

GOVERNMENT OF PAKISTAN
(REVENUE DIVISION)
FEDERAL BOARD OF REVENUE

Islamabad 22-07-2024

NOTIFICATION
(Minor Penalty)

No. **0446-C-IV/2024**:-Whereas, disciplinary proceedings were initiated against Syeda Urooj Zainab, Inspector Customs, Collectorate of Customs Allama Iqbal International Airport (AIIA), Lahore on the charge of “**Misconduct**” under Rule 2(1) (k) and 3(b) of the Civil Servants (Efficiency & Discipline) Rules, 2020 and a direct Show Cause Notice dated 12.10.2023 under Rule 6 read with Rule 7 of the Civil Servants (E&D) Rules, 2020 by dispensing with the inquiry proceedings under the Rules ibid was served upon the accused officer.

2. Accordingly, the accused officer furnished her reply to the Show Cause Notice, and stated that she could not attend office due to the psychological trauma as she had suffered because of the hostile environment and harassment by a co-worker against which she had filed a formal complaint before the Office of Chief Collector of Customs Enforcement (Punjab), Lahore. Furthermore, she stated that it was very difficult for her to join office while experiencing a constant lack of consideration and respect. Moreover, she prayed that her plea/explanation might be accepted and office of the Chief Collector might be requested for an early decision on her complaint. Accordingly, Board vide letter dated 03.11.2023, followed by subsequent reminders, requested the Chief Collector of Customs Enforcement (Punjab), Lahore to furnish report in the harassment case of the accused.

3. After receipt of the fact-finding inquiry report in the harassment complaint filed by the above-named Inspector Customs, an opportunity of personal hearing was granted to Syeda Urooj Zainab, Inspector Customs, Collectorate of Customs (AIIA), Lahore on 10.07.2024 by the Member (Admn/HR)/Authority. The accused and the DR, Mr. Muhammad Ijaz Shaheen, Deputy Collector, Collectorate of Customs (AIIA), Lahore attended the hearing. During the course of personal hearing, the accused reiterated the arguments put forth in her written reply to the Show Cause Notice. The Member (Admn/HR) discussed the fact-finding report in harassment case with her and suggested all possible ways to come out of the situation as mentioned by her in reply to the Show Cause Notice despite the fact that the charge of harassment levelled by her against Mr. Iftikhar Ahmad Hassan

Rath, Inspector could not be established. However, she did not agree to any of the options placed before her which showed that she was trying to justify her unauthorized absence from duty.

4. The Member (Admn/HR), FBR being the Authority under Rule-2(c) of the Civil Servants, (Efficiency & Discipline) Rules, 2020, after having gone through the available record, fact finding inquiry report in the harassment complaint filed by the above-named Inspector Customs, facts of the case, Show Cause Notice, reply to the Show Cause Notice, verbal submissions made by the accused, contentions of the DR during the course of personal hearing, have decided to impose minor penalty of **“Reduction to two lower stages, in pay scale, for a period of two years without cumulative effect”** upon Syeda Urooj Zainab, Inspector Customs (BS-16), Collectorate of Customs (Alla), Lahore under Rule-4(2)(c) of the Civil Servants, (Efficiency & Discipline) Rules, 2020.

5. Moreover, period of her un-authorized absence from duty i.e. from 09.02.2022 to date (i.e. 22.07.2024) is treated as leave of kind due as admissible under the Revised Leave Rules, 1980.

6. 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 officer, is hereby stopped for six months from the date of award of this penalty and she shall have to appear afresh for restoration of the same under the policy.

7. She has a right to appeal against this Order before the Appellant Authority under Civil Servants (Appeals) Rules, 1977 within a period of 30 days from the date of communication of this notification.



Munir Ahmad
0446-C-IV/2024

Second Secretary (M/HR.C-IV)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

No.2(130)MC-IV/2017

Copy to:-

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



Munir Ahmad
0446-C-IV/2024

Second Secretary (M/HR.C-IV)

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