



ORDER

No. SO(Estt)13-21/2022. WHEREAS, Saima Saleem, Senior Special Education Teacher (BS-17 / H.I Field), filed appeal against the order dated 23.04.2025 passed by the Secretary Special Education Department whereby she was directed to report to the Administrative Department on administrative grounds with immediate effect.

2. AND WHEREAS, comments were obtained from the Administrative Department. Mr. Muhammad Usman Anwar, Member-II (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-II (Inquiries), S&GAD afforded personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department submitted hearing report. The appellant contended that she has been serving in the Administrative Department since 2007 and posted at different stations. Presently, while working as SSET of H.I Field at Special Education Centre Jinnah Town, Faisalabad, the Secretary Special Education Department ordered to hold a regular inquiry against her alongwith two others vide order dated 23.04.2025. Thereafter, another order dated 23.04.2025 has been issued in which she has been directed to report to the Administrative Department on administrative grounds. She further contended that the impugned transfer order has been issued by misconstruing the spirit of Transfer Policy, 2022 which states that no transfer shall be made on disciplinary or administrative grounds except coupled with inquiry under PEEDA Act, 2006. She prayed that the impugned transfer order dated 23.04.2025 may be set aside and she be allowed to continue at her substantive place of posting.

4. AND WHEREAS, on the other hand, the Administrative Department in the Note submitted that the Headmistress, Government Special Education Centre, Jinnah Town, Faisalabad reported misconduct and professional incompetence on the part of the appellant and two others to the District Education Officer (Special Education), Faisalabad vide letter dated 20.02.2025. The Administrative Department requested Deputy Commissioner, Faisalabad to conduct a comprehensive probe in this matter vide letter dated 21.02.2025. The Additional Deputy Commissioner, Faisalabad vide letter dated 06.03.2025, forwarded the probe report stating that the appellant and two others have spent more than 10-years at the same school and it was requested to transfer them. Meanwhile, Deputy Director (Admn), Directorate General of Special Education, Punjab, Lahore vide letter dated 27.03.2025 forwarded the complaint of Headmistress, report of DEO, and probe report with the request to transfer them. After considering all aspects of the case, joint disciplinary proceedings were initiated against the appellant and two others on the charges of inefficiency and misconduct and directed the appellant to report to the Administrative Department with immediate effect vide order dated 23.04.2025. The Administrative Department proposed to reject the appeal of the appellant 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 as per Section 9 of the Punjab Civil Servants Act, 1974 "every civil servant shall be liable to serve anywhere within or outside the province, in any equivalent or one scale higher post under the Government of the Punjab or the Federal Government or any Provincial Government or a local authority or corporation or body set up or established by any such Government." Even otherwise, no civil servant has a vested right to posting of his/her own choice. Transfer / posting of an employee is the prerogative of the authority concerned, which can post him / her on account of departmental exigency. The appellant failed to produce any material to rebut the evidence already available on record to prove her case. Thus, she failed to substantiate her stance in the appeal.

6. **NOW THEREFORE**, Under the circumstances, I, **Zahid Akhtar Zaman**, Chief Secretary, Punjab, do hereby **reject** the appeal of **Saima Saleem**, being devoid of merit and substance.

-sd-

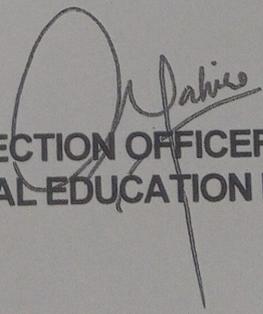
(ZAHID AKHTAR ZAMAN)
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 15th September, 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. 91512 dated 09.09.2025.
4. **District Education Officer** (Special Education), Faisalabad to ensure delivery of this order to the appellant under intimation to this department.
5. **Headmaster/Headmistress**, Govt. Special Education Centre, Jinnah Town, Faisalabad to ensure delivery of this order to the appellant under intimation to this department.
6. **Ms. Saima Saleem**, Senior Special Education Teacher (BS-17 / HI Field), previously posted at Govt. Special Education Centre, Jinnah Town, Faisalabad presently reported to department. Resident of 152-Jinnah Colony, Faisalabad. Mobile No. 0331-3300782.
7. **PS to Secretary** Special Education Department.


SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT