



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

PENALTY ORDER

No. SO(Estt)13-21/2022: WHEREAS, disciplinary proceedings were initiated against **Ms. Saima Saleem**, Senior Special Education Teacher (BS-17/HI-Field), **Mr. Mohsin Waseer**, Junior Special Education Teacher (BS-16/HI-Field), and **Mr. Azeem-ur-Rehman**, Junior Special Education Teacher (BS-16/HI-Field), all previously posted at Government Special Education Centre, Jinnah Town, Faisalabad, vide substituted Order of Inquiry dated 09.05.2025, issued under Section 5 read with Section 9 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, on charges of misconduct and inefficiency as set out in the Order of Inquiry, by appointing an Inquiry Officer.

2. **AND WHEREAS**, the Inquiry Officer, after affording due opportunity of hearing, inspection of record and production of evidence to all the accused officers in accordance with the principles of natural justice, submitted his inquiry report to this Department, wherein it was concluded that the charges levelled against the accused officers were not conclusively established through independent documentary evidence to the standard required for imposition of a major penalty; however, keeping in view the deterioration of institutional discipline and the failure of the accused officers to maintain healthy professional relationships, the Inquiry Officer recommended imposition of minor penalty of "**Censure**" under Section 4(1)(a)(i) of the Act *ibid* upon the accused officers.

3. **AND WHEREAS**, in light of the aforesaid recommendation, Show Cause-cum-Personal Hearing Notice dated 28.08.2026 was issued to the accused officers under Section 13(4) of the Act *ibid*, calling upon them to show cause as to why one or more of the penalties prescribed under Section 4 of the Act *ibid* may not be imposed upon them, and affording them an opportunity of personal hearing.

4. **AND WHEREAS**, in response to the said notice, the accused officers submitted their written replies/additional written defense, wherein they denied the charges and prayed for exoneration and withdrawal of the proposed penalty of Censure.

5. **AND WHEREAS**, the accused officers were afforded an opportunity of personal hearing before the undersigned on 15.09.2026, whereat they appeared and were heard in person.

6. **AND WHEREAS**, upon careful examination of the findings and recommendations of the Inquiry Officer, the additional defense reply submitted by the accused officers and the available record on file, it is observed that the findings of the Inquiry Officer are well-reasoned, evidence-based, and reflect due adherence to the principles of natural justice. Moreover, the accused officers have also not presented any further document and/or evidence in their support to rebut the findings of the Inquiry Officer.

7. **NOW, THEREFORE**, the undersigned, Secretary, Special Education Department, Government of the Punjab, being Competent Authority under the Act *ibid*, having heard the accused officers in person and having examined the entire record of the case, including the inquiry report, the written replies/additional defense submitted by the accused officers and the proceedings of personal hearing dated 15.09.2026, is of the considered view that, while the charges have not been conclusively established to the standard warranting a major penalty, the conduct of the accused officers reflects a failure to maintain the standards of professionalism, discipline and institutional harmony expected of

Government servants. Therefore, *while agreeing with the recommendations of the Inquiry Officer*, in exercise of powers vested upon me under Section 13(5)(ii) read with Section 4 of the PEEDA Act, 2006, minor penalty of '**Censure**' under Section 4(1)(a)(i) of the PEEDA Act, 2006 is hereby imposed upon Ms. Saima Saleem, Senior Special Education Teacher (BS-17/HI-Field), Mr. Mohsin Waseer, Junior Special Education Teacher (BS-16/HI-Field), and Mr. Azeem-ur-Rehman, Junior Special Education Teacher (BS-16/HI-Field).

8. The accused officers are further directed to maintain professional conduct, refrain from unnecessary disputes and groupism, and devote their efforts towards the discharge of their official duties and institutional improvement, failing which they shall render themselves liable to more stringent disciplinary action under the Act *ibid*.

Dated Lahore the
September 18, 2026

(SHOAIB IQBAL SYED)
SECRETAR SPECIAL EDUCATION/
COMPETENT AUTHORITY

NO. & DATE EVEN

A copy is forwarded to the:-

1. Director General, Special Education Punjab, Lahore.
2. District Education Officer (Special Education), Faisalabad, with the direction to ensure delivery of this Order to the accused officers through all possible means
3. **Ms. Saima Saleem**, Senior Special Education Teacher (BS-17 / HI Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad, presently posted at Govt. Deaf & Defective Hearing Model High School for Girls, Raj Garh, Lahore.
4. **Mr. Mohsin Waseer**, Junior Special Education Teacher (BS-16 / H.I Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad, presently reported to department.
5. **Mr. Azeem-ur-Rehman**, Junior Special Education Teacher (BS-16 / H.I Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad, presently reported to department.
6. PS to Secretary Special Education Department.

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT