

**PENALTY ORDER**

No. SO(ESTT.)21-230/11. WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, vide letter dated 07.02.2025, forwarded absence report of **Ms. Fouzia Perveen**, Psychologist (BS-17), Government Special Education Centre, Kalar Sayyedan, District Rawalpindi (**'accused officer'**). The report submitted by the Headmistress through the District Education Officer (Spl. Edu.), Rawalpindi, states that the accused officer has been absent from duty since 13.01.2025 without prior approval. It has been further reported that she frequently takes leave without obtaining prior permission from the Headmistress. Furthermore, the accused officer has consistently failed to conduct regular psychological sessions for students, particularly those enrolled in the Mentally Challenged Children (MCC) Section. These students require immediate and sustained interventions, including behaviour management strategies and the development of Individualized Education Plans (IEPs) tailored to their specific intellectual functioning and cognitive profiles. Her continued neglect in this regard has adversely impacted the students' developmental progress and undermined the core objectives of specialized education services. The Directorate General of Special Education, Punjab, Lahore, vide its letter No. DGSE-DD(C)/SACM/2024/10374 dated 18th November 2024, had initiated a province-wide assessment of students with intellectual disabilities enrolled in Special Education Institutions. The accused officer, being the psychologist at the Centre, was formally assigned this critical task. Despite the significance of this initiative, she has failed to discharge her responsibilities which has adversely affected the welfare and educational progress of the students under her professional care. Owing to her unauthorized absence, misconduct, and inefficiency, it has been recommended that strict disciplinary action under the PEEDA Act, 2006 be initiated against her.

2. **AND WHEREAS**, after receipt of report, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 (**'Act'**) were initiated against the accused officer vide order of inquiry dated 16.04.2025 by appointing Syed Adil Abbas Shah, Headmaster (BS-18 / HI Field), Govt. Secondary School for Hearing Impaired (Girls), Rawalpindi as Inquiry Officer on the following charges of inefficiency and misconduct:

- i. The accused officer has wilfully remained absent from duty with effect from 13.01.2025 to date, without obtaining prior sanction of leave from the Competent Authority. Furthermore, she has exhibited a recurring pattern of availing leave without prior approval from the Headmistress of the Centre, thereby violating the prescribed rules governing leave and demonstrating a persistent disregard for official norms and discipline.
- ii. The accused officer, in her capacity as Psychologist, has consistently failed to conduct regular psychological sessions for students enrolled in the Mentally Challenged Children (MCC) Section despite their critical need for individualized therapeutic interventions. These students require timely and sustained psychological interventions, including but not limited to behavioural management strategies and the formulation

of Individualized Education Plans (IEPs) aligned with their cognitive and intellectual needs. Her continued negligence in performing these essential duties has adversely impacted the developmental progress of the students and undermined the objectives of specialized education services.

iii. Despite having been formally assigned the task of conducting psychological assessment of students with intellectual disabilities, as per the directive of the Directorate General of Special Education, Punjab, Lahore, vide letter No. DGSE-DD(C)/SACM/2024/10374 dated 18.11.2024, the accused officer failed to discharge the assigned responsibility. Her non-compliance with official instructions not only obstructed the implementation of an important Departmental initiative but also compromised the academic and psychological welfare of the students under her professional care.

3. **AND WHEREAS**, the Inquiry Officer after conducting thorough inquiry proceedings, strictly in accordance with the mandate of Act *ibid*, submitted inquiry report and recommended imposition of minor penalty of "**withholding of annual increments for a period of two years**" under Section 4(1)(a)(ii) of the PEEDA Act, 2006 upon the accused officer.

4. **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 before Deputy Secretary Special Education / **Hearing Officer** appointed under Section 13(4)(c) of the Act *ibid*, for personal hearing.

5. **AND WHEREAS**, the Hearing Officer after granting hearing to the accused officer in presence of Departmental Representative submitted report of hearing proceedings stating therein that before the hearing proceedings the accused officer submitted additional defense reply and during the hearing proceedings, while reiterating the stance taken by her during inquiry proceedings and in additional defense replies *inter alia*, contended that the charges levelled against her are against the facts and record. She denied the charges and maintained that she produced all the record before the Inquiry Officer and rebutted the veracity of the charges with cogent evidence and Inquiry Officer also failed to give any persuasive reason in the inquiry report for award of proposed penalties to her. Lastly, she requested that the charges are baseless and devoid of merit, therefore, she may be exonerated from the charges. On the other hand, the Departmental Representative stated that charges of inefficiency and misconduct stood proved against the accused officer; that the penalty proposed by the Inquiry Officer commensurates with the guilt of the accused officer.

