

REGISTERED



**GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT**

**ORDER**

No. SO(ESTT)1-47/2005. WHEREAS, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 ('Act') were initiated against **Syed Azhar Abbas**, Senior Special Education Teacher (H.I Field / BS-17), previously posted at Govt. Special Education Centre, Chichawatni, District Sahiwal, presently under suspension and reported to department ('accused officer') vide order dated 06.03.2024 by appointing an Inquiry Officer on the following charges of misconduct and inefficiency;

1. The performance of the accused officer at the Govt. Special Education Centre, Chichawatni, remained subpar because he did not carry out his responsibilities in a suitable manner, *in accordance with applicable standards*, and continued to instigate the parents of the students studying in the Centre and the Class IV employees of the Centre to lodge complaints against the Headmistress and other teaching staff of the Centre with the intention of interfering in the administrative affairs of the Centre, which impeded administrative procedures.
2. The accused officer instead of performing his duties remained busy in knitting conspiracies against the Headmistress with the intention of spoiling the atmosphere of the Centre. He also misbehaved with the Headmistress and other female staff of the Centre, harassed them and passed inappropriate remarks on them.
3. Mr. Yaqoob Ahmad father of special student namely Muhammad Ahmad, lodged complain against the accused officer contending therein that the accused officer inflicted corporal punishment on his son on 14.09.2023 and the screams of his son were heard by his mother on telephonic voice. The accused officer also threatened his son to evict him from the roll of the school. His wife (mother of the special student) begged for forgiveness but his son Muhammad Ahmad was so scared that he did not attend the school on 15.09.2023. On 16.09.2023, his son alongwith his sister (who is also special student and studying in same Centre) came to school but Muhammad Ahmad was not permitted to enter the school by Chowkidar on behest of accused officer.

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2. **AND WHEREAS**, the Inquiry Officer after concluding the inquiry proceedings, submitted the inquiry report which was examined in light of Section 13 (1) and (2) of the PEEDA Act, 2006 and vide order dated 11.06.2024 *de-novo inquiry* was initiated against the accused officer, under Section 13(6) of the Act *ibid* by appointing **Mr. Abdul Sattar**, Headmaster (BS-18), Govt. Deaf and Defective Hearing School for Boys, Gulberg-II, Lahore as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid* on the above said charges of inefficiency and misconduct.

3. **AND WHEREAS**, the Inquiry Officer after conducting de novo inquiry proceedings, strictly in accordance with the mandate of Act *ibid*, submitted inquiry report and recommended imposition of minor penalty of '**withholding of increment, for a period of one year**' under Section 4(1)(a)(ii) of the PEEDA Act, 2006.

4. **AND WHEREAS**, upon receipt of inquiry report, Show Cause cum Personal Hearing Notice under Section 13(4) of Act *ibid* was issued to the accused officer directing him to submit additional defence, *if any*, and also to appear before **Deputy Secretary Special Education / Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid*, for personal hearing. The Departmental Representative was also directed to appear before the Hearing Officer alongwith all record under Section 13(4)(e) of the Act *ibid*.

5. **AND WHEREAS**, the Hearing Officer submitted report of hearing proceedings stating therein that during the hearing proceedings, the accused officer contended that charges levelled against him are against the facts and record. He denied the charges and stated that he rebutted the veracity of the charges before the Inquiry Officer and the Inquiry Officer also failed to give any persuasive reason in the inquiry report for award of proposed penalty to him. Lastly, he requested that the charges are baseless and devoid of merit, therefore, he may be exonerated from the charges. The Hearing Officer further stated in the report that that during the course of hearing proceedings, the Departmental Representative stated that all record related to the charges was provided to the accused officer and inquiry proceedings have been conducted by the Inquiry Officer in accordance with the provisions of PEEDA, Act, 2006 and statements of all concerned have been recorded and right of cross examination was also granted to the accused officer. The Departmental Representative further stated that charges of inefficiency & misconduct stood proved against the accused officer. He further stated that the arguments of the accused officer are fallacious and carry no weight. He further stated that penalty proposed by the Inquiry Officer commensurates with the guilt of accused officer.

6. **AND WHEREAS**, the Hearing Officer after considering the material related to the case available in the shape of inquiry report and keeping in view the findings and recommendations of the Inquiry Officer and hearing all concerned observed that the recommendations of the Inquiry Officer for imposing minor penalty of '**withholding of increment, for a period of one year**' under Section 4(1)(a)(ii) of the

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PEEDA Act, 2006 upon the accused officer is in accordance with law and also commensurates with gravity/severity of guilt of the accused officer.

7. **AND WHEREAS**, perusal of findings and recommendations of the Inquiry Officer, additional defence reply submitted by accused officer and report of Hearing Officer coupled with record available in file shows that the inquiry proceedings have been conducted by the Inquiry Officer in accordance with the provisions of PEEDA Act, 2006 and due process as provided under the law has been adopted by the Inquiry Officer. During inquiry proceedings, the accused officer was provided ample opportunity to vindicate his stance and prove his innocence, moreover, right of cross examination was also granted to the accused officer but he failed to tender reasonable and justifiable reason to rebut the charges. It is observed that the findings and recommendations of the Inquiry Officer are based on record, made after considering all aspects of the case and taking into consideration the entire circumstances involved in the case. It is further observed that recommendations of the Inquiry Officer are substantiated with reasons / findings and no exception can be taken from the same. It transpires from perusal of record that Inquiry Officer after applying judicious mind and fulfilling all requirements of law has recommended imposition of penalty. *Prima facie*, the same are in consonance with the record and spirit of the law. It is further noticed that charges of inefficiency and misconduct stood proved against the accused officer and accordingly the penalty recommended by the Inquiry Officer commensurates with gravity of guilt of the accused officer.

8. **AND WHEREAS**, upon careful consideration of the facts, evidence, and the inquiry report, it is evident that the conduct of the accused officer, as demonstrated by the substantiated charges, contravenes the principles of efficiency, propriety, and decorum expected of an officer holding his position. The findings, supported by documented witness testimony and statements during the inquiry, reveal that the accused officer has acted in a manner detrimental to the administrative integrity of the institution and failed to fulfil his responsibilities as mandated under the applicable service rules and code of conduct. The accused officer's performance fell significantly short of the standards expected of his role, as evidenced by the substantiated charge No. 1. Instead of fulfilling his responsibilities towards the welfare and educational development of the students, he engaged in activities that disrupted the smooth functioning of the Centre. His actions in inciting complaints from parents and Class IV employees against the Headmistress and other staff, motivated by an apparent intent to meddle in administrative processes, constitute a serious breach of the discipline necessary for the effective administration of an educational institution. Such interference not only impeded the Centre's administrative procedures but also diverted focus from the primary objective of providing quality education and support to students, particularly those with special needs. During the inquiry charge No. 2 has also been established, demonstrating that the accused officer's conduct towards the Headmistress and female staff was unprofessional, disruptive, and in violation of the ethical and professional standards expected within the department. By engaging in inappropriate behaviour, including

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making unprofessional remarks, he created an intimidating and hostile work environment, adversely affecting staff morale and undermining the decorum and mutual respect essential for a harmonious workplace. Such behaviour not only tarnished the institutional environment but also detracted from the quality of service provided to students, especially those requiring special care and support.

9. **AND WHEREAS**, it has further been noticed that accused officer's defense taken by him in response to the show-cause notice is unconvincing and devoid of substantial justification. His rebuttal lacked credible evidence or any acceptable explanation to counter the substantiated charges of inefficiency and misconduct. The inquiry officer during inquiry proceedings afforded him full opportunity to defend himself, including cross-examining witnesses; however, he failed to provide any reasonable defense, confirming his accountability for the misconduct outlined in the proven charges. It has also been observed that Ms. Asima Parveen, Psychologist and Ms. Zahida Parveen SSET deposed against the accused officer but he despite availing opportunity of cross examination failed to rebut their statement. Furthermore, charge No. 1 and 2 have been proved whereas, charge No. 3 remained unproved.

10. **NOW THEREFORE**, I, **Saima Saeed**, Secretary Special Education being Competent Authority in the instant case, *for reasons recorded herein above*, am of the view that the accused officer has been found guilty of inefficiency and misconduct and the charge No. 1 and 2 stood proved against him. The penalty recommended by the Inquiry Officer commensurates with the gravity of the proven charges, therefore, *keeping in view the gravity of proven charge and while agreeing with the recommendations of the Inquiry Officer*, in exercise of powers vested upon me under Section 13(5)(ii) read with Section 4 of the PEEDA Act, 2006, minor penalty of '**withholding of increment, for a period of one year**' under Section 4(1)(a)(ii) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.

  
(SAIMA SAEED)  
SECRETARY to

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

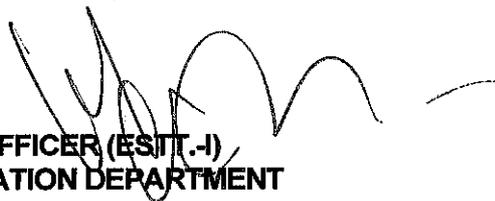
Dated Lahore, the  
November 28<sup>th</sup>, 2024

**No. & Date Even:**

A copy is forwarded for information and necessary action to the:-

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Sahiwal to ensure delivery of this order to the accused officer under intimation to this department.
4. Headmaster, Govt. Special Education Centre, Chichawatni, District Sahiwal to ensure delivery of this order to the accused under intimation to this department.

5. Accused officer concerned / **Syed Azhar Abbas**, Senior Special Education Teacher (H.I Field BS-17), previously posted at Govt. Special Education Centre, Chichawatni, District Sahiwal, presently under suspension and reported to department.
6. PS to Secretary Special Education Department.



**SECTION OFFICER (ESIT.-I)  
SPECIAL EDUCATION DEPARTMENT**