

REGISTERED



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

ORDER

No.SO(Estt)42-58/2019. WHEREAS, Muhammad Farhan, Junior Special Education Teacher (BS-16/MC Field), Incharge Headmaster, Govt. Special Education Centre, Chowk Azam filed appeal against the order dated 09.10.2024 passed by the **Secretary, Special Education / Competent Authority whereby minor penalty of "*withholding of annual increment for a period of two years*" was imposed upon him under the **PEEDA Act, 2006.****

2. AND WHEREAS, comments were obtained from the Administrative Department. **Mr. Zubair Waheed, 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 stating therein that the appellant reiterated his stance taken in his appeal and contended that the charges leveled against him were incorrect and unauthentic and the record was inaccessible for him to make a defense. He further contended that some of the charges were general and vague and nonspecific. He prayed that his appeal be accepted, impugned order set-aside and he exonerated from the charges.

4. AND WHEREAS, on the other hand, the Departmental Representative reiterated the stance taken in the comments submitted to the office of the Chief Secretary by the Administrative Department and stated that the Deputy Director (Admn.), Directorate General of Special Education Punjab Lahore *vide* letter dated 31.01.2024 forwarded a visit report of the Govt. Special Education Center, Chowk Azam conducted by District Education Officer (Special Education), D.G. Khan on 14.12.2023 and 31.01.2024. The report outlined several instances of misconduct and inefficiency on the part of the appellant. He neglected his responsibilities viz disbursement of monthly stipend to special students, lack of punctuality, failed to report absenteeism of another staff member, maintenance of classroom infrastructure, hygiene, and anti-dengue measures. Therefore, the Secretary Special Education / Competent Authority initiated disciplinary proceedings against the appellant by appointing Ms. Naila Liaqat, Instructor Physical Education, Govt. High School of Special Education for HIC, Muzaffargarh as Inquiry Officer who after conducting the inquiry, submitted inquiry report wherein nine out of ten charges were fully / partially proved against the appellant and recommended imposition of minor penalty of 'withholding of annual increment for a period of two years' under Section 4(1)(a)(ii) of the PEEDA Act, 2006. Where-after, appellant was afforded Show Cause cum Personal Hearing before Deputy Secretary Special Education / Hearing Officer who after granting opportunity of personal hearing to the appellant in the presence of Departmental Representative observed that the recommendations of the Inquiry Officer is in accordance with law and also commensurate with gravity / severity

of guilt of the appellant. He prayed that appeal of the appellant may be rejected being meritless.

5. **AND WHEREAS**, after examining the record / material available in the case file and the report of the Hearing officer, it is observed that out of ten, five charges were fully proved and four charges were partially proved against the appellant. Thus, the charges of inefficiency and misconduct stood proven. Therefore, the Secretary Special Education / Competent Authority rightly imposed the impugned penalty upon the appellant in accordance with law. The appellant could not produce any material to rebut the evidence available on record to prove his innocence. 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 PEEDA Act, 2006, do hereby **reject** the appeal of **Muhammad Farhan**, being devoid of merit and substance.

-sd-

(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 17th February, 2025

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. 74134 dated 14.02.2025.
4. District Education Officer (Special Education), D.G Khan to ensure delivery of this order to the appellant under intimation to this department.
1. **Appellant concerned / Mr. Muhammad Farhan**, Junior Special Education Teacher (BS-16/MC Field), Incharge Headmaster, Govt. Special Education Centre, Chowk Azam.
5. PS to Secretary Special Education Department.

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT