

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

ORDER

No.SO(Estt)10-33/2010. WHEREAS, Rahat Sultana, Headmistress (BS-18), Govt. Special Education Centre, Arifwala, District Pakpattan and Syed Azhar Abbas, Senior Special Education Teacher (H.I Filed / BS-17), previously posted at Govt. Special Education Centre, Chichawatni, District Sahiwal presently posted at Govt. Secondary School of Special Education for HIC, Vehari filed appeals against the order dated 11.11.2024 passed by the **Secretary, Special Education Department / Competent Authority whereby minor penalties of "*withholding of increment for a period of one year*" and "*withholding of increment for a period of three years*" were imposed upon them respectively, under the **PEEDA Act, 2006.****

2. **AND WHEREAS,** comments were obtained from the Administrative Department. **Ms. Naheed Gul Baloch, Member-I (Inquiries), S&GAD** was appointed as Hearing Officer to afford personal hearing to the appellants and submit a detailed report to arrive at a definitive decision.

3. **AND WHEREAS,** the Member-I (Inquiries), S&GAD afforded personal hearing to the appellants in the presence of the Departmental Representative of Special Education Department and submitted hearing report stating therein that the appellants reiterated the points already raised in their appeals. The appellant, Rahat Sultana contended that the impugned order is neither based on the findings submitted by the Inquiry Officers in both of their inquiries but it is based on self-assessment without adducing any convincing evidence available on the record. Despite this fact, no specific allegation of inefficiency and misconduct through independent evidence was proved against her, hence this action of the competent authority becomes capricious. The other appellant, Syed Azhar Abbas denied the charges levelled against him and stated that he did not issue any bogus school leaving certificates by affixing fake signature of the Headmistress. The appellants prayed that they may be exonerated from the charges levelled against them by setting aside the impugned order dated 11.11.2024.

4. **AND WHEREAS,** on the other hand, the Departmental Representative submitted that Note for the Chief Secretary, Punjab be treated as his written statement as Departmental Representative. In the Note, it is submitted that the appellants lodged complaints against each other levelling different allegations of serious nature. A probe was conducted and the Probe Officer submitted the report to the effect that the appellants were involved in spoiling the environment of the Government Special Education Centre, Chichawatni, Sahiwal by making groups. The appellant, Rahat Sultana disobeyed the order of District Education Officer (Special Education), Sahiwal and did not relieve Mazhar Shahzad, Chowkidar, after issuance of his transfer order dated 27.01.2022 issued by him. She made grouping in the Center and provided unnecessary protection to Mazhar Shahzad, Chowkidar being a member of her group. According to the report, the appellant, Syed Azhar Abbas issued two bogus school leaving certificates on 30.09.2020 to two students by affixing fake signature of the Headmistress. As per record, he was performing duties as Incharge of the Centre on 30.09.2020, due to leave of Rahat Sultana, Headmistress, when the said fake

certificates were issued. Upon receipt of above report, joint disciplinary proceedings through a regular inquiry under PEEDA Act, 2006 were initiated against them by appointing Mr. Muhammad Ali Gohar, Principal (BS-19), Government Higher Secondary School of Special Education for Hearing Impaired, Sheikhpura as Inquiry Officer on the charges of inefficiency and misconduct. The Inquiry Officer after conducting inquiry submitted inquiry report, where-after Show Cause cum Personal Hearing Notice was issued. After receipt of hearing report, de-novo inquiry proceedings were initiated vide order dated 10.07.2024 by appointing Mr. Qaiser Abbas Shah, Principal (BS-19), Government Secondary School for Hearing Impaired, Jhang as Inquiry Officer who submitted report. A Show Cause-cum-Personal Hearing Notice was issued to the appellants directing them to appear on 03.09.2024 before the Additional Secretary, Special Education / Hearing Officer. While disagreeing with the recommendations of Inquiry Officer, the Secretary Special Education Department / Competent Authority after fulfilling all codal formalities, imposed the impugned penalties upon the appellants vide order dated 11.11.2024.

5. **AND WHEREAS**, after examining the record/material available in the case file, considering the appeals of the appellants and the report of the Hearing Officer, it is observed that the charges of inefficiency and misconduct were proved against the appellants as they were involved in spoiling the environment of the institute by making groups. Therefore, the Secretary, Special Education / Competent Authority has rightly imposed impugned penalties upon them vide order dated 11.11.2024 in accordance with law. The appellants could not produce any material to rebut the evidence already available on record. Thus, they failed to substantiate their stance in the appeals.

6. **NOW THEREFORE**, under the circumstances, I, **Zahid Akhtar Zaman**, Chief Secretary, Punjab, in exercise of powers conferred upon me under Section 16 of the PEEDA Act, 2006 do hereby **reject** the appeals of **Rahat Sultana** and **Syed Azhar Abbas** being devoid of merit and substance.

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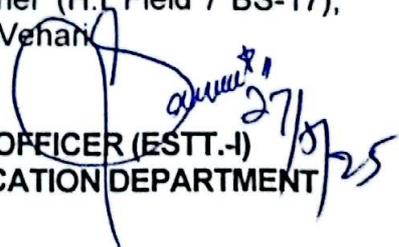
(**ZAHID AKHTAR ZAMAN**)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 27th May, 2025

No. & Date Even.

A copy is forwarded to the:

1. **Accountant General**, Punjab, Lahore.
2. **Director General**, Directorate General of Special Education, Punjab, Lahore.
3. **Deputy Secretary (Service Matters)** to Chief Secretary, Punjab w.r. to Note bearing No. 73691 dated 19.05.2025.
4. **District Education Officer** (Special Education), Multan and Sahiwal to ensure delivery of this order to the appellant under intimation to this department.
5. **Appellants concerned /**
 - i. **Ms. Rahat Sultana**, Headmistress (BS-18), Government Special Education Centre, Arifwala, District Pakpattan.
 - ii. **Syed Azhar Abbas**, Senior Special Education Teacher (H.L Field / BS-17), Govt. Secondary School of Special Education for HIC, Vehari.
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT