



PENALTY ORDER

No. SO(Estt)40-530/2018. WHEREAS, disciplinary proceedings were initiated against Ms. Uzma Abbas, Junior Special Education Teacher (BS-16), formerly posted at Government Special Education Centre, Aroop Town, Gujranwala presently reported to department, on account of misconduct and inefficiency arising from an incident of corporal punishment inflicted upon a special student namely Hamza while performing her official duties.

2. **AND WHEREAS**, a fact-finding probe was conducted by Mr. Asad Ullah, District Officer (Special Education), Gujranwala, pursuant to departmental orders. During the probe proceedings, statements of the accused officer, the affectee student, the student's mother and other staff members were recorded. The accused officer, in her own statement, admitted that she had slapped the student, though she pleaded that the act was unintentional and occurred while attempting to stop the student from making inappropriate gestures. The Probe Officer concluded that the incident involved a single slap and recommended either issuance of a stern warning or initiation of disciplinary proceedings.

3. **AND WHEREAS**, after independent examination of the probe report and the material available on record, the undersigned formed the opinion that the admitted act constituted misconduct and inefficiency. Accordingly, Show Cause Notice dated 02.06.2026 under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 was issued to the accused officer on the following charge:

"You while posted at Government Special Education Centre, Aroop Town, Gujranwala, committed misconduct and inefficiency by slapping a special student namely Hamza during school hours. This act amounts to corporal punishment, which is prohibited under Government policy and is against the professional conduct expected from a teacher working with special children."

Since the material available on record, including the accused officer's own admission, constituted sufficient documentary evidence, it was considered unnecessary to hold a regular inquiry in terms of Section 5(1)(a) of the Act.

4. **AND WHEREAS**, the accused officer submitted her written reply to the charge. She pleaded that the occurrence was accidental; that she merely intended to draw the attention of the hearing-impaired student who was making inappropriate signs towards other students; that she had no intention to punish or harm the student; that she had always served with sincerity and possessed an unblemished

service record; that she herself is a mother and fully appreciates the responsibility of protecting children; and that she deeply regretted the incident and assured that such occurrence would not be repeated.

5. **AND WHEREAS**, after considering the written reply, undersigned found the explanation unsatisfactory and, in observance of the principles of natural justice and Section 7(d) of the Act, afforded the accused officer an opportunity of personal hearing on **29.06.2026**. During the personal hearing, the accused officer substantially reiterated the contents of her written reply, expressed remorse for the incident and requested that a lenient view may be taken in light of her previous service record.

6. **AND WHEREAS**, I have carefully examined the probe report, documentary record, written reply, submissions made during the personal hearing and all other material available on record. It is an admitted and undisputed fact that the accused officer slapped the special student, a fact consistently acknowledged by her during the probe proceedings as well as in her written reply. Her plea that the act was unintentional and occurred while attempting to restrain the student's inappropriate behaviour does not absolve her of responsibility, as teachers serving in Special Education Institutions are expected to exercise the highest degree of patience, professional restraint and care. Corporal punishment, in any form, is impermissible and cannot be justified under any circumstances.

7. **AND WHEREAS**, the contention that there was no punitive intention is equally untenable since the misconduct stems from the admitted physical act itself. Government policy unequivocally prohibits corporal punishment, particularly in institutions catering to children with special needs, and obligates teachers to employ appropriate educational and behavioural interventions instead of physical force.

8. **AND WHEREAS**, while determining the quantum of penalty, I have also taken into consideration the mitigating circumstances appearing on record, namely that the incident was isolated, involved a single slap, was not actuated by deliberate malice, the student's mother described the accused officer as otherwise caring and cooperative, and the accused officer has expressed remorse with an assurance of future compliance. Nevertheless, these factors do not diminish the gravity of the established misconduct, which is incompatible with the professional standards expected of a teacher entrusted with the care and protection of special children.

9. **AND WHEREAS**, I am, therefore, satisfied that the charge of misconduct and inefficiency stands proved on the basis of the accused officer's own admission and the material available on record. However, considering the isolated nature of the incident, her otherwise satisfactory service record, genuine remorse and the absence of any previous or habitual misconduct, I am of the considered view that the ends of justice shall be adequately met by imposing the minor penalty of **Censure** under Section 4(1)(a)(i) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006.

10. NOW THEREFORE, I, Shoaib Iqbal Syed, Secretary, Special Education Department being Competent Authority, for reasons recorded herein above, in exercise of powers vested upon me under Section 4 of the PEEDA Act, 2006, do hereby impose minor penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006 upon the accused officer.

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

Dated Lahore, the
July 07, 2026

No. & Date Even:

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

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Gujranwala to ensure delivery of this order to the accused officer under intimation to this department.
4. Accused officer concerned / Ms. Uzma Abbas, Junior Special Education Teacher (BS-16) Previously posted at Government Special Education Centre, Aroop Town, Gujranwala, presently reported to department.
5. PS to Secretary Special Education Department.

SECTION OFFICER (EST P.-I)
SPECIAL EDUCATION DEPARTMENT