

REGISTERED



ORDER

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

No. SO(ESTT.)1-112/2006-BF. WHEREAS, Ms. Samina Nawaz, ex-Senior Special Education Teacher (PD Field / BS-17), formerly posted as Incharge Headmistress at Govt. Special Education Centre for 02-Remaining Disabilities, Jhang presently Junior Special Education Teacher (PD Field / BS-16) posted at Govt. Special Education Centre, 18-Hazari, District Jhang and Ms. Farwa Rubab, Senior Special Education Teacher (H.I Field/BS-17), previously posted as Headmistress, Govt. Special Education Centre, Jhang City presently posted at Govt. Special Education Centre, Sahiwal, District Sargodha filed appeals against the order dated 26.11.2024 passed by the **Secretary, Special Education Department / Competent Authority** whereby penalties of "reduction to a lower post and pay scale for five years" and "withholding of increments for a period of five years" were imposed upon them respectively 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 appellants and submit a comprehensive report to arrive at a definitive decision.

3. **AND WHEREAS**, the Member-IV, (Inquiries), S&GAD after affording personal hearing to the appellants in the presence of the Departmental Representative of Special Education Department submitted hearing report. They contended that the CEO, Jhang issued a notification dated 26.07.2021 for shifting / merger of Govt. Special Education Centre for 02-Remaining Disabilities, Jhang, into Govt. Special Education Centre, Jhang City, Jhang. There were three cases *sub judice* in the Lahore High Court, Lahore, regarding Govt. Special Education Centre, Jhang City, Jhang, therefore, District Education Authority, Jhang has opted not to make any proceedings. They further contended that the recommendations of the Inquiry Officer were duly neglected and they were not given the report of the Hearing Officer. They prayed that the impugned order may be set aside and they be exonerated from the charges levelled against them.

4. **AND WHEREAS**, on the other hand, the Departmental Representative submitted that Note for Chief Secretary Punjab may be considered as his written statement. In the Note, the Administrative Department submitted that the Chief Executive Officer, District Education Authority, Jhang, *vide* letter dated 24.09.2022, requested for taking strict disciplinary action against the appellant and others on account of non-compliance of order dated 26.07.2021 for shifting / merger of two institutions. Upon receipt of the said reference, the Director General, Directorate General of Special Education Punjab was directed *vide* letter dated 05.12.2022 to examine the issue and conduct a probe. Pursuant thereto, a probe was conducted by

Mrs. Nazia Jabeen, Headmistress, Govt. Special Education Centre for MCC, Faisalabad who vide letter dated 31.01.2024 recommended initiation of disciplinary proceedings against the appellants. Upon receipt of above report, joint disciplinary proceedings under the PEEDA Act, 2006 were initiated against the appellants vide order dated 24.06.2024 by appointing Mr. Faryad Hussain, District Education Officer (Special Education), Sargodha as Inquiry Officer. The Inquiry Officer after conducting inquiry submitted report, wherein the Inquiry Officer recommended imposition of different penalties upon the appellants. A Show Cause-cum-Personal Hearing Notice was issued to the appellants to appear before the Deputy Secretary, Special Education Department / Hearing Officer vide letter dated 12.09.2024. After completing all codal formalities, the Secretary Special Education / Competent Authority imposed the impugned penalties upon the appellants vide order dated 26.11.2024. The Administrative Department further submitted that no stay order or injunction was issued by the Court to suspend the implementation of the merger order and proposed to reject the appeals of the appellants being devoid of merit.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering the appeals of the appellants and the report of the Hearing Officer, it is observed that the department's instructions were very clear and the failure of the appellants to implement the same was deliberate to delay action on them. Both the appellants failed to produce any valid reason for the deliberate defiance. The quoted technicalities do not make arguable defence. Therefore, the Secretary Special Education / Competent Authority has rightly imposed the impugned penalties upon them in accordance with law. The appellants could not produce any material to rebut the evidence available on record to prove their innocence. Thus, they failed to substantiate their stance in the appeals.

6. **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 appeals of **Samina Nawaz**, and **Farwa Rubab** 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.

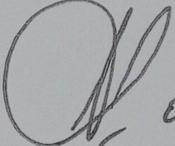
A copy is forwarded to the:

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. 81878 dated 04.06.2025.
4. **District Education Officer (Special Education)**, Sargodha to ensure delivery of this order to the appellants under intimation to this department.

5. **Appellants concerned /**

- i. **Ms. Samina Nawaz**, ex-Senior Special Education Teacher (PD Field / BS-17), formerly posted as Incharge Headmistress at Govt. Special Education Centre for 02-Remaining Disabilities, Jhang presently Junior Special Education Teacher (PD Field / BS-16) posted at Govt. Special Education Centre, 18-Hazari, District Jhang.
- ii. **Ms. Farwa Rubab**, Senior Special Education Teacher (H.I Field/BS-17), previously posted as Headmistress, Govt. Special Education Centre, Jhang City presently posted at Govt. Special Education Centre, Sahiwal, District Sargodha.

6. PS to Secretary Special Education Department.

 05/06/25

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