

REGISTERED



ORDER

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

No.SO(Estt)42-72/2022. WHEREAS, **Asif Javed**, Assistant, Govt. Special Education Centre, Shalimar Town, Lahore filed appeal against order dated 29.10.2024 passed by the **Secretary Special Education / Competent Authority** whereby minor penalty of "withholding of annual increment for a period of three years" was imposed upon him under the **PEEDA Act, 2006**.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Dr. Farah Masood**, Member-IV (Enquiries), S&GAD was appointed as Hearing Officer to afford personal hearing to the appellant and submit a detailed report to arrive at a definitive decision.

3. **AND WHEREAS**, the Member-IV (Enquiries), 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 contended that he was performing his duties as Assistant in the Govt. Special Education Centre, Shalimar Town, Lahore. On 21.03.2024, he suddenly fell ill and got admitted in the ICU of Shalimar Hospital, Lahore. He sent his video and medical certificate to the Principal of said institute through his brother. He further contended that his salary has been stopped since 01.07.2024. He prayed that his EOL may be considered earned leave and the impugned penalty set aside.

4. **AND WHEREAS**, on the other hand, the Departmental Representative submitted that Note for Chief Secretary Punjab may be considered as his written statement. In the Note, it is submitted that the Deputy Director (Admn.), Directorate General of Special Education Punjab forwarded letter of District Education Officer, Special Education, Lahore dated 30.07.2024 and letter of Principal, Govt. Special Education Center, Shalimar Town, Lahore dated 29.07.2024, whereby it was informed that the appellant remained absent from duty w.e.f. 21.03.2024 onwards and despite issuance of warning / explanation time and again, he neither resumed the duty nor attended the office or made any formal request of leave. Upon receipt of absence report, while dispensing with regular inquiry, disciplinary proceedings were initiated against the appellant under **PEEDA Act, 2006** and Show Cause Notice dated 27.08.2024 was served upon him. The appellant submitted reply on 06.09.2024 which was found unsatisfactory. He was afforded personal hearing before Section Officer (General), Special Education Department on 08.10.2024. The Hearing Officer submitted hearing report concluding that charge of absence from duty w.e.f. 21.03.2024 to 29.10.2024 stands fully proved. Therefore, the **Secretary Special Education Department / Competent Authority** imposed impugned penalty upon the appellant *vide*

order dated 29.10.2024 and his absence period was declared as EOL (without pay).  
The Departmental Representative proposed that the appeal may be rejected.

5. **AND WHEREAS**, after examining the record/material available in the case file, considering the appeal of the appellant and the report of the Hearing Officer, it is observed that the appellant was proceeded against for being absent from duty w.e.f. 21.03.2024 to 29.10.2024. The penalty of withholding of annual increment for 3 years was awarded by taking a lenient view on account of proven charge of absence from duty for a long period of more than seven months. His appeal is liable to be rejected and the plea regarding converting of EOL cannot be accommodated as the Finance Department *vide* its letter dated 12.07.2003 has decided that "EOL cannot be converted into any other kind of leave retrospectively". Therefore, the Secretary Special Education / Competent Authority after completing all codal formalities has rightly treated the absence period as EOL (without pay).

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 **Asif Javed**, being devoid of merit and substance.

-sd-

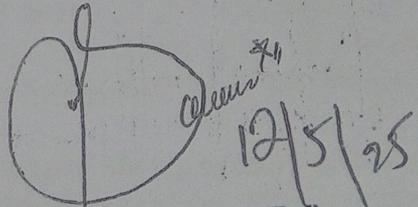
(ZAHID AKHTAR ZAMAN)  
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 12 May, 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. 75731 dated 06.05.2025.
4. **District Education Officer (Special Education)**, Lahore to ensure delivery of this order to the appellant under intimation to this department.
1. **Appellant concerned / Mr. Asif Javed**, Assistant (BS-16), Govt. Special Education Centre, Shalimar Town, Lahore
5. **PS to Secretary Special Education Department.**

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT