

REGISTERED



ORDER

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

No.SO(Estt)40-519/2018. WHEREAS, Farwa Rubab, Senior Special Education Teacher (Hi Field / BS-17 / Contract) ex-Headmistress Government Special Education Centre, Jhang City filed appeal against order dated 18/09/2024 passed by the Secretary, Special Education Department / Competent Authority whereby minor penalty of "withholding of annual increment for a period of one year" was imposed upon her under the PEEDA Act, 2006

2. AND WHEREAS, comments were obtained from the Administrative Department. Mr. Mubashar Ahmad Khan, Member-III (Inquiries), 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-III (Inquiries), S&GAD afforded personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department and submitted hearing report stating therein that the appellant denied all allegations of corruption and financial indiscipline. She claimed that the adverse remarks in her PERs were a result of personal enmity and communication gaps with the Reporting Officer, Mr. Abdul Sattar. She argued that the penalty imposed was disproportionate to her alleged shortcomings. The appellant prayed that adverse remarks in her PERs be expunged and she be exonerated from the penalty imposed.

4. AND WHEREAS, on the other hand, the Departmental Representative submitted that Note for Chief Secretary, Punjab may be treated as his written statement. In the Note, it is submitted that Mr. Abdul Sattar, former District Education Officer (Spl. Edu), Faisalabad recorded the adverse remarks in the Performance Evaluation Reports for the periods 18/06/2020 to 31/12/2020, 01/01/2021 to 31/12/2021 & 01/01/2022 to 31/12/2022 in respect of the appellant in his capacity as Reporting Officer. These adverse remarks along with a copy of PERs were communicated to the appellant vide letter dated 21/09/2023, for filing representation for expunction of the said adverse remarks, if deemed necessary. Subsequently, the appellant filed representation with the request to expunge the adverse remarks recorded in her PERs. The appellant was afforded personal hearing by the Additional Secretary, Special Education on 23/11/2023. The Hearing Officer after affording personal hearing submitted report and representation of the appellant was disposed of vide order dated 12/03/2024, till the final outcome of disciplinary proceedings initiated against her on the charges of inefficiency, misconduct and corruption by appointing Mr. Asad Ullah (BS-18), District Education Officer (Spl. Edu), Gujranwala as Inquiry Officer. The Inquiry Officer submitted inquiry report and recommended imposition of the impugned penalty upon her. Show Cause cum Personal Hearing Notice was issued to the appellant directing her to submit additional defence and also to appear before Deputy Secretary Special Education / Hearing Officer. The Hearing Officer after granting personal hearing to the appellant recommended imposition of the impugned penalty upon the appellant. Therefore, after fulfilling all codal formalities, impugned penalty was imposed upon the

appellant vide order dated 18/09/2024. The Administrative Department proposed that the instant appeal may be dismissed being devoid of merit.

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 Reporting Officer consistently recorded adverse remarks in the appellant's PERs for 2020, 2021, and 2022, citing poor performance, inefficiency, and corruption. The inquiry report dated 03/06/2024 highlighted a communication gap and personal dislike between the appellant and the Reporting Officer. In this report, charges of corruption were not proved against the appellant. However, it is mentioned there that the appellant failed to perform her assigned duties diligently. These shortcomings were corroborated by documented visits and observations made by the Reporting Officer. The appellant could not produce any material to rebut the evidence already available on record to prove her innocence. Thus, she failed to make out a case in her favour.

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 **Farwa Rubab**, being devoid of merit and substance.

-sd-

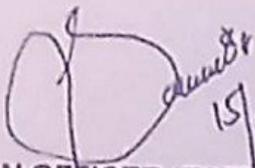
(**ZAHID AKHTAR ZAMAN**)  
CHIEF SECRETARY, PUNJAB

Dated Lahore the 14<sup>th</sup> 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. 74391 dated 06/05/2025
4. **District Education Officer (Special Education)**, Sargodha to ensure delivery of this order to the appellant under intimation to this department
1. **Appellant concerned / Ms. Farwa Rubab**, Senior Special Education Teacher (HI Field / BS-17), Government Special Education Centre, Tehsil Sahiwal, District Sargodha
5. PS to Secretary Special Education Department

  
15/5/25  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT