

REGISTERED



ORDER

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

No. SO(ESTT)1-133/2005. WHEREAS, Sobia Akram, Headmistress (BS-18), Government Special Education Centre Shahpur Sadar, Sargodha filed appeal against order dated 21.07.2025 passed by the **Secretary Special Education / Competent Authority** whereby minor penalty of "withholding of increments for two years" was imposed upon her 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 detailed report to arrive at a definitive decision.

3. **AND WHEREAS**, the 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 the inquiry was initiated against her upon an anonymous complaint. As per Punjab Service Tribunal, anonymous complaints cannot be the basis of disciplinary actions, which violates PEEDA Act, 2006. Many allegations were levelled in the application but not a single was proved in the inquiry. She further contended that the impugned penalty is disproportionate to the unintended alleged procedural lapses caused by systemic failures. She prayed that her appeal may be considered by withdrawing the penalty.

4. **AND WHEREAS**, on the other hand, the Administrative Department submitted in the Note that upon receipt of complaint from Malik Afzaal, Social Worker / Journalist, Shahpur Sadar against the appellant on multiple allegations, Directorate General of Special Education, Punjab, Lahore was requested to submit fact finding report alongwith clear cut recommendations *vide* letter dated 04.01.2024. In response, Deputy Director (Admn), DG, Special Education Punjab, *vide* letter dated 05.04.2024, forwarded probe report conducted by District Education Officer (Special Education), Sargodha with recommendations for initiation of a regular inquiry under PEEDA Act, 2006 against the appellant. Therefore, disciplinary proceedings under PEEDA Act, 2006, were initiated against her on the charges of inefficiency and misconduct, *vide* order of inquiry dated 24.06.2024, substituted on 28.06.2024, by appointing Mr. Muhammad Ali Gohar, Principal (BS-19), Government Higher Secondary School of Special Education for Hearing Impaired, Shekhupura as Inquiry Officer. The Inquiry Officer after conducting at length inquiry submitted report and recommended imposition of major penalty of "reduction to a lower post & pay scale from the substantive post for a period of one year" under PEEDA Act, 2006 upon the appellant. Show Cause cum Personal Hearing Notice was served upon appellant and was also heard by the Additional Secretary, Special Education / Hearing Officer. Therefore, after completing all codal formalities, the Secretary, Special Education / Competent Authority while disagreeing with the recommendations of the Inquiry Officer, imposed the impugned penalty upon her *vide* order dated 21.07.2025. The Administrative Department proposed to reject the appeal 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 found guilty of misconduct and inefficiency since inquiry revealed that thumb impressions of parents were missing in the stock register which were necessary to establish transparency in uniforms distribution. Moreover, tires of different vehicles were sold from time to time but no record was kept as required by law. The Secretary Special Education / Competent Authority has, therefore, rightly imposed the impugned penalty upon her in accordance with law. The appellant could not produce any material to rebut the evidence already available on record to prove her innocence. Thus, she failed to substantiate her 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 **Sobia Akram**, being devoid of merit.

-sd-

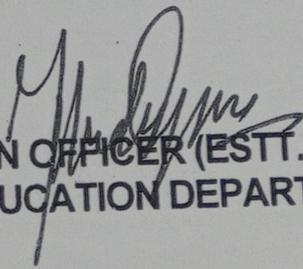
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 19th January, 2026

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. 100472 dated 12.01.2026.
4. **District Accounts Officer, Sargodha** for implementation of penalty.
5. **District Education Officer (Special Education), Sargodha** to ensure delivery of this order to the appellant and implementation of penalty.
6. **Headmaster / Headmistress**, Govt, Special Education Centre, Shahpur Saddar, District Sargodha to ensure delivery of this order to the appellant and implementation of penalty.
7. **Ms. Sobia Akram**, Headmistress (BS-18 / PH Field), Govt, Special Education Centre, Shahpur Saddar, District Sargodha.
8. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT