

**REGISTERED**



**ORDER**

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

**No. SO(Estt.)10-345/2010. WHEREAS, Sayyeda Sanya Arshad Kazmi, ex-Senior Special Education Teacher (HI Field/BS-17) previously posted at Govt. Special Education Centre, Phalia, District Mandi Baha-ud-Din filed appeal against order dated 11.09.2023 passed by the Secretary, Special Education Department / Competent Authority whereby *minor penalty of "withholding of annual increment for a period of three years"* and major penalty of *"recovery of amounting to Rs.7,14,160/-"* were 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 her appeal. She contended that the charges levelled against her are baseless. She stated that the inquiry proceedings were not conducted according to the PEEDA Act, 2006 and that she and her family were suffering due to this false inquiry. She prayed that the impugned order dated 11.09.2023 may be set aside and she be exonerated from the charges levelled against her.

**4. AND WHEREAS,** on the other hand, the Departmental Representative stated that Mst. Amna Arshad, Senior Special Education Teacher (BS-17 / VI Field) / ex-Incharge Headmistress, Govt. Special Education Centre, Phalia, District Mandi Baha-ud-Din filed complaint against the appellant. In her complaint, Ms. Amna Arshad mentioned that some items were purchased but not entered in stock register and bills of some items were claimed from Government Treasury without making purchase of the said items. She alleged that when she asked her predecessor Incharge, (the appellant) about the missing items and record, she yelled upon her and misbehaved and said that she had provided all the record, but as a matter of fact she did not provide any of the missing items or record. The complainant further alleged that both the drivers of the said institute submitted applications to her for repair of vehicles. Upon examining, it revealed that amounts equal to Rs. 5,33,000/- and Rs. 6,00,000/- (total 11,33,000/-) had already been withdrawn by the appellant during the month of June 2021 out of the budget of Financial Year 2021-22 against the repair of vehicles but no physical work was done. Upon receipt of the complaint, a probe was got conducted through a three members Probe Committee which reported serious financial embezzlements committed by the appellant. Upon receipt of the probe report and in consideration of the gravity of the allegations leveled by the complainant, supported by the probe report, the Secretary Special Education, initiated disciplinary proceedings against the appellant on the charges of misconduct, inefficiency and corruption under the PEEDA Act, 2006. Ms. Misbah Kausar, Headmistress (BS-18), Govt. Special

Education Centre, Kharian, District Gujrat was appointed as Inquiry Officer who, after conducting the inquiry submitted report concluding that all the charges levelled against the appellant stood proven. The Inquiry Officer recommended the imposition of minor penalties of "censure" and "withholding of three increments for period of 2 years" and major penalty of "recovery of amount of Rs.714,160/-" upon the appellant. Upon examination of the inquiry report, it was observed that the inquiry was not conducted in accordance with the provisions of the PEEDA, Act, therefore, vide order dated 04.04.2023, inquiry was remanded to the Inquiry Officer with the direction to conduct inquiry in accordance with the provisions of the Act *ibid*. The Inquiry Officer, after conducting post remand inquiry, submitted inquiry report and recommended imposition of penalties of "withholding of annual increments for period of three years" and "recovery of amounting to Rs.714,160/-." Show-Cause cum Personal Hearing Notice was issued to the appellant directing her to submit additional defense, if any, and also to appear before Additional Secretary Special Education / Hearing Officer. The Hearing Officer after granting hearing to the appellant agreed with the recommendations of the Inquiry Officer. After following the due process, the Secretary Special Education imposed the impugned penalties upon the appellant vide order dated 11.09.2023.

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, being the Incharge and Supervisory Officer, failed to perform her duties efficiently and diligently. The conduct of the appellant was unbecoming of a teacher and tantamount to misconduct. The illegalities committed by the appellant in the procurement process resulted in a loss to public exchequer. No plausible evidence has been brought on record by the appellant to rebut the evidence already available on record. The Secretary Special Education Department / Competent Authority has therefore rightly imposed the impugned penalties upon her. The appellant 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 the PEEDA Act, 2006, do hereby reject the appeal of **Sayyeda Sanya Arshad Kazmi**, being devoid of merit and substance.

-sd-

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

Dated: Lahore the 01<sup>st</sup> March, 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 16.03.2024.
4. District Education Officer (Special Education), Gujranwala to ensure delivery of this order to the appellant under intimation to this department.

5. Headmaster/Headmistress, Govt. Special Education Centre, Wazirabad.
6. Appellant concerned / **Sayyeda Sanya Arshad Kazmi**, Senior Special Education Teacher (HI Field/BS-17), Govt. Special Education Centre, Malakwal.
7. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.)  
SPECIAL EDUCATION DEPARTMENT