

REGISTERED



ORDER

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

No. SO(ESTT.)1-131/2007. WHEREAS, Muhammad Ashraf, Chowkidar, Govt. Special Education Centre, Arifwala filed appeal against order dated 21.02.2025 passed by the Secretary, Special Education Department / Competent Authority whereby minor penalty of "withholding of increments for a period of five (05) years" was imposed upon him 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 appellant and submit a comprehensive report to arrive at a definitive decision.

3. AND WHEREAS, Member-IV Inquiries, S&GAD after affording personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department submitted hearing report. The appellant contended that he went on leave to perform Umrah after getting permission from his school Headmaster. He further contended that he was not aware of the competent authority, sanctioning the leave. He prayed that the decision in the impugned order dated 21.02.2025 may be reviewed.

4. AND WHEREAS, On the other hand, the Administrative Department in the Note submitted that Deputy Director (Admn), Directorate General of Special Education, Lahore forwarded a probe report dated 03.05.2024 conducted by District Education Officer (Special Education), Sahiwal regarding availing ex-Pakistan leave w.e.f 08.10.2018 to 18.10.2018 by the appellant with the permission of Mr. Liaqat Ali, Senior Special Education Teacher (Physically Handicapped Field / BS-17) / ex-Incharge Headmaster, Govt. Special Education Centre, Arifwala instead of getting prior approval from the Secretary, Special Education Department / Competent Authority for grant of ex-Pakistan leave. Upon receipt of above report, joint disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 were initiated against the appellant and the ex-Incharge Headmaster on the charges of misconduct, inefficiency and corruption by appointing Ms. Saifal Akram, Headmistress (BS-18), Govt. Special Education Centre, Piplan, Mianwali as Inquiry Officer who submitted report to the effect that the charges levelled against the appellant stood proved and recommended imposition of penalty. The appellant was issued Show Cause-cum-Personal Hearing Notice on 20.12.2024 who appeared before the Deputy Secretary, Special Education / Hearing Officer and heard at length. After fulfilling all codal formalities, Secretary Special Education Department / Competent Authority, imposed the impugned penalty upon the appellant. The Administrative Department proposed that the appeal may be rejected 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 appellant proceeded on ex-Pakistan Leave without getting it

sanctioned from the authority competent to allow such leave and thus committed misconduct. Every government servant is bound to acquaint himself with the relevant rules governing his service. Therefore, the Secretary, Special Education Department / Competent Authority has rightly imposed the impugned penalty upon him 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 **Muhammad Ashraf**, being devoid of merit and substance.

-sd-

(ZAHID AKHTAR ZAMAN)  
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 10 November, 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. 89639 dated 04.11.2025.
4. **District Education Officer (Special Education)**, Sahiwal to ensure delivery of this order to the appellant and implementation of the penalty under intimation to this department.
5. **Headmaster / Headmistress**, Govt. Special Education Centre, Arifwala to ensure delivery of this order to the appellant.
6. **Mr. Muhammad Ashraf**, Chowkidar, Govt. Special Education Centre, Arifwala.
7. PS to Secretary Special Education Department.

SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT