



**GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT**
Dated Lahore, the 9th December, 2025

ORDER.

NO.SO (EM-I) GTP/R-15/2025. WHEREAS, Dr. Shabbir Hussain Butt, Associate Professor of English (BS-19), Government Graduate College Aroop, Gujranwala was proceeded under Section 7(b) read with Section 5(1)(a) of the Punjab Employees Efficiency, Discipline and Accountability Act, 2006, on the following charges vide Show Cause Notice dated 01.10.2025.

- i. Willful failure to join duty at the transferred station despite orders being issued on your own request, amounting to gross misconduct and insubordination.
- ii. By not joining at the desired station, you misused the benefit of the Transfer Policy, 2024, and deprived other eligible officers of their rightful opportunity.
- iii. Your deliberate non-joining reflects negligence, lack of discipline, and has adversely affected the Department's administrative functioning.

2. **AND WHEREAS**, the accused officer submitted his reply, wherein he has stated that he is nearing superannuation, with approximately two years of service remaining before his retirement on 10th May, 2028, and has consistently maintained a disciplined and law-abiding service record. He had applied for transfer from Govt. Graduate College (Boys) Aroop, Gujranwala to Govt. Graduate College, Shalimar, Lahore through the E-Transfer Portal under the Transfer Policy, 2024, on genuine domestic grounds due to the proximity of his children residing and studying in Lahore. During the relevant period, his 85-year-old mother fell seriously ill and became bedridden, rendering him unable to join at the transferred station; he duly intimated these circumstances to SO (EM-I) and subsequently to the Secretary, Higher Education Department (copies enclosed). He has clarified that his failure to join was neither willful nor deliberate but caused by unavoidable domestic hardship, and further submitted that no administrative loss occurred nor was any officer deprived of a transfer opportunity, as no other applicant was available for the said post. In view of his long, clean service record and genuine family constraints, the officer has requested that no disciplinary proceedings or penalty be imposed against him.

3 **AND WHEREAS**, an opportunity of personal hearing was afforded to the accused officer by Special Secretary / Hearing Officer Higher Education Department in terms of Section 13(4) of the Act on 18.11.2025 and 02.12.2025, he appeared before the Competent Authority and reiterated his point of view.

4 **AND WHEREAS**, the Hearing Officer / Special Secretary, Higher Education Department, after due consideration of the defense plea submitted by the accused official and taking a lenient view of the circumstances, has recommended that the accused officer may be exonerated of the charges under Section 13(3) of the PEEDA Act, 2006.

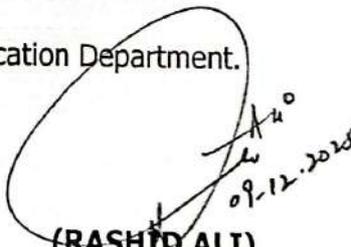
5. **NOW, THEREFORE**, I, **Ghulam Farid**, Secretary, Higher Education Department / Competent Authority, after due examination of facts of the case, recommendations of the Hearing Officer in exercise of powers conferred upon the Competent Authority under Section 13 (3) of PEEDA Act, 2006, Dr. Shabbir Hussain Butt, Associate Professor of English (BS-19), Government Graduate College Aroop, Gujranwala is hereby "**Exonerated**" from the charges leveled against him.

(GHULAM FARID)
SECRETARY
HIGHER EDUCATION DEPARTMENT

No. & Date Even.

A copy is forwarded for information and necessary action to:

1. Director Public Instructions (Colleges), Punjab, Lahore.
2. The Director of Education (Colleges), Gujranwala.
3. The Deputy Director (Colleges), Gujranwala.
4. The District Accounts Officer, Gujranwala.
5. The Principal, Government Graduate College Aroop, Gujranwala PS to Secretary, Higher Education Department.
6. PS to Secretary/Special Secretary, Higher Education Department.
7. Manager MIS, Higher Education Department.
10. Officer concerned.


(RASHID ALI)
Section Officer (Discipline Male)