6. **AND WHEREAS**, the Hearing Officer after considering the material related to the case available in the shape of inquiry report and keeping in view the findings and recommendations of the Inquiry Officer and hearing all concerned observed that the recommendations of the Inquiry Officer for imposing minor penalty of "withholding of annual increments for a period of two years" under Section 4(1)(a)(ii) of the PEEDA Act, 2006 upon the accused officer is in accordance with law and also commensurates with magnitude of guilt of the accused officer.

7. **AND WHEREAS**, upon careful examination of the findings and recommendations of the Inquiry Officer, the additional defense reply submitted by the accused officer, the report of the Hearing Officer, and the available record on file, it is evident that as per findings of Inquiry Officer the charges levelled against the

accused officer stood proved. The record confirms that the inquiry proceedings were conducted strictly in accordance with the provisions of the PEEDA Act, 2006. Due process was observed, and the accused officer was afforded adequate opportunities to present her defence, which she failed to substantiate. The findings and recommendations of the Inquiry Officer are based on a judicious appraisal of the entire record and circumstances of the case. These findings are well-reasoned, consistent with the evidence, and legally sustainable, leaving no ground for exception.

8. **AND WHEREAS**, with regards to charge No. 1, during inquiry it was established that the accused officer remained absent from duty w.e.f. 13.01.2025 to 26.01.2025 (13-days) without intimation and / or prior approval of leave and she resumed duties on 27.01.2025. The absence of the accused officer for 13 days (w.e.f. 13.01.2025 to 26.01.2025) was wilful and unauthorized. With regards to charge No. 2 and 3, it was noted by the Inquiry Officer that performance of the accused officer was not satisfactory as she failed to discharge her assigned duties in a befitting manner. It is further observed that the accused officer's plea that she was unable to attend duties regularly due to medical issues and strained relations with the then Headmistress has been duly considered by the Inquiry Officer but found misconceived. Medical reasons cannot justify prolonged absence without prior intimation or sanction of leave. Moreso, workplace differences do not absolve an officer from her assigned responsibilities. These aspects were also taken into account by the Inquiry Officer while formulating findings. Notably, no new evidence or plausible justification was presented during the personal hearing to weaken the cogency of the inquiry findings. After an objective evaluation of the entire record, it stands established that all three charges (*absence from duty w.e.f. 13.01.2025 to 26.01.2025 for a period of 13-days and failure to discharge assigned responsibilities in a befitting manner*) levelled against the accused officer stands fully proved. Hence, minor penalty of withholding of increments for two years, as recommended by the Inquiry Officer, is found to be appropriate and proportionate to the nature of misconduct and inefficiency proved against the accused officer

9. **NOW THEREFORE**, I, **Shoaib Iqbal Syed**, 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 **"withholding of annual increments for a period of two years"** under Section 4(1)(a)(ii) of the PEEDA Act, 2006 is hereby imposed upon the accused officer.

Dated Lahore, the  
November 18<sup>th</sup>, 2025

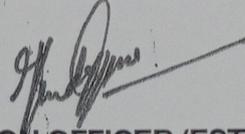
(SHOAIB IQBAL SYED)  
SECRETARY  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

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 Accounts Officer, Rawalpindi.

4. District Education Officer (Special Education), Rawalpindi to ensure delivery of this order to the accused officer and implementation of the penalty under intimation to this department.
5. Headmaster / Headmistress, Government Special Education Centre, Kalar Sayyedan, District Rawalpindi to ensure delivery of this order to the accused officer and implementation of the penalty under intimation to this department.
6. Accused officer concerned / Ms. Fouzia Perveen, Psychologist (BS-17), Government Special Education Centre, Kalar Sayyedan, District Rawalpindi.
7. PS to Secretary Special Education Department.



**SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT**