional ethics and recommends initiation of disciplinary proceedings against her under the PEEDA Act, 2006.

2. **AND WHEREAS**, the undersigned being the Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), in due consideration of the facts of the case, is of the opinion that there are sufficient grounds to proceed against **Ms. Sehrish Ijaz Bajwa**, Junior Special Education Teacher (H.I / BS-16), previously posted at Government Special Education Centre, Sangla Hill, presently under suspension and reported to the Department) ('**accused officer**') on the charges of inefficiency and misconduct, under Section 5 read with Section 9 of the Act *ibid.* I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer under the Act *ibid* by appointing **Mr. Abdul Sattar, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore** as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will proceed against the accused officer on the following charges of inefficiency and misconduct.

- i. That on 09.12.2025, within the official premises, the accused officer / Ms. Sehrish Ijaz Bajwa physically assaulted Ms. Amina Shafqat, Incharge Headmistress, by slapping her twice on her face. The act of physical aggression stands visibly confirmed through video footage and eyewitness statements, constituting professional misconduct, and violation of workplace safety and dignity.
- ii. The accused officer / Ms. Sehrish Ijaz Bajwa repeatedly acted in a manner inconsistent with service discipline, openly challenged official authority, refused to comply with lawful orders, and exhibited deliberate defiance towards her supervisory officer. This constitutes wilful insubordination.
- iii. The accused officer / Ms. Sehrish Ijaz Bajwa engaged in abusive, offensive, and disrespectful language against the Incharge Headmistress on multiple occasions, as corroborated by staff statements recorded during probe proceedings and audio/video evidence, thereby tarnishing

the decorum of the institution and creating a hostile working environment. Furthermore, she has been previously involved in repeated instances of misbehavior, misconduct, and non-cooperative attitude.

4. The accused officer is directed to submit her written defence to the Inquiry Officer, within **07** days of the receipt of this order. If she fails to submit her written defence within the prescribed period, it shall be presumed that either she has no defence to offer or she has declined to offer the same and she has accepted the charges.

5. **Deputy District Education Officer (Special Education), Lahore** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

6. In case, the accused officer desires to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, she may do so with prior arrangement with the Departmental Representative within **03** days of the receipt of this Order.

7. The Inquiry Officer will submit report and recommendations to the undersigned within sixty days (**60 days**) of the initiation of inquiry in terms of Section 10(6) of the Act *ibid*.

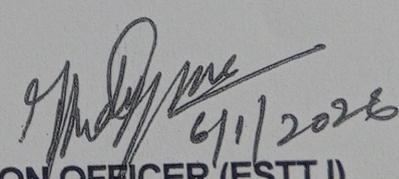
(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
January 06 /2026

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore.
3. **Mr. Abdul Sattar**, Headmistress (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore / **Inquiry Officer**.
4. **Deputy District Education Officer (Special Education), Lahore / Departmental Representative** is directed to ensure delivery of this order to the accused officer through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer, *if so requested by her*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Accused Officer / Ms. Sehrish Ijaz Bajwa**, Junior Special Education Teacher (H.I / BS-16), Government Special Education Centre, Sangla Hill, presently under suspension and reported to the Department.
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.I)
SPECIAL EDUCATION DEPARTMENT