

**PENALTY ORDER**

No. SO(Estt.)10-174/2006. WHEREAS, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 were initiated against **Ms. Amina Naz**, Physiotherapist, Incharge Principal, Govt. Special Education School of Physically Disabled Children, Chauburji, Lahore ('**accused officer**') vide order dated 25.14.05.2025 by appointing Ms. Mehreen Naz, Principal (BS-19), Govt. Secondary School of Special Education for Hearing Impaired (Girls), Lahore as Inquiry Officer on the following charges of inefficiency and misconduct:

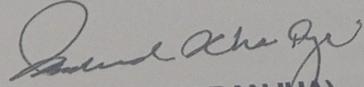
- i. On 04.02.2024, the accused officer willfully failed to ensure the presence of teaching staff in classrooms during official school hours and permitted them to abandon their duties to attend a lunch gathering. This act resulted in the unsupervised presence of students in classrooms, compromising their safety and disrupting the academic environment. The fact that all teachers hastily returned to their respective classrooms upon the arrival of a visiting officer indicates a deliberate breach of discipline and failure to exercise supervisory control over subordinate staff.
- ii. The accused officer exhibited gross negligence in monitoring and ensuring student attendance. On 04.02.2024, 84 out of 120 enrolled students were found absent, reflecting a lack of effective enforcement of attendance protocols and failure to fulfill administrative responsibilities regarding student supervision.
- iii. The accused officer failed to provide a conducive and functional academic environment by neglecting essential infrastructural and operational requirements. The absence of adequate lighting and a backup power supply within the institution demonstrates inefficiency in administration, thereby impeding the fundamental standards of an educational facility.
- iv. The accused officer failed to uphold the requisite standards of cleanliness and hygiene within the institution, resulting in unsatisfactory sanitary conditions. Such negligence constitutes a violation of fundamental administrative duties and reflects a lack of commitment to maintaining a healthy and safe learning environment.

2. **AND WHEREAS**, the Inquiry Officer after conducting thorough inquiry proceedings submitted inquiry report and recommended imposition of minor penalty of '**Censure**' under Section 4(1)(a)(i) of the PEEDA Act, 2006 upon the accused officer.

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 officer directing her to submit additional defence, *if any*, and also to appear for personal hearing on 03.09.2025. The accused officer appeared before the undersigned on 03.09.2025 and during hearing proceedings filed additional defense reply and while reiterating the stance taken by her during inquiry proceedings and in additional defense reply requested for exoneration.

4. **AND WHEREAS**, upon meticulous examination of the findings and recommendations of the Inquiry Officer, the additional defence reply submitted by the accused officer, and the record available on file, it emerges that the proceedings disclose the presence of certain mitigating circumstances, which have been duly recognized and recorded by the Inquiry Officer, and which warrant consideration while determining the quantum of penalty. The findings of the Inquiry Officer are cogent, evidence-based, and in consonance with the principles of natural justice, reflecting due application of mind and proper appreciation of the material on record. It is further observed that the accused officer has failed to produce any additional document or credible evidence to controvert or dislodge the conclusions reached by the Inquiry Officer.

5. **NOW THEREFORE**, I, **Muhammad Khan Ranjha**, Secretary, Special Education Department being Competent Authority, for reasons recorded herein above, hold the view that the penalty recommended by the Inquiry Officer commensurates with the magnitude of the guilt of the accused officer, therefore, while agreeing with the recommendations of the Inquiry Officer, in exercise of powers vested upon me under Section 13(5)(ii) read with Section 4 of the PEEDA Act, 2006, minor penalty of 'Censure' under Section 4(1)(a)(i) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.



(MUHAMMAD KHAN RANJHA)
SECRETARY

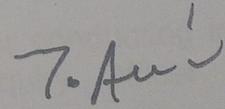
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore, the
September 24, 2025

No. & Date Even:

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

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Lahore to ensure delivery of this order to the accused officer under intimation to this department.
4. Accused officer concerned / Ms. Amina Naz, Physiotherapist, Incharge Principal, Govt. Special Education School of Physically Disabled Children, Chauburji, Lahore.
5. PS to Secretary Special Education Department.



SECTION OFFICER (ESTT.-I)
SPECIAL EDUCATION DEPARTMENT

24/09/2025