

REGISTERED

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT



No. SO(Estt)4-34/2019. WHEREAS, through this order representation filed by Ms. Adila Iqbal, Junior Special Education Teacher (HI Field / BS-16), Govt. Special Education Centre, Layyah ('Representationist') for expunction of adverse remarks recorded in her Performance Evaluation Report ('PER') for the period w.e.f. 01.01.2023 to 31.07.2023 shall be decided.

2. AND WHEREAS, Ms. Nazia Mushtaq, Senior Special Education Teacher (HI Field /BS-17), former Incharge Headmistress, Govt. Special Education Centre, Layyah ('Reporting Officer') recorded the following adverse remarks in Part-I, Part-II & Part-III of the PER in respect of representationist for the following period in her capacity as Reporting Officer:

Sr. No.	Period	Remarks
1.	01.01.2023 to 31.07.2023	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Poor"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>

3. AND WHEREAS, above referred adverse remarks alongwith a copy of PERs were communicated to the representationist vide this Department's letter dated 10.09.2024, for filing representation to the Competent Authority / Secretary Special Education regarding expunction of the said adverse remarks, if deem^{ed} necessary. The representationist filed representation dated 01.10.2024 with the request to expunge the adverse remarks recorded in her PERs. The Reporting Officer, Ms. Nazia Mushtaq, was directed vide letter dated 10.09.2024 to submit reasons/justifications alongwith documentary evidence for recording adverse remarks in the PERs of the representationist. Ms. Nazia Mushtaq / Reporting Officer submitted reasons / justifications leading to record the adverse remarks.

4. AND WHEREAS, in order to decide the representation, it was decided to afford an opportunity of personal hearing to the representationist in presence of Reporting Officer and for that purpose Deputy Secretary, Special Education was appointed Hearing Officer. Accordingly, Hearing Officer submitted hearing report whereafter, vide order dated 17.12.2024 the representation was disposed of in following terms;

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*"NOW, THEREFORE, for reasons stated herein above, the instant representation of the representationist for expunction of adverse remarks recorded in her PER w.e.f. 01.01.2023 to 31.07.2023 is hereby **disposed of**, till the final outcome of disciplinary proceedings to be initiated against the representationist and other teaching staff of the Govt. Special Education Centre, Layyah in light of recommendations of Deputy Commissioner, Layyah on the charges of inefficiency and misconduct."*

5. **AND WHEREAS**, subsequently, the reference received from the Deputy Commissioner, Layyah was filed/consigned to the record without initiation of any disciplinary proceedings against the representationist or other teaching staff of the Government Special Education Centre, Layyah. There-after, the representationist submitted an application contending that, in view of the fact that no disciplinary action had been initiated against her, her contractual services be regularized accordingly.

6. **AND WHEREAS**, in order to adjudicate upon the said application and to conclusively determine the matter raised in the earlier representation (which had been previously disposed of), opportunity of hearing was granted to the representationist in presence of Reporting Officer on 12.06.2005 by Additional Secretary Special Education and on 09.07.2025 by the undersigned and both officers were heard at length.

7. **AND WHEREAS**, upon affording opportunity of hearing to all concerned parties and after a detailed examination of the relevant record, including the representation submitted by the representationist and the reply furnished by the Reporting Officer, it is noted that the Performance Evaluation Report constitutes a critical component of an employee's service dossier. PERs play a pivotal role in personnel administration, particularly in decisions related to confirmation, regularization, promotion, retention, and other service matters. It is, therefore, imperative that Reporting Officers discharge their responsibilities with utmost objectivity, fairness, and in accordance with the prescribed guidelines while recording such reports. The PER forms contain specific criteria and accompanying instructions to guide Reporting Officers in providing a balanced and evidence-based assessment of a subordinate officer's performance, strengths, and weaknesses. As per record, the representationist joined Government service as a Junior Special Education Teacher on 19.02.2021. She has submitted a representation against the adverse remarks recorded in her PER for the period from 01.01.2023 to 31.07.2023, authored by her Reporting Officer, Ms. Nazia Mushtaq. According to the representationist, these adverse remarks are detrimental to her career progression, particularly in relation to the regularization of her service. Perusal of the record reveals that the representationist had previously received favorable PERs from the same Reporting Officer, Ms. Nazia Mushtaq, for the periods from 19.02.2021 to 31.12.2021 and from 01.01.2022 to 31.12.2022. In both PERs, her integrity was certified as "Honest," her overall performance was rated as "Good," and her retention in service was recommended as "Useful." However, in the PER for the subsequent period, i.e., 01.01.2023 to 31.07.2023, the Reporting Officer recorded a drastic departure from the earlier assessments by marking the representationist's integrity as "Believed to be corrupt," her overall performance as "Poor," and declaring

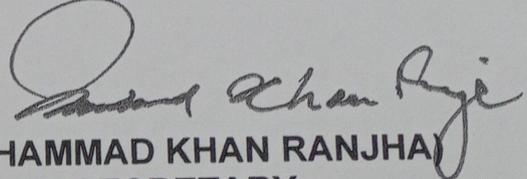
her "Not Useful" for retention/extension. It is pertinent to note that this adverse report coincides with the timeframe during which the representationist alongwith other teaching staff lodged a formal complaint against the same Reporting Officer and recorded statement against the Reporting Officer during a probe. This temporal proximity raises a serious apprehension of bias, mala fide intent, or retaliatory conduct influencing the assessment. Further corroboration of this inference emerges from the fact that after the suspension of Ms. Nazia Mushtaq and appointment of Ms. Nadia Saif as the new Reporting Officer, the representationist received a positive evaluation for the period 01.08.2023 to 31.12.2023, with her integrity again marked as "Honest," performance as "Good," and her retention as "Useful."

8. **AND WHEREAS**, a careful analysis of the reply submitted by Ms. Nazia Mushtaq reveals that the adverse remarks were primarily based on the grievance filed by the representationist against her, rather than on objective performance-related grounds. There is no supporting documentary evidence on record substantiating the severe allegations made in the PER, particularly the remark of "believed to be corrupt." It is further observed that the representationist, being a Junior Special Education Teacher, holds no financial or Drawing and Disbursing Officer (DDO) powers, nor any authority involving fiscal responsibilities. Her role is confined strictly to instructional duties. In the absence of any financial discretion, the allegation of "corruption" appears wholly unsubstantiated and lacks any credible basis. As per established norms and service jurisprudence, recording of adverse remarks in PERs must be founded upon verifiable facts and supported by cogent reasons. In the instant case, the absence of such justification renders the adverse remarks untenable and contrary to the principles of natural justice and fair play.

9. **AND WHEREAS**, during the course of the personal hearing, Ms. Nazia Mushtaq, the Reporting Officer, failed to furnish any credible evidence or cogent justification in support of the allegations of corruption levelled against the representationist. The said allegations remain unsubstantiated and are inconsistent with the nature of the duties and responsibilities assigned to Ms. Adila Iqbal, who holds no financial or administrative authority that could give rise to such accusations. The Reporting Officer admitted during the hearing that the representationist was punctual in her attendance and satisfactorily performed the teaching duties entrusted to her. Furthermore, the Reporting Officer acknowledged that she had issued favourable Performance Evaluation Reports (PERs) for other similarly placed employees, and the adverse remarks in the PER of the representationist were influenced by a social media campaign allegedly initiated by unidentified individuals against her. It is further noted that the record does not reflect any instance wherein the representationist was issued a written warning, explanation, or counseling by the Reporting Officer concerning the alleged misconduct. Nor is there any evidence of constructive feedback or advisories provided to the representationist with a view to improve her performance. Moreover, no correspondence has been placed on record to suggest that the Reporting Officer forwarded any complaint against the representationist for initiation of disciplinary proceedings against her on the charge of inefficiency and misconduct on account of poor performance and dereliction form duty. The reliance of the Reporting Officer on the

report of Deputy Commissioner for recording adverse remarks is misconceived. The Deputy Commissioner did not recommend initiation of proceedings against the representationist rather it was requested that the complaint of the Reporting Officer may be filed and the representationist and other teaching staff may be transferred. In light of the above, and after a careful appraisal of the adverse remarks and the explanations provided by the Reporting Officer, it is evident that the remarks in question are vague, lacking in specificity, and unsupported by any concrete instance or documentary evidence that could reasonably justify the negative assessment. It further appears that the adverse remarks were prompted by retaliatory motives arising from the complaint filed by the representationist against the Reporting Officer. As such, the impugned remarks fail to meet the standard of reasonableness and objectivity required under the law and established service norms.

10. **NOW, THEREFORE,** for reasons stated herein above, the instant representation of the representationist for expunction of adverse remarks recorded in her PER w.e.f. 01.01.2023 to 31.07.2023 is hereby **allowed/accepted** and impugned adverse remarks recorded in PERs of the representationist for the period w.e.f. 01.01.2023 to 31.07.2023 are expunged. The performance and over all grading of the representationist shall be treated as "**satisfactory**".


(MUHAMMAD KHAN RANJHA)
SECRETARY

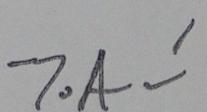
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT / APPOINTING AUTHORITY

Dated Lahore the
July 21st /2025

No. & Date even:

A copy is forwarded for information and necessary action to the: -

1. Director General, Special Education, Punjab, Lahore.
2. District Education Officer (Special Education), DG Khan.
3. **Ms. Adila Iqbal**, Junior Special Education Teacher (HI FIELD / BS-16), Govt. Special Education Centre, Layyah.
4. Ms. Nazia Mushtaq, Senior Special Education Teacher (HI Field /BS-17), Govt. Special Education Centre, Karor Lal Eason.
5. PS to Secretary, Special Education Department.


SECTION OFFICER (ESTT.-II)
SPECIAL EDUCATION DEPARTMENT