

REGISTERED



ORDER

GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

No. SO(Estt)4-34/2019. WHEREAS, through this order representation filed by Ms. Farwa Rubab, Senior Special Education Teacher (HI Field / BS-17), formerly posted as Headmistress, Government Special Education Centre, Jhang City presently posted as Senior Special Education Teacher at Govt. Special Education Centre, Sahiwal, District Sargodha (**'Representationist'**) for expunction of adverse remarks recorded in her Performance Evaluation Reports (**'PERs'**) for the period w.e.f. 18.06.2020 to 31.12.2020, 01.01.2021 to 31.12.2021 & 01.01.2022 to 31.12.2022 shall be decided.

2. AND WHEREAS, Mr. Abdul Sattar, former District Education Officer (Spl. Edu.), Faisalabad (**'Reporting Officer'**) recorded adverse remarks in Part-I, Part-II & Part-III of the Performance Evaluation Reports (**'PERs'**) in respect of representationist for the periods w.e.f. 18.06.2020 to 31.12.2020, 01.01.2021 to 31.12.2021 & 01.01.2022 to 31.12.2022 in his capacity as Reporting Officer; **Part-I, Integrity** "Reported to be corrupt", **Part-II, Overall Grading** "Below Average", **Part-III, Usefulness for Retention / Extension in Service** "Not useful".

3. AND WHEREAS, the above referred adverse remarks alongwith a copy of PERs were communicated to the representationist vide letter dated 21.09.2023, for filing representation for expunction of the said adverse remarks, *if deem necessary*. Subsequently, the representationist filed representation with the request to expunge the adverse remarks. The Reporting Officer was also directed vide letter dated 18.09.2023 to submit reasons / justifications alongwith documentary evidence for recording adverse remarks in the PERs of the representationist. Accordingly, the Reporting Officer submitted reasons / justifications leading to recording of such adverse remarks.

4. AND WHEREAS, in order to decide the representation, it was decided to afford an opportunity of personal hearing to the representationist and for said purpose, the then Additional Secretary, Special Education was appointed as Hearing Officer. The Hearing Officer after affording opportunity of personal hearing to the representationist in presence of all concerned submitted report of hearing proceedings, where-after, the representation was disposed of vide order dated 12.03.2024 till the final outcome of disciplinary proceedings initiated vide order dated 12.03.2024.

5. AND WHEREAS, the Inquiry officer after finalizing the inquiry proceedings, submitted inquiry report and recommended imposition of minor penalty of **'withholding of one increment for a specific period of one year'**. Secretary Special Education / Competent Authority, after receipt of inquiry report issued Show Cause-cum-Personal Hearing Notice u/s 13(4) of the PEEDA Act, 2006 and appointed a Hearing Officer to

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provide an opportunity for a personal hearing to the representationist. After obtaining report and reviewing the inquiry report along with the relevant facts of the case, Secretary Special Education imposed minor penalty of "**withholding of one increment for a period of one year**" upon the representationist vide order dated 18.09.2024.

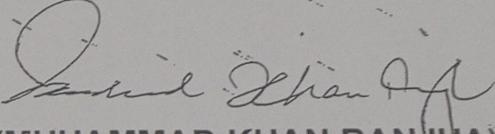
6. **AND WHEREAS**, after imposition of minor penalty of "*withholding of one increment for a period of one year*", the representationist filed appeal before Chief Secretary, Punjab / Appellate Authority, which was rejected. The representationist did not further assail the said order before any judicial forum. As per record, in another case, a joint departmental inquiry was initiated against the representationist and another officer under the statutory framework of the PEEDA Act, 2006 on charges of inefficiency and misconduct. The inquiry culminated in the imposition of the minor penalty of "**withholding of increments for a period of five years**" upon the representationist vide order dated 26.11.2024. Her departmental appeal against the said order was also rejected by the Chief Secretary, Punjab/ Appellate Authority, and the orders have not been challenged further before any judicial forum.

7. **AND WHEREAS**, on an earlier request by the representationist, the then Additional Secretary, Special Education was appointed as Hearing Officer to afford her an opportunity of personal hearing. However, since her departmental appeals were pending adjudication before the Chief Secretary at that time, no final decision was taken, and the matter was kept in abeyance until the decision of the appeals. The said appeals now stand rejected and the proceedings concluded. Therefore, in order to decide her representation for expunction of adverse remarks in her PER(s) (*which was disposed of vide order dated 12.03.2024 till the final outcome of inquiry proceedings*), it was decided to afford another opportunity of personal hearing to the representationist and she was directed to appear before Mr. Sajjad Ahmad Khan, Additional Secretary, Special Education / Hearing Officer on 20.08.2025. The Reporting Officer was also directed to attend the personal hearing on the above-mentioned date and time with all relevant record. The Hearing Officer after affording opportunity of personal hearing to the representationist in presence of all concerned submitted report of hearing proceedings.

9. **AND WHEREAS**, upon careful consideration of the representation of Ms. Farwa Rubab, the record of Performance Evaluation Reports (PERs), the stance of the Reporting Officer, inquiry findings, and report of Hearing Officer, it has been noted that the adverse entries in the PERs under the column of "Integrity" recording the representationist as "*Reported to be corrupt*" are not proved during the inquiry proceedings. The Inquiry Officer, after a comprehensive inquiry, concluded that no act of financial corruption or misappropriation stood established against the representationist. Consequently, retention of remarks imputing corruption to the representationist, in the absence of substantiated proof, would amount to perpetuating an allegation unsupported by evidence. It is also evident from the inquiry report and the subsequent decision of the Competent Authority that only a minor penalty of 'withholding of one annual increment for one year' was imposed. The penalty was founded not on financial corruption, but on instances of inefficiency, lack of cooperation,

and unprofessional conduct. Such limited findings cannot legally justify or sustain remarks branding the representationist as "corrupt," "not useful," or otherwise impugning her integrity in absolute terms. It is further noted that remarks recorded in a PER must be a fair, objective, and proportionate reflection of established facts. Where an officer has been held liable only for inefficiency and unprofessional conduct, branding her as "corrupt" and "not useful for retention in service" is manifestly disproportionate and does not withstand test of reasonability. The record reveals existence of personal dislike and strained relations between the Reporting Officer and the representationist, which was also noted in the inquiry proceedings. In such circumstances, the adverse remarks cannot be considered wholly objective and merit cautious review.

10. **NOW, THEREFORE,** - for reasons stated herein above, the instant representation of the representationist for expunction of adverse remarks recorded in her PERs for the periods w.e.f. 18.06.2020 to 31.12.2020, 01.01.2021 to 31.12.2021 & 01.01.2022 to 31.12.2022 is hereby **allowed/accepted** and impugned adverse remarks recorded in PERs of the representationist are expunged.


(MUHAMMAD KHAN RANJHA)

SECRETARY

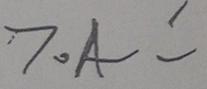
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT / APPOINTING AUTHORITY

Dated Lahore the
September - 10 / 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), Sargodha.
3. **Ms. Farwa Rubab**, Senior Special Education Teacher (HI Field / BS-17), formerly posted as Headmistress, Government Special Education Centre, Jhang City presently posted as Senior Special Education Teacher at Govt. Special Education Centre, Sahiwal, District Sargodha.
4. PS to Secretary, Special Education Department.


SECTION OFFICER (ESTT-II)
SPECIAL EDUCATION DEPARTMENT

10/9/2025