

**ORDER**

No. SO(Estt)41-201/2020. WHEREAS, through this order, representations filed by following officers (herein after referred as 'representationists') for expunction of adverse remarks recorded in their Performance Evaluation Reports ('PERs') for period mentioned herein below shall be decided;

Name of officer	Period	Remarks
Ms. Tyba Sarfaraz, Junior Special Education Teacher (VI Field / BS-16), Govt. Special education Centre, Dina, Jhelum, ('Representationist No.1')	01.01.2022 to 31.12.2022	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Average"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>
	01.01.2023 to 16.05.2023	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Average"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>
Ms. Kinza Ijaz, Junior Special Education Teacher (Hi Field / BS-16), Govt. Special Education Centre, Dina, Jhelum ('Representationist No.2')	16.02.2021 to 31.12.2021	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Average"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>

	01.01.2022 to 31.12.2022	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Poor"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>
	01.01.2023 to 16.05.2023	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Poor"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>
<p>Ms. Rukhsar Abid, Junior Special Education Teacher (HI Field / BS-16), Govt. Special Education Centre, Dina, Jhelum ('Representationist No.3')</p>	01.01.2022 to 31.12.2022	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Below Average"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>
	01.01.2023 to 16.05.2023	<p>Part-I <u>Integrity</u> "Believed to be corrupt"</p> <p>Part-II <u>Overall Grading</u> "Below Average"</p> <p>Part-III <u>Usefulness for Retention / Extension in Service</u> "Not useful"</p>

2. **AND WHEREAS**, Ms. Mudassara Rafique, former Incharge Headmistress, Govt. Special Education Centre, Dina, Jhelum ('Reporting Officer') recorded the above-mentioned adverse remarks in Part-I, Part-II & Part-III of the Performance Evaluation Reports ('PERs') in respect of the representationists.

3. **AND WHEREAS**, the above referred adverse remarks alongwith a copy of PERs were communicated to the representationists No.1 vide this Department's letter dated 09.09.2024, representationists No.2 & 3 vide this Department's letters dated 15.10.2024, for filing of representation to the Competent Authority / Secretary Special Education regarding expunction of the said adverse remarks, *if deem necessary*. Subsequently, the representationist No. 1 filed representation on 07.10.2024, representationist No. 2 and 3 filed representations on 08.11.2024 with the request to expunge the adverse remarks recorded in their PERs.

4. **AND WHEREAS**, the Reporting Officer was directed vide letters dated 10.09.2024 & 18.10.2024 to submit reasons / justifications alongwith documentary evidences for recording adverse remarks in the PERs of the representationists. Accordingly, the Reporting Officer vide letters dated 16.09.2024, 29.10.2024 submitted reasons / justifications leading to recording of such adverse remarks.

5. **AND WHEREAS**, in order to decide the representations, it was decided to afford an opportunity of personal hearing to the representationists in presence of all concerned and for said purpose, **Deputy Secretary, Special Education** was appointed as **Hearing Officer**. The Hearing Officer after affording opportunities of personal hearing to the representationists in presence of all concerned submitted report of hearing proceedings stating therein that during the course of personal hearing, PERs record of the representationists was thoroughly examined in presence of all concerned and it has been observed that there is no indication in the record that any counseling or warning was issued to the representationists to address the alleged misconduct, hence representations filed by representationists for the expunction of adverse remarks recorded in their PERs may be accepted / allowed. Accordingly, the adverse remarks recorded in their PERs may be expunged.

6. **AND WHEREAS**, after examining/considering the record, representations of the representationists, replies / justifications filed by Reporting Officer and report of Hearing Officer, it is noted that adverse remarks serve to highlight deficiencies or shortcomings in an employee's work quality, performance, or conduct. These remarks can significantly impact the reputation and overall perception of the individual. It has been observed that the recording of adverse remarks in an officer's PER necessitates robust justifications, which are lacking in this case. An exhaustive review of the adverse remarks in the PERs unequivocally highlights their baseless and speculative nature. Assertions such as "**believed to be corrupt**" lack any concrete reference to specific incidents, events, or evidence. These generalized allegations are speculative at best and fail to meet the required standard of objectivity, rendering the entire evaluation process questionable. Such vague statements undermine the credibility of the Reporting Officer's assessment and contravene the foundational principles of fairness and reasonableness expected in professional evaluations. The Reporting Officer's allegations of corruption, misconduct, and poor performance are wholly unsupported by credible evidence or documentation. No financial discrepancies, disciplinary proceedings, or investigative outcomes have been presented to validate these allegations. It is a well-established fact that the representationists, as Junior Special

Education Teachers (JSETs), lack financial responsibilities or Drawing and Disbursing Officer (DDO) authority. Allegations of corruption in such roles, which inherently exclude fiscal oversight, are not just baseless but also fundamentally illogical. The absence of specific instances or documented proof to substantiate these serious allegations renders the adverse remarks entirely void.

