

**PENALTY ORDER**

No. SO(ESTT.)40-340/2017. WHEREAS, joint disciplinary proceedings through a regular inquiry under the PEEDA Act, 2006 ('Act') were initiated against **Ms. Fozia Batool, Junior Special Education Teacher (BS-16 / HI Field)**, Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.1'), **Ms. Sidra Iqbal (Psychologist / BS-17)**, Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.2') and **Mr. Usman Maqsood (Assistant / BS-16)**, Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.3') vide order of inquiry dated 28.03.2025 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct & inefficiency by appointing **Mr. Asif Iqbal, Headmaster (BS-17 + 10% Special Pay)**, Govt. Institute for Slow Learners, Bahawalpur as Inquiry Officer:

CHARGE AGAINST MS. FOUZIA BATOOL, JSET (HI FIELD / BS-16) / ACCUSED OFFICER NO.1

On 16.01.2025, Ms. Fouzia Batool physically assaulted a student, Syed Muhammad Abu Bakar Bukhari, by slapping him, violating child protection policies and professional conduct. The act, captured on CCTV and shared in an unofficial WhatsApp group, brought disrepute to the institution. Her conduct reflects a severe lack of professionalism and disregard for the welfare of students and her actions also caused psychological and emotional harm to the student, undermining the principles of inclusive and compassionate education for children with special needs.

CHARGES AGAINST MS. SIDRA IQBAL, PSYCHOLOGIST (BS-17) IQBAL, ACCUSED OFFICER NO.2

1. Ms. Sidra Iqbal unlawfully shared official CCTV footage of the incident dated 16.01.2025 in an unofficial WhatsApp group, thereby causing reputational harm to both the institution and the Department of Special Education.
2. Ms. Sidra Iqbal obtained the official CCTV footage from Mr. Usman Maqsood without prior permission from the Headmaster. She admitted in her statement that she had previously accessed and shared other official videos without authorization. Her unethical acquisition and subsequent sharing of the video in an unofficial school WhatsApp group led to its viral circulation, causing irreparable damage to the reputation of the school and the Department of Special Education.

CHARGE AGAINST MR. USMAN MAQSOOD, ASSISTANT (BS-16) / ACCUSED OFFICER NO.3

Mr. Usman Maqsood forwarded the CCTV footage of the incident dated 16.01.2025 to Ms. Sidra Iqbal (Psychologist) without prior authorization from the Headmaster, which led to the circulation of sensitive footage

in an unofficial WhatsApp group. Furthermore, he has a history of sharing official videos with Ms. Sidra Iqbal (Psychologist) without proper authorization and his actions compromised the security and confidentiality of official records, leading to the unauthorized circulation of the video and causing significant harm to the reputation of the school and the Department.

2. **AND WHEREAS**, the Inquiry Officer conducted proceedings strictly in accordance with the procedure laid down in the Act *ibid*. Statements of all relevant witnesses were duly recorded, the accused officers were provided full opportunity of defence, and the principles of natural justice were observed. Upon conclusion, the Inquiry Officer held the charges against the accused officers as fully proved and recommended the following penalties:

Sr. No.	Name of Accused Officer	Recommendation
1.	Ms. Fozia Batool , Junior Special Education Teacher (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' withholding of one increment for the period of one year ' in terms of section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
2.	Ms. Sidra Iqbal , Psychologist / BS-17, Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' withholding of one increment for the period of one year ' in terms of section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
3.	Mr. Usman Maqsood , Assistant / BS-16, Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' Censure ' in terms of section 4(1)(a)(i) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.

3. **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 officers directing them to submit additional defence, *if any*, and also to appear before the undersigned for personal hearing on 10.07.2025. The Departmental Representative was also directed to appear before the undersigned along with all record under Section 13(4)(e) of the Act *ibid*.

4. **AND WHEREAS**, accordingly, the accused officers filed additional defence replies and appeared before the undersigned on 10.07.2025. During course of personal hearing, the accused officers reiterated their earlier defence taken by them during the inquiry proceedings and claimed long-standing service without blemish and alleged that the Inquiry Officer had failed to objectively appreciate their submissions. They contended that the documentary record contradicted the charges and asserted that the findings were based on misinterpretation or disregard of critical evidence. Conversely, the Departmental Representative strongly refuted their assertions and emphasized that full opportunity of defence and cross-examination was granted; that the inquiry was conducted in strict accordance with the procedure laid down under the PEEDA Act, 2006; that the accused officers' defence had been duly considered by the Inquiry Officer in light of the facts and the evidence available on record; that the charges were conclusively proved and the penalties recommended were proportional to the nature of misconduct.

5. **AND WHEREAS**, after meticulous scrutiny and comprehensive evaluation of the inquiry proceedings, the charges, the additional defence replies, the stance taken during personal hearing, and the arguments of the Departmental Representative, with regards to accused officer No.1, it has been observed that The CCTV footage irrefutably corroborates the fact that Ms. Fozia Batool followed the student into the speech therapy room and struck him on the back of the head. While it is acknowledged that the student in question had a documented pattern of behavioural disturbances, as supported by multiple staff testimonies and the written acknowledgement of his father, this does not and cannot serve as a mitigating justification for corporal punishment. As a trained Special Education professional, the accused officer No. 1 was expected to exhibit the highest standard of restraint and adherence to child protection norms enshrined in departmental policy and national/international child rights frameworks. Although the act appears to be an isolated lapse and not part of a repeated pattern of abuse, the violation stands proven beyond doubt. Her conduct caused severe psychological harm to the student and reputational damage to the institution. Her plea of denial is unsubstantiated, and her defence fails to mitigate or explain the act in any credible manner. The minor penalty of 'withholding of one annual increment for a period of one year' under Section 4(1)(a)(ii) of the PEEDA Act, 2006 proposed to be imposed upon accused officer No. 1 is fully justified and proportionate.

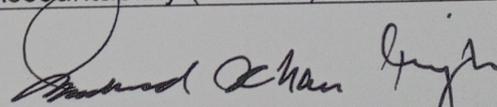
6. **AND WHEREAS**, with regards to accused officer No.2, it has been observed that it stands established from the accused officer's own admission and witness statements that Ms. Sidra Iqbal obtained the video from Mr. Usman Maqsood without securing prior approval of the Headmaster. While the act may have been prompted by her responsibility as Student Affairs Committee Incharge and may not have been committed with malicious intent, the breach of protocol remains serious and inexcusable. Her claim that the video was accidentally shared by her daughter does not absolve her from accountability, as official data was accessed and retained on a personal device in contravention of fundamental confidentiality and data security norms. However, it is also on record that there was no SOP or written guidance issued by the school management on handling of CCTV footage; the footage was promptly deleted upon realization and no evidence of broader circulation has been brought forward; there is no credible proof of any past misconduct of similar nature; the Headmaster verified her professionalism and good service record. Her actions demonstrate disregard for the sensitive nature of official data, and her defence, being evasive and self-serving, lacks substance. Given these circumstances, the act constitutes negligence and inefficiency rather than deliberate misconduct. The penalty proposed by the Inquiry Officer appears disproportionate in the absence of mala fide intent.

7. **AND WHEREAS**, with regards to accused officer No.3, it has been observed that the record clearly establishes that Mr. Usman Maqsood shared official CCTV footage with a fellow employee without the express approval of the Headmaster. While he contends that the act was done in good faith and on the assumption that Ms. Sidra Iqbal was handling the student affairs as per the Headmaster's verbal directions, the fact remains that the sharing of sensitive institutional recordings without formal clearance amounts to inefficiency and breach

of official duty. However, the charge that he had a history of such unauthorized sharing is not substantiated by any credible evidence. Both the Headmaster and the accused officer No. 3 categorically denied such a pattern, and the Inquiry Officer himself concluded that the allegation stemmed from a misinterpretation. It is also pertinent that the accused officer No. 3 did not directly share the footage in any group or social platform, and no loss of data integrity has been directly linked to him. Hence, the proposed penalty of 'Censure' is adequate and proportionate.

8. **NOW THEREFORE**, after careful consideration of all aspects of the case, including the inquiry report, defence replies, and proceedings of the personal hearing, *for reasons recorded herein above*, I, **Muhammad Khan Ranjha**, Secretary, Special Education Department / Competent Authority, in exercise of powers conferred under Section 13(5) read with Section 4 of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, *keeping in view of the severity of proven misconduct and inefficiency and while agreeing with the recommendations of the Inquiry Officer to the extent of accused officers No. 1 and 3 and while disagreeing with the recommendations of the Inquiry Officer to the extent of accused officer No. 2*, do hereby impose the following minor penalties upon the accused officers:

Sr. No.	Name of Accused Officer	Penalty Imposed
1.	Ms. Fozia Batool , Junior Special Education Teacher (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' withholding of one increment for the period of one year ' in terms of section 4(1)(a)(ii) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
2.	Ms. Sidra Iqbal , Psychologist / BS-17, Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' Censure ' in terms of section 4(1)(a)(i) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.
3.	Mr. Usman Maqsood , Assistant / BS-16, Government Secondary School of Special Education for HI (Boys), Multan.	Minor penalty of ' Censure ' in terms of section 4(1)(a)(i) of the Punjab Employees Efficiency Discipline and Accountability (PEEDA) Act, 2006.



(MUHAMMAD KHAN RANJHA)
SECRETARY

GOVT. OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
August 5th/2025

No. & Date Even:

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

1. **Director General** Special Education, Punjab, Lahore.
2. **District Education Officer (Special Education)**, Multan to ensure delivery of this order to the accused officers.
3. **Headmaster**, Government Secondary School of Special Education for HI (Boys), Multan to ensure delivery of this order to the accused officers.

4. **Ms. Fozia Batool, Junior Special Education Teacher** (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan.
5. **Ms. Sidra Iqbal** (Psychologist / BS-17), Government Secondary School of Special Education for HI (Boys), Multan.
6. **Mr. Usman Maqsood** (Assistant / BS-16), Government Secondary School of Special Education for HI (Boys), Multan.
7. PS to Secretary Special Education Department.

7. A. S

SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

05/8/2025