



**REGISTERED**

No. SO(Est.) 40-340/2017

**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the June 23<sup>rd</sup>, 2025

To

1. **Ms. Fozia Batool,**  
Junior Special Education Teacher (BS-16 / HI Field),  
Government Secondary School of Special Education for HI (Boys),  
Multan.
2. **Ms. Sidra Iqbal,**  
Psychologist (BS-17),  
Government Secondary School of Special Education for HI (Boys),  
Multan.
3. **Mr. Usman Maqsood,**  
Assistant (BS-16),  
Government Secondary School of Special Education for HI (Boys),  
Multan.

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 by the Competent Authority vide Order of Inquiry dated 28.03.2025 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 appointing **Mr. Asif Iqbal**, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur as Inquiry Officer:

**CHARGE AGAINST MS. FOUZIA BATOOL, JSET (HI FIELD/BS-16) / ACCUSED OFFICER NO.1**

On 16.01.2025, Ms. Fozia Batool physically assaulted a student, Syed Muhammad Abu Bakar Bukhari, by slapping him, violating child protection policies and professional conduct. The act, captured on CCTV and shared in an unofficial WhatsApp group, brought disrepute to the institution. Her conduct reflects a severe lack of professionalism and disregard for the welfare of students and her actions also caused psychological and emotional harm to the student, undermining the principles of inclusive and compassionate education for children with special needs.

**CHARGES AGAINST MS. SIDRA PSYCHOLOGIST (BS-17) IQBAL, ACCUSED OFFICER NO.2**

1. Ms. Sidra Iqbal unlawfully shared official CCTV footage of the incident dated 16.01.2025 in an unofficial WhatsApp group, thereby

causing reputational harm to both the institution and the Department of Special Education.

- Ms. Sidra Iqbal obtained the official CCTV footage from Mr. Usman Maqsood without prior permission from the Headmaster. She admitted in her statement that she had previously accessed and shared other official videos without authorization. Her unethical acquisition and subsequent sharing of the video in an unofficial school WhatsApp group led to its viral circulation, causing irreparable damage to the reputation of the school and the Department of Special Education.

**CHARGE AGAINST MR. USMAN MAQSOOD, ASSISTANT (BS-16) / ACCUSED OFFICER NO.3**

Mr. Usman Maqsood forwarded the CCTV footage of the incident dated 16.01.2025 to Ms. Sidra Iqbal (Psychologist) without prior authorization from the Headmaster, which led to the circulation of sensitive footage in an unofficial WhatsApp group. Furthermore, he has a history of sharing official videos with Ms. Sidra Iqbal (Psychologist) without proper authorization and his actions compromised the security and confidentiality of official records, leading to the unauthorized circulation of the video and causing significant harm to the reputation of the school and the Department.

- AND WHEREAS**, the Inquiry Officer after conducting inquiry into the charges 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.	<b>Ms. Fozia Batool</b> , Junior Special Education Teacher (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan.	It is recommended to impose minor penalty of ' <b>withholding of one increment for the period of one year</b> ' in terms of section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
2.	<b>Ms. Sidra Iqbal</b> , Psychologist / BS-17, Government Secondary School of Special Education for HI (Boys), Multan.	It is recommended to impose minor penalty of ' <b>withholding of one increment for the period of one year</b> ' in terms of section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
3.	<b>Mr. Usman Maqsood</b> , Assistant / BS-16, Government Secondary School of Special Education	It is recommended to impose minor penalty of ' <b>Censure</b> ' in terms of section 4(1)(a)(i) of the Punjab

for HI (Boys), Multan.	Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006
------------------------	--

3. **AND WHEREAS**, in view of facts of the case and available 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.

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, as prescribed in Section 4 of the Act *ibid*, 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 12.07.2025 at 12:30 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. Mumtaz Ul Hassan**, Superintendent (BS-17), Govt. Degree College of Special Education, Multan / **Departmental Representative** to ensure delivery of this notice to the accused officers 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), Multan, to ensure the delivery of this notice to the accused officers through all possible means under intimation to this department.
- iii. P. S. to Secretary, Special Education Department.