

REGISTERED



ORDER

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

No. SO(ESTT)40-128/2015. WHEREAS, Awais Mushtaq, Junior Clerk, Government Special Education Centre, Lyallpur Town, Faisalabad filed appeal against order dated 10.09.2025 passed by the Secretary Special Education / Competent Authority whereby minor penalty of "withholding of increment for a period of one year" was imposed upon him under the PEEDA Act, 2006.

2. AND WHEREAS, comments were obtained from the Administrative Department. Ms. Shahida Farrukh Naveed, Member-I (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, the Member-I (Inquiries), S&GAD submitted hearing report stating therein that despite issuance of three hearing notices dated 25.11.2025, 27.11.2025 and 02.12.2025 the appellant did not appear. In his appeal, the appellant contended that he had eight years clean service record and always performed his duties honestly, carefully and with utmost responsibility. The findings recorded in the inquiry report are not based on facts and the impugned penalty is unjustified. The appellant further contended that he had not provided any kind of facility to anyone regarding financial irregularities and the charges imposed upon him were baseless. He prayed that impugned order dated 10.09.2025 may be set aside and impugned penalty be withdrawn.

4. AND WHEREAS, on the other hand, the Administrative Department in the Note submitted that joint disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 were initiated against the appellant and another *vide* order dated 11.11.2024 on the charges of inefficiency and negligence by appointing Mr. Shahbaz Ali, District Education Officer (Special Education), Sahiwal as Inquiry Officer who after conducting inquiry submitted report to the effect that charges against the appellant were fully proved and recommended imposition of impugned penalty of "withholding of increment for a period of one year". Show Cause cum Personal Hearing Notice dated 28.01.2025 was served upon the appellant and he was afforded hearing before the Section Officer (Estt.-II), Special Education / Hearing Officer who while agreeing with the recommendations of the Inquiry Officer recommended imposition of impugned penalty. Therefore, the Secretary Special Education / Competent Authority after completing all codal formalities, imposed the impugned penalty upon the appellant *vide* order dated 10.09.2025. 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 was fully cognizant of the issuance of unauthorized cheques and of the informal financial arrangement made with the former landlord. Despite holding an important position, he deliberately withheld material information from

both the incoming Headmistress and the competent departmental authorities, thereby aiding and assisting a financial irregularity. The appellant's prolonged silence for a period of nearly four months, during which the financial misappropriation remained unreported and unrectified, is indeed a negligence, active complicity and willful concealment of facts. Moreover, the inquiry proceedings conclusively established that the appellant personally delivered the cheques to the former landlord at his residence and failed to recover the guarantee cheques. Therefore, the Secretary Special Education / Competent Authority has rightly imposed the impugned penalty upon him in accordance with law. Furthermore, the appellant also did not appear before the issuance of 3 notices to submit his defence, if any. As such, the appellant could not produce any material to rebut the evidence 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 **Awais Mushtaq** being devoid of merit and substance.

-sd-

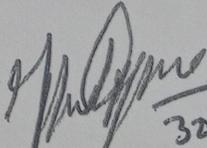
(**ZAHID AKHTAR ZAMAN**)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 30th December, 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. **Additional Secretary (Service Matters)** to Chief Secretary, Punjab w.r. to Note bearing No. 107482 dated 26.12.2025.
4. **District Accounts Officer, Faisalabad** for implementation of penalty.
5. **District Education Officer (Special Education), Faisalabad** to ensure delivery of this order to the appellant and implementation of penalty.
6. **Headmaster / Headmistress**, Government Special Education Centre, Lyallpur Town, Faisalabad to ensure delivery of this order to the appellant and implementation of penalty.
7. **Mr. Awais Mushtaq**, Junior Clerk, Government Special Education Centre, Lyallpur Town, Faisalabad.
8. **PS to Secretary Special Education Department.**


32/12/2025

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT