

REGISTERED



ORDER

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

No. SO(ESTT)21-184/2010(1672). WHEREAS, Nazia Abdul Ghaffar, Psychologist (BS-17), Government Special Education Centre, Pakpattan filed representation against orders dated 27.08.2025 & 05.09.2025 passed by the **Secretary Special Education** whereby Ms. Sabah Ishfaq was directed to report to Special Education Department and then adjusted at the Government Institute for Slow Learners, Lahore.

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 representationist and submit a detailed report to arrive at a definitive decision.

3. **AND WHEREAS**, the Member-II (Inquiries), S&GAD afforded personal hearing to the representationist's husband on her behalf and later to the representationist, in the presence of the Departmental Representative of Special Education Department and submitted hearing report. She contended in her representation that the entire process of transfer was based on favouritism, collusion and mala fide intent which amounts to discrimination against the rest of the cadre as the other officer was given the Lahore post. She prayed that the impugned orders dated 27.08.2025 and 05.09.2025 of Ms. Sabah Ishfaq may be set aside being in violation of the Transfer Policy 2022. The representationist further submitted that the post at Government Institute for Slow Learners, Lahore may be declared vacant and filled strictly through the e-portal merit process in accordance with the prescribed merit criteria, so that all eligible candidates may get a fair opportunity.

4. **AND WHEREAS**, on the other hand, the Administrative Department submitted in the Note that the post of Psychologist at the Government Institute for Slow Learners, Lahore became vacant upon the grant of ex-Pakistan Extraordinary Leave (EOL) to Ms. Sumaira Ishaq, Psychologist (BS-18 / personal), w.e.f. 01.09.2025 to 31.08.2026, *vide* order dated 11.08.2025. Prior to this vacancy, Ms. Sabah Ishfaq had repeatedly requested for her transfer to Lahore on medical and compassionate grounds, citing fifteen years of dedicated service and her posting at Pattoki, District Kasur. She submitted that due to chronic health conditions including diabetes, hypertension and severe muscular pain, daily inter-district commuting had become medically unmanageable. Moreover, she highlighted that her entire family resides in Lahore, comprising three children (one of whom is a special child requiring continuous care) and two mentally challenged brothers, for whom she has been the sole caregiver and breadwinner since the demise of her parents twenty-six years ago. Her request was duly supported by medical certificates and documentary evidence. The Administrative Department considering both the administrative vacancy and the humanitarian circumstances directed Ms. Sabah Ishfaq to report to the department as an interim administrative measure *vide* order dated 27.08.2025 and subsequently, upon availability of the vacancy, she was posted at the Government Institute for Slow Learners, Lahore, *vide* order dated 05.09.2025 strictly in accordance with Clause 4(ii)(a) of the Transfer Policy, 2022. The representationist's assertion that the Transfer Policy, 2022 was

violated is factually and legally misconceived. Under Section 9 of the Punjab Civil Servants Act, 1974, every civil servant is liable to serve anywhere within the Province of the Punjab and the competent authority retains full administrative discretion to post or transfer an officer in public interest. Accordingly, the impugned orders were issued in accordance with law and policy. The representationist has already filed Writ Petition No.53746/2025 before the Lahore High Court, Lahore, challenging the same transfer orders. The petition is presently pending there for adjudication. Since the matter is sub judice before a superior forum, this representation merits dismissal on this ground as well. The Administrative Department proposed to reject the appeal of the representationist being devoid of merit.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering the representation of the representationist and the report of the Hearing Officer, it is observed that the adjustment of Ms. Sabah Ishfaq was made under the Transfer Policy 2022, relating to placement of officers awaiting adjustment against available vacancies. Clause 4(ii)(a) of the Transfer Policy, 2022 enables the Administrative Department to respond to administrative requirements and ensure continuity of service delivery, particularly in specialized institutions. The comparative marking system is ordinarily applied in transfers processed through the e-Portal mechanism, whereas administrative placements against available vacancies are typically dealt with under a different operational framework. The grievance raised by the representationist appears to be rooted in an expectation to be considered for a particular posting which is barred by Section 9 of the Punjab Civil Servants Act, 1974. Individual preference, while a relevant consideration, does not by itself confer an enforceable right. Thus the representationist failed to substantiate her stance in the representation.

6. **NOW THEREFORE**, under the circumstances, I, **Zahid Akhtar Zaman**, Chief Secretary, Punjab, do hereby **reject** the representation of **Nazia Abdul Ghaffar**, being devoid of merit and substance.

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

Dated: Lahore the 18th May, 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. **Deputy Secretary (Service Matters)** to Chief Secretary, Punjab w.r. to Note bearing No. 107195 dated 12.05.2026.
4. **District Education Officer (Special Education)**, Sahiwal to ensure delivery of this order to the appellant.
5. **Nazia Abdul Ghaffar**, Psychologist (BS-17), Government Special Education Centre, Pakpattan.
6. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT