

REGISTERED



ORDER

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

No. SO(East)33-51/2016. WHEREAS, Rehmat Ali, ex-Superintendent (BS-17), Special Education Centre, Shalimar Town, Lahore filed appeal against order dated 27.01.2025 passed by the Secretary, Special Education Department / Competent Authority whereby penalty of "compulsory retirement from service" was imposed upon him under the PEEDA Act, 2006.

2. AND WHEREAS, comments were obtained from the Administrative Department. Ms. Naheed Gul Baloch, Member-I (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-I (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 he was on medical leave for only 39 days while the Principal deliberately did not take the appellant on duty and has converted the period of absence from duty for 109 days. Actually, the Principal got personal with him and wants to remove him from service. He further stated that basic order for initiating inquiry / result of inquiry suffers from sheer mala fides, serious illegalities and infirmities. The appellant prayed that he may be exonerated by setting aside the impugned order.

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4. AND WHEREAS, on the other hand, the Departmental Representative reiterated the stance taken in the Note for Chief Secretary, Punjab. In the Note, it is submitted that the Deputy Director (Admn), Directorate General of Special Education, Punjab, Lahore, through letter dated 28.08.2024 forwarded report of Principal, Government (Secondary) Special Education Centre, Shalimar Town, Lahore regarding willful and unauthorized absence of the appellant. The appellant was reported absent from duty for multiple spells: 08.11.2023 to 12.11.2023 (5 days), 10.12.2023 to 14.12.2023 (5 days), 22.12.2023 to 24.12.2023 (3 days), and 08.01.2024 to 25.04.2024 (109 days), without prior permission or approved leave from the Competent Authority. The report further detailed that the appellant submitted two fraudulent medical certificates purportedly issued by Govt. Mian Muhammad Nawaz Sharif Teaching Hospital, Yakki Gate, Lahore. The first certificate, dated 15.12.2023 (Outdoor Patient's Ticket No. 3136), advised bed rest for one week but was declared bogus by the Medical Superintendent (letter No.484, dated 08.01.2024). The second certificate, also dated 15.12.2023 (Outdoor Patient's Ticket No.30032), advising two weeks of bed rest, was similarly declared fake as per the Medical Superintendent's verification (letter No.45164, dated 15.04.2024). The submission of fake medical certificates was identified as gross misconduct. It was reported that the appellant's repeated willful absence, submission of fraudulent medical certificates and persistent failure to follow established procedures constitute gross misconduct under the PEEDA Act, 2006. Keeping in view the facts of the case and the availability of sufficient documentary evidence on record, while dispensing with the regular inquiry, disciplinary proceedings against the appellant were initiated vide Show Cause Notice dated 24.10.2024 on the charges of inefficiency and

misconduct. He was directed to appear before Deputy Secretary, Special Education / Hearing Officer who submitted report which establishes the charges of inefficiency and misconduct. After fulfilling all codal formalities, the impugned penalty was imposed upon the appellant *vide* order dated 27.01.2025. The Administrative Department proposed that the appeal may be dismissed being devoid of merit.

5. **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 charges of inefficiency and misconduct stood proved against the appellant. As a seasoned officer with decades of service, he bears the responsibility to ensure the authenticity of any documents submitted in his official capacity. Ignorance cannot absolve him of accountability for this serious breach of conduct. It was also observed that absence from duty without proper approval was a serious violation which tantamounts to gross misconduct. 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 the appeal.

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 appeal of **Rehmat Ali**, being devoid of merit and substance.

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(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 15 August, 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. 84978 dated 07.08.2025.
4. **District Education Officer** (Special Education), Lahore to ensure delivery of this order to the appellant under intimation to this department.
5. **Principal**, Government (Secondary) Special Education Centre, Shalimar Town, Lahore to ensure delivery of this order to the appellant at his residential address through special messenger under intimation to this department.
6. **Rehmat Ali**, ex-Superintendent (BS-17), Special Education Centre, Shalimar Town, Lahore. Mobile No. 0301-4624524.
7. **Parveen Rehmat** wife of Rehmat Ali, resident of PCSIR, Al Jannat Chowk, Near Akbar Chowk, College Road, Township, Lahore. Mobile No. 0321-9465343.
8. PS to Secretary Special Education Department.

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SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

15/8/25