

**GOVERNMENT OF PAKISTAN
REVENUE DIVISION
FEDERAL BOARD OF REVENUE**

Islamabad, the 5th August 2024.

**NOTIFICATION
(Minor Penalty)**

No.2065-C-IV/2024: Whereas disciplinary proceedings were initiated against Mr. Zohair Ali Sulahri, Inspector Customs (under suspension), Collectorate of Customs Enforcement, Lahore on account of "**Inefficiency, Misconduct & Corruption**" under the Civil Servants (Efficiency & Discipline) Rules, 2020.

2. Accordingly, the accused officer was placed under suspension vide Board's Notification dated 02.04.2024 and Order of Inquiry dated 01.04.2024 along with Charge Sheet and Statement of Allegations on the charges of "Inefficiency, Misconduct & Corruption" under Civil Servants (Efficiency & Discipline Rules), 2020 were served upon the accused officer. Mr. Rizwan Bashir (PCS/BS-19) was appointed as Inquiry Officer to conduct the inquiry against the accused officer.

3. The Inquiry Officer submitted Inquiry Report vide letter dated 04.06.2024 in respect of Mr. Zohair Ali Sulahri, Inspector Customs (under suspension), Collectorate of Customs Enforcement, Lahore and established charges of "**Inefficiency & Misconduct**" against the accused officer and recommended imposition of minor penalty of "**Withholding of increments for two years**" as enumerated in Rule: 4(2)(b) of the Civil Servants (Efficiency & Discipline) Rules, 2020.

4. On the basis of Inquiry Report, Show Cause Notice dated 13.06.2024 was issued to the accused Inspector. The accused Inspector furnished his reply to the Show Cause Notice dated 05.07.2024, wherein, he denied the charges levelled against him and requested for grant of personal hearing. Accordingly, in order to meet the ends of justice, the accused Inspector was granted personal hearing on 30.07.2024 in terms of the Rules-17 of Civil Servants, (Efficiency & Discipline) Rules, 2020

5. The accused officer and Departmental Representative (DR) (Mr. Muhammad Arslan Mughal, Assistant Collector, Collectorate of Customs Enforcement, Lahore) attended the hearing. During the course of hearing, the accused Inspector reiterated the arguments put forth in his written reply to the Show Cause Notice and did not produce any cogent reason / proof / evidence in support of his innocence.

6. The Member (Admn/HR) being Authority in terms of Rule: 2(c) of the Civil Servants (Efficiency & Discipline) Rules, 2020, in this case, having gone through the available record, facts of the case, inquiry report, Show Cause Notice, reply to the Show Cause Notice, verbal submissions made by the accused, contentions of Departmental Representative (DR) during the course of personal hearing, have decided to impose minor penalty of "**Withholding of one increment for a period of two years without cumulative effect**" upon Mr. Zohair Ali Sulahri, Inspector Customs (under suspension), Collectorate of

Customs Enforcement, Lahore under Rule 4(2)(b) of the Civil Servants, (Efficiency & Discipline) Rules, 2020.

7. Moreover, he is reinstated into Government Service with immediate effect and the period of his suspension i.e. from 02.04.2024 till his reinstatement is treated as leave of kind due as admissible under the Revised Leave Rules, 1980.

8. In the light of Sr.No.7(ii) of FBR's policy "Guidelines for Performance Allowance 2015" circulated (Circular No.1/2015) vide C.No.6(96)S(BIC)/2013-2014, dated 06.03.2015, performance allowance of aforesaid Inspector, is hereby stopped for six months from the date of award of this penalty and he shall have to appear afresh for restoration of the same under the policy.

9. He will have a right to appeal against this Order to the Appellate Authority under Civil Servants (Appeals) Rules, 1977 within a period of 30 days from the date of communication of this notification.


(Munir Ahmad)

Second Secretary (Mgt/HRC-IV)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

F.No.2(117)MC-IV/2017

Copy to:-

1. Member (Admn/HR), FBR.
2. Collector, Collectorate of Customs (Enforcement), Lahore.
3. Second Secretary (SSM)/(ERM)/(IJP), FBR.
4. AGPR Sub-Office, Lahore
5. Officer Concerned.
6. Personal File / Notification folder.


(Munir Ahmad)

Second Secretary (Mgt/HRC-IV)