



ORDER

SO(Estt)1-112/2005. WHEREAS, Ms. Nabila Shahzadi, Senior Special Education Teacher (H.I Field / BS-17) Incharge Headmistress, Govt. Special Education Centre, Safdarabad, District, Sheikhpura filed appeal against order dated 15.01.2024 passed by the **Secretary, Special Education Department / Competent Authority** whereby *minor penalty of "withholding of increment for the period of three years"* was imposed upon the appellant under the **PEEDA Act, 2006**.

2. **AND WHEREAS**, comments were obtained from the Administrative Department. **Mr. Saqib Manan**, the then Member-IV, (Inquiries), S&GAD was appointed as Hearing Officer to afford personal hearing to the appellant and submit a comprehensive report to arrive at a definitive decision.

3. **AND WHEREAS**, the then Member-IV, (Inquiries), S&GAD after affording personal hearing to the appellant in the presence of the Departmental Representative of Special Education Department submitted hearing report stating therein that the appellant reiterated the points already raised in her appeal. She contended that on 08.08.2023, she was present in the institution and received a message that her close relative had died and she took short leave from District Education Officer (Special Education), Lahore through text message. As regard charge No. 2 regarding non-functioning of bio metric machine, the appellant stated that the biometric machine, CCTV cameras and DVR were not repaired due to non-availability of budget in the year 2022-23 and 2023-24. She prayed that the impugned order dated 15.01.2024 passed by the Secretary Special Education may be set-aside.

4. **AND WHEREAS**, on the other hand, the Departmental Representative stated that institution of the appellant had been inspected twice. Firstly, on 30.05.2023 and secondly on 08.08.2023. During the first inspection, she was conveyed detailed observations for improving her institution and attending the shortcomings which included dusty and dirty floors and walls; lawn was not properly maintained; furniture was not cleaned; biometric machine and DVR were not functioning and no attendance was maintained on biometric machine. On second inspection, it was observed that she was not present in the institution. She failed to address the observations raised in the last visit which proved her inefficiency. Therefore, keeping in view the inefficiency and negligence, while dispensing with regular inquiry, disciplinary proceedings were initiated against the appellant vide show-cause-notice dated 20.09.2023 under the PEEDA Act, 2006. The appellant submitted written reply to the show-cause notice which was found unsatisfactory. Therefore, the Secretary Special Education/Competent Authority after

completing all codal formalities imposed minor penalty of "withholding of increment for a period of three years" under PEEDA Act, 2006.

5. **AND WHEREAS**, after examining the record / material available in the case file, considering the arguments presented by the appellant and the report of the Hearing Officer, it is observed that while posted as Headmistress Incharge of Special Education Institution, Safdarabad, the appellant did not perform her duties efficiently. Her institution was visited twice and inspection notes/observations were also given to her but she failed to show any improvement in performing her duties. Therefore, the Secretary Special Education/Competent Authority has rightly imposed the impugned penalty upon the appellant in accordance with law. The appellant failed to provide any material to rebut the evidence already available on record. 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 **Nabila Shahzadi**, being devoid of merit and substance.

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(**ZAHID AKHTAR ZAMAN**)  
CHIEF SECRETARY, PUNJAB

Dated: Lahore the 13<sup>th</sup> May, 2024

**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 dated 08.05.2024.
4. District Education Officer (Special Education), Lahore to ensure delivery of this order to the appellant under intimation to this department.
5. Headmaster / Headmistress, Govt. Special Education Centre, Safdarabad to ensure delivery of this order to the appellant.
6. Appellant concerned / **Ms. Nabila Shahzadi**, Senior Special Education Teacher (H.I Field / BS-17), Govt. Special Education Centre, Safdarabad.
7. PS to Secretary Special Education Department.

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