

GOVERNMENT OF PAKISTAN
(REVENUE DIVISION)
FEDERAL BOARD OF REVENUE

Islamabad 12-07-2024

NOTIFICATION
(Major Penalty)

No.1788-C-IV/2024: Whereas disciplinary proceedings under the Government Servants (Efficiency & Discipline) Rules, 2020 were initiated against Mr. Irshad Hussain Qaisrani, Inspector Customs (under suspension), Collectorate of Customs Enforcement, Sargodha on account of "**Misconduct**" vide Order of Inquiry/Charge Sheet/Statement of Allegations dated 29.01.2024. Mr. Naveed-ur-Rehman Bugvi (PCS/BS-19) was appointed as Inquiry Officer to conduct the inquiry against the accused officer .

2. The Inquiry Officer submitted Inquiry Report vide letter dated 28.03.2024 in respect of above-named Inspector Customs and recommended imposition of minor penalty of "**Withholding of one increment for a period of one year without cumulative effect**".

3. On the basis of Inquiry Report, Show Cause Notice dated 19.04.2024 served upon the accused Inspector. The accused Inspector furnished his reply to the Show Cause Notice on 08.05.2024 and stated that he was critically ill and was undergone two surgeries and was admitted in hospital for third surgery. Moreover, he is a patient of diabetes and hypertension for the past 20 years and is unable to perform his official duties. The accused in his reply further stated he had applied for retirement several times. Now, he has prayed that the Show Cause may be withdrawn on compassionate grounds and he may be retired from service. In order to meet the ends of justice, online personal hearing was granted to the accused on 25.06.2024 in terms of Rule-17 of Civil Servants, (Efficiency & Discipline) Rules, 2020.

4. During the course of personal hearing, the Member (Admn/HR) asked the DR to read the Statement of Allegation and inquired of the accused Inspector to put forward his views/reply to the Statement of Allegation and discussed findings of Inquiry Officer which were shared with him during the course of hearing. The accused Inspector submitted that he was sick and unable to continue his service due to ailing health. He further submitted that he had applied for voluntary retirement when he was posted in Collectorate of Customs Enforcement, Multan. Meanwhile, he transferred to Collectorate of Customs Enforcement, Sargodha on 10.10.2023. The DR denied it and submitted that as per available record the accused officer had not applied for voluntary retirement to Collectorate of Customs Enforcement, Multan as per laid down procedure by the FBR and when he was transferred to that Collectorate, he was required to apply afresh for voluntary retirement but he did not do so. Instead, the accused Inspector remained absent from his duties since 06.11.2023.

5. The Member (Admn/HR) further inquired of the accused officer regarding his

previous disciplinary proceedings which was initiated against him vide Board's Order of Inquiry dated 23.11.2022 on account of being absent from duties and a minor penalty of Censure was imposed upon him. The accused Inspector reiterated that he could not continue his service due to his ailing health. However, he could not prove that he had applied for voluntary retirement as per procedure prescribed by the Board neither such intimation was available at Collectorate's record as informed by the DR.

6. The Member (Admn/HR) being Authority in this case have gone through the case record, as well as considered the verbal submissions made by the accused and Departmental Representative (DR) during the course of personal hearing, did not agree with the recommendations of the Inquiry Officer and have decided to impose major penalty of "**Compulsory Retirement**" upon Mr. Irshad Hussain Qaisrani, Inspector Customs (under suspension), Collectorate of Customs Enforcement, Sargodha under Rule 4(3)(c) of the Civil Servants, (Efficiency & Discipline) Rules, 2020.

7. The period of his suspension is treated as Extra-ordinary leave without pay. Moreover, pay/allowances etc paid to him during the period from 06.11.2023 to imposition of this major penalty may be recovered from him.

8. 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
1788-C-IV/2024

Second Secretary (M/HR.C-IV)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

2(63)MC-IV/2022

Copy to:-

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



Munir Ahmad
1788-C-IV/2024

Second Secretary (M/HR.C-IV)

*