

REGISTERED



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

ORDER

No. SO(Estt)1-54/2006. WHEREAS, Aurangzaib Bhatti, Headmaster (BS-18 / MC Field), previously posted at Govt. Special Education Centre, Taxila presently posted at Govt. Special Education Centre, Pind Dadan Khan filed appeal against order dated 26.09.2024 passed by the **Secretary Special Education** / Competent Authority whereby penalties of "forfeiture of past 03 years' service" & "withholding of increments for a period of two years" were imposed upon him under the **PEEDA Act, 2006**.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Mr. Nasir Jamal Hotiana**, Member-II (Inquiries), S&GAD was appointed as Hearing Officer to afford personal hearing to the appellant and submit a comprehensive 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. The appellant contended that in June 2021, he was deputed as regular Headmaster of Govt. Special Education Centre Taxila. Prior to his arrival, the charge of the post was held by Ms. Fozia Samila (Psychologist), one of the co-accused, who was working as In-charge Headmistress in addition to her own duties as Psychologist. She subsequently formed a lobby against him, involving several other staff members. Various obstacles were deliberately created to undermine his work and damage his reputation, with the apparent objective of forcing him to get transferred somewhere else. He always tried to discharge his duties honestly with devotion and for welfare of special children and their parents who trust the Special Education Centers. He prayed that the impugned order may be set aside and he be exonerated from the charges levelled against him.

4. **AND WHEREAS**, on the other hand, the Departmental Representative stated that as per the Inquiry Officer, the charges of inefficiency and misconduct leveled against appellant were proved. He stated that penalty order is legally sound, solid on legal and factual grounds and thus departmental appeal of the appellant may be dismissed being devoid of merit. In the Note, the Administrative Department submitted that 02 female teaching staff and 02 female allied professionals filed complaint against the appellant alleging that he was involved in malpractices of victimization, harassment, misuse of authority, diversion of responsibilities, misuse of CCTV cameras, incitement of parents and teachers conflicts, exploitation and blackmailing, humiliating staff, forcing staff to leave the Centre. He also has previous service record of misconduct and harassment. On the other hand, appellant also filed report against 02 female teaching staff, 02 female allied professionals and one Shahid Suleiman, ex-Music Teacher

previously posted at Government Special Education Centre, Taxila alleging that female teaching and allied staff Shahid Suleiman were inefficient in performance of their duties. Due to their defiance rehabilitation and academic activities have been ignored and suffering / affecting badly. Female teaching staff, allied professionals and Shahid Suleiman misbehaved with him. Since assumption of charge of Headmaster, female teaching staff, allied professionals and Shahid Suleiman started spoiling the atmosphere of the institute and remained busy in knitting conspiracies to destroy his reputation. They also started grouping and instigated the other teaching staff to disobey the instructions issued by him.

5. **AND WHEREAS**, Directorate General of Special Education, Punjab, Lahore was asked to get the matter probed and submit report. In response, the Director General, Special Education, Punjab, Lahore, issued instructions to the Director (Monitoring), Directorate General of Special Education to conduct probe and subsequently provide a report. Accordingly, Director (Monitoring), Directorate General of Special Education after visiting Government Special Education Centre, Taxila and recording statements of all concerned submitted report. Later on, Directorate General Special Education, Punjab, Lahore recommended that disciplinary proceedings on the charges of inefficiency and misconduct be initiated against the appellant and 05 others under PEEDA Act, 2006.

6. **AND WHEREAS**, on a complaint filed by the 02 female teaching staff and 02 female allied professionals of Govt. Special Education Centre, Taxila, Deputy Commissioner, Rawalpindi conducted preliminary probe through Additional Deputy Commissioner (HQ), Rawalpindi who after hearing all concerned, submitted report recommending that disciplinary proceedings under PEEDA Act, 2006 may be initiated against the appellant and 04 others.

7. **AND WHEREAS**, accordingly, joint disciplinary proceedings through a regular inquiry under the provisions of PEEDA Act, 2006 were initiated against the appellant and 05 others vide order dated 05.06.2024 by appointing Mr. Qaiser Abbas Shah, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer on the charges of misconduct and inefficiency. The Inquiry Officer after conducting thorough inquiry submitted report and recommended imposition of the penalties. Upon receipt of inquiry report, Show Cause cum Personal Hearing Notice was issued to the appellant directing him to submit additional defence and also to appear on 16.08.2024 before Additional Secretary Special Education / Hearing Officer for personal hearing. The Hearing Officer after affording personal hearing to the appellant submitted report. After considering entire facts of the case, findings and recommendations of the Inquiry Officer impugned penalties were imposed upon the appellant vide order dated 26.09.2024. The Administrative Department proposed to reject the appeal being devoid of merit.

8. **AND WHEREAS**, after examining the record / material available in the case file, considering the appeal of the appellant and the report of the Hearing Officer, it

is observed that the conduct and performance of the appellant during his tenure at Government Special Education Center, Taxila remained below average. His behavior was found unreasonable, erratic and egoistic with female staff members. He failed to perform his official duties efficiently. Therefore, the Secretary Special Education / Competent Authority has rightly imposed the impugned penalties upon the appellant in accordance with law. The appellant could not produce any material to rebut the evidence available on record to prove his innocence. Thus, he failed to substantiate his stance in the appeal.

9. **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 appeal of **Aurangzaib Bhatti**, being devoid of merit and substance.

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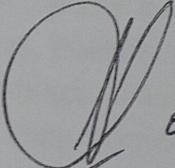
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 05th June, 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. 79454 dated 04.06.2025.
4. **District Education Officer** (Special Education), Rawalpindi to ensure delivery of this order to the appellant under intimation to this department.
5. **Appellant concerned / Mr. Aurangzaib Bhatti**, Headmaster (BS-18), Govt. Special Education Centre, Pind Dadan Khan.
6. PS to Secretary Special Education Department.


05/06/25

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT