

**REGISTERED**



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

**ORDER**

**No. SO(Estt)23-191/2020. WHEREAS, Hafiz Muhammad Faisal, Junior Special Education Teacher (BS-16) FD Field, Special Education Department filed appeal against order dated 18.09.2024 passed by the Secretary Special Education / Competent Authority whereby major penalty of 'removal from service' was imposed upon him by terminating his contractual appointment under the PEEDA Act, 2006.**

**2. AND WHEREAS,** comments were obtained from the Administrative Department. **Dr. Farah Masood, Member-IV (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-IV (Inquiries), S&GAD after affording personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department submitted hearing report stating therein that the appellant contended that he is committed to maintain high ethical standards in his role as Incharge Headmaster. He diligently supervised his staff and upheld ethical standards. As an Incharge Headmaster, it is inherently challenging to detect covert actions, especially when there have been no prior complaints or indications of misconduct. Shortage of 40% staff significantly increased his administrative responsibilities. The appellant further contended that the department imposed the penalty of removal from service despite no findings of misconduct were established in the first inquiry. In the second inquiry, he was penalized without affording the opportunity to present his case. The appellant prayed that the departments' decision may be declared null and void and he be reinstated into service.

**4. AND WHEREAS,** on the other hand, the Departmental Representative submitted that Note for Chief Secretary may be considered as his statement. In the Note, it is submitted that a news item with video aired on electronic media in which it was contented that a special need / physically handicapped student of Govt. Special Education Centre, Pir Mahal namely, Ms. Zainab is ascending stairs by way of crawling during school hours. Therefore, the Director (Admn), Directorate General Special Education, Punjab, Lahore was directed to probe into the matter and submit a comprehensive report of the incident after visiting the institution submitted report on 04.12.2023 and recommended initiation of disciplinary proceedings against the responsible on the charges of inefficiency and misconduct. Disciplinary proceedings under PEEDA Act, 2006 were initiated against the appellant and Ms. Pinkee Sadia Yousaf *vide* order dated 19.12.2023. The Inquiry Officer after conducting the inquiry into the charges submitted inquiry report. However, due to deficiencies in the inquiry report, de-novo inquiry proceedings were initiated *vide* order dated 15.04.2024 by appointing Mr. Zia Razzaq (Psychologist) as Inquiry Officer who after conducting the inquiry, concluded that charges stood proved against the appellant and recommended imposition of impugned penalty upon him. The appellant was afforded personal hearing by appointing Additional Secretary, Special Education as Hearing Officer. After

completing all codal formalities, the Secretary Special Education / Competent Authority imposed the impugned penalty upon the appellant.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering appeal of the appellant and the report of the Hearing Officer, it is observed that the charges of inefficiency and mismanagement have been proved. The appellant neglected to oversee the diligent and efficient performance of the teaching and allied staff at the Centre. The appellant also failed to report the incident to the higher authorities and take prompt action. The Secretary Special Education / Competent Authority has, therefore, rightly imposed the impugned penalty upon the appellant in accordance with law. The appellant could not produce any material to rebut the evidence already available on record to prove his innocence. Thus, he failed to substantiate his stance in his appeal.

6. **NOW THEREFORE**, Under the circumstances, I, **Zahid Akhtar Zaman**, Chief Secretary, Punjab, do hereby **reject** the appeal of **Hafiz Muhammad Faisal**, being devoid of merit and substance.

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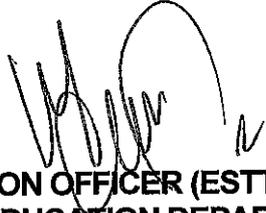
**(ZAHID AKHTAR ZAMAN)**  
**CHIEF SECRETARY, PUNJAB**

Dated: Lahore the 28 January, 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. 71441 dated 24.01.2025.
4. District Education Officer (Special Education), Faisalabad to ensure delivery of this order to the appellant under intimation to this department.
5. **Appellant concerned / Hafiz Muhammad Faisal**, ex-Junior Special Education Teacher (BS-16 / PD Field), Govt. Special Education Centre, Pir Mahal. Mob No. 0300-6595075, Email: faisalrafi50@gmail.com.
6. PS to Secretary Special Education Department.

  
**SECTION OFFICER (ESTT.-I)**  
**SPECIAL EDUCATION DEPARTMENT**