

REGISTERED



ORDER

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

No. SO(Estt) 23-191/2020. WHEREAS, Pinkee Sadia Yousaf, ex-Junior Special Education Teacher (BS-16 / contract), Government Special Education Center, Pir Mahal, Toba Tek Singh filed appeal against order dated 18.09.2024 passed by the **Secretary Special Education** / Competent Authority whereby major penalty of 'removal from service' was imposed upon her by terminating her contractual appointment under the PEEDA Act, 2006.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Mr. Muhammad Khan Ranjha**, Secretary (Archives), 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 Secretary (Archives), 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 the CCTV footage from 24.10.2023 shows Ms. Zainab (a special need / physically handicapped student of Govt. Special Education Centre, Pir Mahal), crawling up the stairs while the appellant is seen walking past her. However, it is critical to note that the responsibility for ensuring Ms. Zainab's mobility and safety lies with the non-teaching staff, such as Aya / helpers and not the appellant, a teacher. She was not involved in the capturing or dissemination of the video in question, and that the accusations are unfounded and based on conjecture. The appellant has maintained an unblemished record of service and has been subject to no prior complaints regarding her conduct or professional responsibilities. The appellant prayed that the departments' decision may be declared null and void and she be reinstated into service.

4. **AND WHEREAS**, on the other hand, the Departmental Representative stated that all the charges stood proved during the course of inquiry proceedings. In the Note, it is submitted that a news item with video aired on electronic media in which it was contended that a special need / physically handicapped student of Govt. Special Education Centre, Pir Mahal namely, Ms. Zainab is ascending stairs by way of crawling during school hours. Therefore, the Director (Admn), Directorate General Special Education, Punjab, Lahore was directed to probe into the matter and submit a comprehensive report of the incident who after visiting the institution submitted report on 04.12.2023 and recommended initiation of disciplinary proceedings against the responsible on the charges of inefficiency and misconduct. Disciplinary proceedings under PEEDA Act, 2006 were initiated against the appellant *vide* order dated 19.12.2023 by appointing Mr. Muhammad Asif Iqbal (Headmaster) as Inquiry Officer. The Inquiry Officer after conducting the inquiry into the charges submitted inquiry report. However, due to deficiencies in the inquiry report, de-novo inquiry proceedings were initiated *vide* order dated 15.04.2024 by appointing Mr. Zia Razzaq (Psychologist) as Inquiry Officer who after conducting the inquiry, concluded that charges stood proved against the appellant and recommended imposition of impugned penalty upon her. The

appellant was afforded personal hearing by appointing Additional Secretary, Special Education as Hearing Officer. After completing all codal formalities, the Secretary Special Education / Competent Authority imposed the impugned penalty upon the appellant.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering appeal of the appellant and the report of the Hearing Officer, it is observed that the charges of inefficiency and mismanagement have been proved against the appellant. The appellant has failed to discharge her duties as assigned to her, efficiently and her conduct was prejudicial to good service. The Secretary Special Education / Competent Authority has, therefore, rightly imposed the impugned penalty upon the appellant in accordance with law. The appellant could not produce any material to rebut the evidence already available on record to prove her innocence. Thus, she 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 **Pinkee Sadia Yousaf**, being devoid of merit and substance.

-sd-

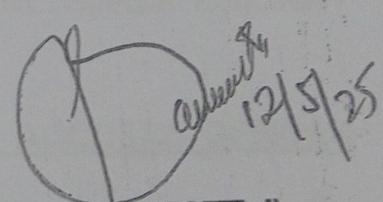
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

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. 72605 dated 06.05.2025
4. **District Education Officer** (Special Education), Faisalabad to ensure delivery of this order to the appellant under intimation to this department.
1. **Appellant concerned** / Ms. Pinkee Sadia Yousaf, ex-Junior Special Education Teacher (BS-16 / MC Field), previously posted at Govt. Special Education Centre, Pir Mahal. **Resident of House No. 1/2, Street No. 33, Sahowari Sunny View Park, Shalimar Link Road, Mughal Pura, Lahore.**
5. PS to Secretary Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT