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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/261025/1465

ORDER

No. SO(ESTT)1-80/2005: WHEREAS, Shazia Rehman, Senior Special Education Teacher (HI Field / BS-17) Government Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh filed appeal against order dated 07.04.2026 passed by the **Secretary, Special Education** / Competent Authority whereby minor penalty of "*censure*" was imposed upon her under the **PEEDA Act, 2006**.

2. **AND WHEREAS,** comments were obtained from the Administrative Department. **Mr. Muhammad Usman Anwar,** Member-II (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-II (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 itself admits that the overwhelming majority of staff members denied any instance of abusive conduct. Since the charge failed to meet threshold of probability, the imposition of penalty is legally unsustainable. She further contended that the occupation of residence was not an act of willful disobedience but necessitated by the administrative exigency specifically the management of school hostel and does not warrant of formal penalty. House Rent, Conveyance Allowance and 5% of the basic pay has been deducted from salary and the said residence vacated since October, 2025. She prayed that the impugned order dated 07.04.2026 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 the Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, *vide* letter dated 03.07.2025 forwarded a report on a complaint lodged through the Pakistan Citizen Portal on 26.05.2025 against the appellant. The complaint alleged abusive behaviour towards staff, failure to ensure basic facilities and unprofessional conduct. Joint disciplinary proceedings were initiated against the appellant and another *vide* order dated 02.12.2025 as she used abusive language in a specific incident. Although not directed toward a teacher, but the usage of such derogatory language within a professional setting is inappropriate and unacceptable. She has *illegally occupied the designated residence* of the Principal of the same school. Despite

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repeated written instructions from the District Education Officer (Special Education), she refused to vacate the residence. This constitutes willful disobedience and serious misconduct. A screenshot of a message shared in the official WhatsApp group supports the allegation regarding the abusive behavior on the part of the appellant. Hafiz Muzammal Hussain, Assistant Professor (BS-18), Govt. 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 Secretary, Special Education Department on 30.03.2026. During hearing, the appellant could not justify her stance. Therefore, the Secretary 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 the appellant admittedly occupied a residence earmarked for a BS-19 post without lawful allotment and continued such occupation despite repeated written directions for vacation of the premises. Subsequent vacation of the residence and recovery of dues do not obliterate the misconduct already committed, at best, these factors were rightly treated as mitigating circumstances while imposing only a minor penalty of censure. 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 **Shazia Rehman**, being devoid of merit and substance.

-SD-
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

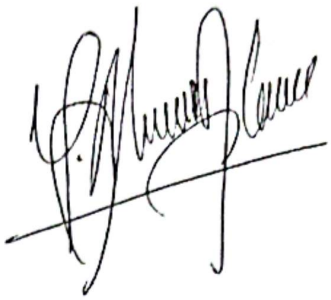
NO. & DATE EVEN.

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) ***Shazia Rehman, SSET (HI/BS-17) / Govt. Secondary School of Spl. Edu. for HIC, Muzaffargarh.***
5) ***Headmaster, Govt. Secondary School of Spl. Edu. for HIC, Muzaffargarh.***
6) Private Secretary

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Special Education Department



LAW OFFICER SED (LAW)

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