

**REGISTERED**



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

**ORDER**

No. **SO(Estt)10-424/2011(P-I)**. **WHEREAS**, **Nasir Mahmood**, Headmaster (BS-17+10% Special Pay), Govt. Special Education Center, Aroop Town, Gujranwala filed appeal against order dated 11.10.2023 passed by the **Secretary Special Education / Competent Authority** whereby penalty of "*withholding of annual increment for a period of two years*" was imposed upon the appellant under the **PEEDA Act, 2006**.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Mrs. Anbreen Sajid**, Member-IV (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-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 stating therein that the appellant reiterated the points already raised in his appeal and contended that during the surprise visit of District Education Officer (Special Education), Gujranwala, he was neither absent nor on leave but visiting HBL for confirmation of transaction of stipend into the accounts of special students. The appellant further stated that he has spotless, unblemished and excellent service record and performed duties with the satisfaction of his superiors. The appellant prayed that he might be exonerated from the charges levelled against him by setting aside the impugned order dated 11.10.2023.

4. **AND WHEREAS**, On the other hand, the Departmental Representative stated that District Education Officer (Special Education), Gujranwala informed that he made a surprise visit of the Govt. Special Education Center, Wazirabad on 27.07.2023 at 10.00 a.m. to check the status of cleanliness and dengue prevention measures, but no one was present at the Center. The appellant along with all non-teaching staff was found absent and the Center was locked which showed careless attitude of the appellant. The Secretary Special Education/Competent Authority while dispensing with the regular inquiry, initiated disciplinary proceedings against the appellant on the charges of misconduct and inefficiency under the PEEDA Act, 2006 and issued him show-cause notice dated 16.08.2023. The appellant submitted reply to the show-cause notice which was found unsatisfactory. The Secretary Special Education/Competent Authority, after completing all codal formalities, imposed the impugned penalty upon the appellant in accordance with law.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering the arguments presented by the appellant and the report of the

Hearing officer, it is observed that the appellant was found absent from duty during the surprise visit of District Education Officer (Special Education), Gujranwala. Moreover, non-teaching staff was also not present which shows weak control over subordinates and unprofessional attitude on part of the appellant. Therefore, the Secretary Special Education/Competent Authority has rightly imposed the impugned penalty upon the appellant. He could not produce any material to rebut the evidence already available on record. 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 **Nasir Mahmood**, being devoid of merit and substance.

-sd-

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

Dated: Lahore the 12<sup>th</sup> February, 2024

**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 dated 07.02.2024.
4. **District Accounts Officer**, Gujranwala.
5. **District Education Officer (Special Education)**, Gujranwala to ensure delivery of this order to the appellant.
6. **Appellant concerned / Nasir Mahmood**, Headmaster (BS-17+10% Special Pay), Govt. Special Education Center, Aroop Town, Gujranwala.
7. PS to Secretary Special Education Department.

  
**SECTION OFFICER (ESTT.)**  
**SPECIAL EDUCATION DEPARTMENT**