



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

ORDER

No. SO(Estt)2-32/2008. WHEREAS, Shahnaz Bano, Senior Special Education Teacher (Physically Handicapped Field) / Incharge Principal, Government Secondary School of Special Education for Physical Disabled Children, Multan filed appeal against the order dated 29 02 2024 passed by the Secretary, Special Education Department / Competent Authority whereby minor penalty of "censura" was imposed upon her under the PEEDA Act, 2006.

2. AND WHEREAS, comments were obtained from the Administrative Department. Mr. Kamran Abdullah Siddiqui, Member-II (Inquiries), S&GAD was appointed as Hearing Officer to afford personal hearing to the appellant and submit a detailed report to arrive at a definitive decision.

3. AND WHEREAS, the Member-II (Inquiries), S&GAD afforded personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department and submitted hearing report stating therein that the appellant reiterated the points already raised in her appeal. She contended that while she was serving as Incharge Principal, Government Secondary School of Special Education for Physical Disabled Children, Multan, the Secretary Special Education visited the school on 03.06.2023 and highlighted some mismanagement on her part. The appellant timely responded that irregularities which did not fall on her part as she had already informed the high-ups about Mr. Muhammad Majid, ex-Incharge Principal who was the main culprit and inquiry was initiated against him. The appellant stated that basically she is a teacher and not an administrator but in the best interest of the department she performed this additional duty. However, without taking into notice of this gesture, the authority punished her with the penalty of censure which is excess and a blemish to her career as well as demoralization on her part. The appellant prayed that she may be exonerated from the charges levelled against her by setting aside the impugned order dated 29.02.2024.

4. AND WHEREAS, on the other hand, the Departmental Representative submitted that the appellant did not manage the school administration in a proper manner. The school of the appellant was visited by the Secretary Special Education on 03.06.2023 and it was observed that the appellant failed to perform her duties in befitting manner. Therefore, the Secretary Special Education / Competent Authority issued show-cause notice dated 21.09.2023 on account of misconduct and inefficiency. The appellant submitted reply which was found unsatisfactory. The appellant was afforded with personal hearings but she could not defend the charges against her. Therefore, the Secretary Special Education / Competent Authority imposed the

impugned penalty upon the appellant. The Departmental Representative proposed that the instant appeal may be rejected being devoid of merit.

5. AND WHEREAS, after examining the record / material available in the case file, considering arguments advanced by the appellant and report of the Hearing Officer, it is observed that the appellant accepted the lapses of mismanagement on her part and did not take proactive measures and shows her lethargic and uninterested attitude towards the betterment of the institution. The Secretary, Special Education / Competent Authority has already taken a lenient view and imposed minor penalty of censure upon the appellant *vide* impugned order dated 29.02.2024 in accordance with law. During hearing, the appellant could not produce any material to rebut the evidence already available on record. Thus, she failed to substantiate her stance in the appeal.

6. NOW THEREFORE, under the circumstances, I, Zahid Akhtar Zaman, Chief Secretary, Punjab, do hereby reject the appeal of Shahnaz Bano, being devoid of merit and substance.

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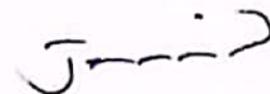
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 15 July, 2024

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 dated 10.07.2024.
4. District Education Officer (Special Education), Multan to ensure delivery of this order to the appellant under intimation to this department.
5. Appellant concerned / Shahnaz Bano, Senior Special Education Teacher (Physically Handicapped Field) / Incharge Principal, Government Secondary School of Special Education for Physical Disabled Children, Multan.
6. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT