REGISTERED

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

Dated the 25th October, 2026

SEDU/AS/DS/O/261025/1464

ORDER

No. SO(ESTT.)10-741/2016: WHEREAS, Nazia Mushtaq Paracha, Senior Special Education Teacher (BS-17) Government Special Education Center, Layyah filed appeal against order dated 10.06.2026 passed by the **Secretary, Special Education** / Competent Authority whereby minor penalty of "*withholding of one increment for a period of one year*" was imposed upon her 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 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 impugned order is based upon the non-reading and misreading of the evidence because the competent authority did not consider the evidence that no evidence was available to connect the appellant to the acts about which the Inquiry Officer gave adverse findings. She prayed that the impugned order dated 10.06.2026 may be set aside and she be exonerated from the charges leveled against her.

4. **AND WHEREAS,** on the other hand, the Administrative Department in the Note submitted that joint disciplinary proceedings were initiated against the appellant and others *vide* order dated 13.08.2024 on the charges of inefficiency and misconduct. The appellant, despite being a Category-III officer, signed and processed a bill amounting to Rs.1.703 million, in excess of her delegated financial competence and failed to maintain procurement record, observe mandatory procurement / codal formalities and exercise due financial discipline. Ms. Humaira Farooq, Vice Principal (BS-18), Government Degree College of Special Education, Multan was appointed as Inquiry Officer who after conducting inquiry submitted report and recommended imposition of the impugned penalty upon her. Show Cause cum Personal Hearing Notice was served upon her to appear before the Additional Secretary, Special Education Department on 20.04.2026. During hearing, the appellant could not justify her stance. The Secretary

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Special Education / Competent Authority, after completing all codal formalities imposed the impugned penalty upon her. The Administrative Department proposed to reject the appeal being devoid of merit.

5. **AND WHEREAS,** after examining the record / material in the case file, considering the appeal of the appellant and the report of the Hearing officer, it is observed that during hearing before the Member-I (Inquiries), S&GAD, the appellant admitted signing and processing the bill amounting to Rs.1.703 million in excess of financial powers delegated upon her. Although the bill was not passed by the Accounts Office and no loss to the government exchequer was caused, the act of the appellant constituted a clear violation of financial propriety and delegated financial powers, establishing inefficiency on her part in observing financial discipline. The Secretary, Special Education / Competent Authority has, therefore, rightly imposed impugned penalty upon her in accordance with law. The appellant could not produce any material to rebut the evidence available on record against her. 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 PEEDA Act, 2006, do hereby **reject** the appeal of **Nazia Mushtaq Paracha**, being devoid of merit and substance.

-SD-
ZAHID AKHTAR ZAMAN,
CHIEF SECRETARY, PUNJAB

NO. & DATE EVEN.

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

1) Director General
   Directorate General of Special Education
2) Deputy Secretary Service Matters , (Chief Secretary Punjab)
   Chief Secretary Office
3) District Education Officer , (D G Khan)
   Directorate General of Special Education
4) ***Headmaster, Govt. Special Education Centre, Karor Lal Eason , District Layyah.***
5) ***Nazia Mushtaq, SSET (HI/BS-17), Govt. Special Education Centre, Karor Lal Eason,District Layyah.***
6) Private Secretary
   Special Education Department

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LAW OFFICER SED (LAW)

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