7. **AND WHEREAS**, the Reporting Officer's explanations during the personal hearings before the Hearing Officer (*as per hearing report*) are replete with contradictions. While alleging the formation of a "group" to undermine her authority, she simultaneously admitted that these interactions occurred during non-instructional hours without disrupting official duties. No formal complaints or escalations to higher authorities were made regarding these alleged activities. Such inconsistencies and contradictions expose the Reporting Officer's narrative as unreliable, indicating that the adverse remarks were motivated by personal bias rather than factual deficiencies in performance. The representationists have presented irrefutable evidence of their professional commitment and exceptional performance, including certificates of appreciation, outstanding student results, and proactive involvement in extracurricular and co-curricular activities. These achievements were corroborated by verifiable documentation, including records of academic results and classroom activities. Despite having issued some of these certificates herself, the Reporting Officer failed to reconcile or address this evidence during the hearings, further diminishing the validity of her adverse remarks. The Reporting Officer's conditional offer to amend the PERs, if the representationists tendered an apology unequivocally demonstrates personal bias and extraneous motivations. Performance evaluations are expected to be impartial assessments of professional conduct, untainted by personal grievances. Such a conditional stance undermines the objectivity of the evaluations and highlights the Reporting Officer's prejudiced approach, rendering the adverse remarks inherently unreliable.

8. **AND WHEREAS**, Reporting Officer's failure to provide constructive feedback, issue warnings, or adopt corrective measures prior to recording adverse remarks further illustrates the arbitrary nature of her actions. Performance evaluations should serve as developmental tools aimed at fostering professional growth. The absence of any prior communication or counseling sessions with the representationists highlights that the adverse remarks were punitive rather than constructive, contrary to the established norms of employee evaluation. The procedural framework governing performance evaluations mandates fairness, transparency, and adherence to due process. The Reporting Officer's actions in this case are marked by procedural lapses, including the failure to provide the representationists with an opportunity to address or rectify the alleged shortcomings prior to recording adverse remarks. This blatant disregard for procedural propriety renders the adverse remarks invalid and unsustainable under the principles of natural justice. It is also worth mentioning here that the Reporting Officer during the course of hearing before the Hearing Officer (*as per hearing report*) stated that if the representationists tender apology and admit that what they have did was wrong, she will re-initiate their PERs with good remarks as she has done with Mr. Sadam. This stance of the Reporting Officer is sufficient to show that

adverse remarks recorded by her are biased, conditional and devoid of justification, hence not sustainable in view of peculiar circumstances of the case and even in the eyes of law. Moreover, it is observed that Mr. Sadam was alleged to be member of group of the representationists but his PERs have been initiated by the Reporting Officer containing good remarks which itself speaks volumes about the biasness of the Reporting Officer.

9. **AND WHEREAS**, adverse remarks in PERs can have lasting detrimental effects on an employee's professional trajectory, reputation, and morale. In the absence of substantiated evidence and procedural compliance, retaining such remarks constitutes a gross injustice to the representationists. It tarnishes their professional standing and deprives them of the fair and unbiased evaluation to which they are entitled. The Reporting Officer's contradictory actions, such as issuing appreciation certificates while later recording adverse remarks, expose a pattern of inconsistent and unreliable behavior. The representationists' documented achievements, including a 100% success rate for their students and active participation in institutional development, directly conflict with the adverse remarks. This inconsistency highlights the Reporting Officer's failure to provide an accurate and unbiased evaluation. The Reporting Officer's actions appear to be driven by retaliatory intent rather than professional objectivity. Her acknowledgment during hearings before the Hearing Officer (*as per hearing report*) that favorable remarks could be reconsidered if apologies were tendered is a clear indication of her personal bias. Such conduct is wholly unacceptable in a professional setting and renders her evaluations devoid of credibility or legitimacy.

10. **NOW, THEREFORE**, I, **Shahida Farrukh Naveed**, Secretary Special Education / Competent Authority in this case, *for reasons stated herein above*, am of the view that the adverse remarks recorded in the representationists' PERs are unjustified, unsupported by credible evidence, and influenced by personal bias and irrelevant considerations. Such remarks fail to meet the established standards for recording adverse observations in a PER. Therefore, they cannot be sustained in view of the facts and circumstances of the case or within the ambit of legal and professional requirements. Therefore, the representations of the representationists for expunction of adverse remarks recorded in their PERs are hereby **allowed / accepted**. Consequently, impugned adverse remarks recorded in the PERs of the representationists for the period mentioned herein above stand expunged and scored out as to render these illegible.

Dated Lahore the
27th March / 2025

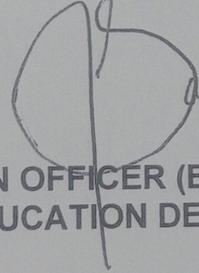
No. & Date even:

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

1. The Director General, Special Education, Punjab, Lahore.
2. The District Education Officer (Special Education), Rawalpindi.

Shahida 27/3/2025
(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

3. Headmaster/Headmistress, Govt. Special education Centre, Dina, Jhelum
4. **Ms. Tyba Sarfaraz**, Junior Special Education Teacher (VI Field / BS-16), Govt. Special education Centre, Dina, Jhelum.
5. **Ms. Kinza Ijaz**, Junior Special Education Teacher (Hi Field / BS-16), Govt. Special Education Centre, Dina, Jhelum.
6. **Ms. Rukhsar Abid**, Junior Special Education Teacher (HI Field / BS-16), Govt. Special Education Centre, Dina, Jhelum.
7. **Ms. Mudassara Rafique**, Former Incharge Headmistress, Govt. Special Education Centre, Dina, Jhelum.
8. PS to Secretary, Special Education Department.

 *alms*
28/3/25

SECTION OFFICER (ESTT.-II)
SPECIAL EDUCATION DEPARTMENT