

PENALTY ORDER

No. SO(ESTT)34-127/2018. WHEREAS, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 were initiated against **Mr. Zahid Hussain**, Lecturer (Urdu/BS-17), Govt. Degree College of Special Education, D.G Khan ('accused officer') vide order dated 11.11.2024 by appointing **Ms. Khula Munawar Minhas**, Deputy Director (Curriculum), Directorate General of Special Education, Punjab, Lahore as Inquiry Officer on the following charges of inefficiency and misconduct:

1. The accused officer has repeatedly failed to secure official authorization prior to taking leave. He has a pattern of submitting leave requests directly to the College Faculty WhatsApp group without prior approval. Specifically, on the dates of March 18, 2023, April 7, 2023, April 8, 2023, April 29, 2024, April 30, 2024, and May 13, 2024, he was absent from duty without sanctioned leave. Upon being reminded of the necessity to adhere to established protocols, he exhibited insubordinate behaviour.
2. On March 17, 2023, while the Principal of the College was attending an official meeting, the accused officer submitted a leave application and initiated a social media campaign against the Principal, disseminating unfounded accusations. This campaign undermined both the Principal's professional reputation and the institution's standing within Punjab. The accused officer has also displayed consistent disrespect towards the Principal, particularly when addressed regarding his noncompliance with official directives. Furthermore, he has encouraged other staff members to emulate his misconduct, as documented in official records of numerous instances of insubordination.
3. The accused officer has demonstrated a persistent pattern of disobedience towards office directives, thereby undermining the authority of the Principal. He has failed to oversee the health screening arrangements for college students as mandated by office order No: GDCSE-DGK:2023/571 dated February 20, 2023, neglecting his responsibilities on multiple occasions. He has refused the assigned tasks related to the preparation of subject papers and study guides, categorizing these responsibilities as clerical duties.
4. During a visit by the District Education Officer (Special Education) DG Khan on January 31, 2024, it was noted that the accused officer failed to record his attendance for December 2023 and January 2024, resulting in issuance of explanation from the DEO. In response, he provided irreverent justifications.
5. Notwithstanding repeated directives to refrain, the accused officer continues to use his mobile phone during class hours. This was evidenced during the visit of the District Education Officer (DEO) on January 31, 2024, when he was observed engaging with his device while conducting a class.

6. The accused officer exhibits an indifferent attitude towards his professional duties, often persuading colleagues that resistance to assignments will result in their reassignment, thereby fostering a culture of complacency. This behaviour is substantiated by multiple reports documenting his refusal to accept his responsibilities.

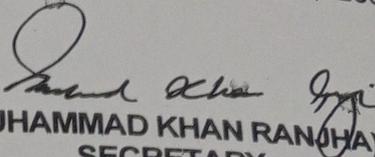
2. **AND WHEREAS**, the Inquiry Officer after conducting thorough inquiry proceedings submitted inquiry report and recommended imposition of minor penalty of "withholding of increment for a period of two years" under Section 4(1)(a)(ii) of the PEEDA Act, 2006 upon the accused officer.

3. **AND WHEREAS**, upon receipt of inquiry report, Show Cause cum Personal Hearing Notice under Section 13(4) of Act *ibid* was issued to the accused officer directing him to submit additional defence, *if any*, and also to appear for personal hearing on 10.07.2025. The Departmental Representative was also directed to appear before the Hearing Officer alongwith all record under Section 13(4)(e) of the Act *ibid*.

4. **AND WHEREAS**, the accused officer appeared before the undersigned on 10.07.2025 and during hearing proceedings filed additional defense reply and while reiterating the stance already taken by him during inquiry proceedings and in additional defense reply *inter alia*, contended that charges levelled against him are against the facts and record. He requested that the charges are baseless and devoid of merit, therefore, he may be exonerated from the charges. The Departmental Representative stated that all record related to the charges was provided to the accused officer and inquiry proceedings have been conducted by the Inquiry Officer in accordance with the provisions of PEEDA, Act, 2006 and statements of all concerned have been recorded. He further stated that penalty proposed by the Inquiry Officer commensurates with the guilt of accused officer.

5. **AND WHEREAS**, upon careful consideration of the findings and recommendations of the Inquiry Officer, the additional defense reply submitted by the accused officer, and the record available on file, it is observed that as per the findings of the Inquiry Officer, the accused officer demonstrated a stubborn and insubordinate attitude, coupled with persistent negative conduct, and all charges were held to have been proved against him. However, it is observed that the Inquiry Officer did not adequately take into account the fact that the Principal of the college had declined to entertain the leave applications submitted by the accused officer, thereby compelling him to forward the same through alternate means. The record also reflects that these applications were communicated to the Principal and concerned District Education Officer prior to the commencement of the leave period. In view thereof, the findings of the Inquiry Officer cannot be regarded as fully reasoned or sufficiently supported by the evidence on record. Furthermore, the Inquiry Officer found no evidence of initiation of social media campaign by the accused officer against the incumbent Principal. At the same time, it is noted that the accused officer has also failed to produce any cogent or reliable evidence in rebuttal of the charges established against him by the Inquiry Officer.

6. **NOW THEREFORE, I, Muhammad Khan Ranjha, Secretary, Special Education Department being Competent Authority, for reasons recorded herein above, hold the view that the penalty recommended by the Inquiry Officer does not commensurate with the magnitude of the guilt of the accused officer, therefore, while disagreeing with the recommendations of the Inquiry Officer, in exercise of powers vested upon me under Section 13(5)(ii) read with Section 4 of the PEEDA Act, 2006, hereby imposed upon the accused officer.**


(MUHAMMAD KHAN RANJHA)
SECRETARY

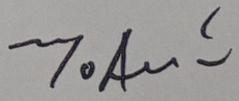
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
September, 05, 2025

No. & Date Even:

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

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), D.G Khan to ensure delivery of this order to the accused officer under intimation to this department.
4. Principal, Govt. Degree College of Special Education, D.G Khan to ensure delivery of this order to the accused officer under intimation to this department.
5. Accused officer concerned / **Mr. Zahid Hussain**, Lecturer (Urdu/BS-17), Govt. Degree College of Special Education, D.G Khan.
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

05/9/2025