

Government of Pakistan
(Revenue Division)
Federal Board of Revenue
(Administration/ HR Wing)

Islamabad, the 9th October, 2024

NOTIFICATION
(Major Penalty)

No.2568-IR-III/2024: Disciplinary proceedings under Government Servants (Efficiency and Discipline) Rules, 2020 were initiated against Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18)/ Second Secretary (PAC-IDT), Federal Board of Revenue (HQ) Islamabad vide Charge Sheet/ Statement of Allegations dated 14.09.2023. Mr. Hassan Zulfiqar, Commissioner-IR (BS-20) was appointed as Inquiry Officer who submitted inquiry report dated 16.02.2024 with the findings that the accused has admitted that he unauthorizedly shared his official Iris login and password with other officials of RTO, Islamabad. By doing so, he not only breached the standing instructions of the FBR in this regard but also allowed other unscrupulous elements within RTO, Islamabad to misuse his Iris login and password to make illegal changes in the particulars of the taxpayers, therefore, he is held responsible for indirectly facilitating the unscrupulous elements within RTO, Islamabad to commit the said illegal act which amounts to inefficiency and misconduct as defined in Rule 2(1)(h) & (k) of Civil Servants (Efficiency and Discipline) Rules, 2020. The inquiry officer recommended that a minor penalty of reduction to three (03) lower stages in pay scale for a period of two years be imposed on the accused officer in terms of Rule 4(1)(c) of Civil Servants (Efficiency and Discipline) Rules, 2020.


2. On the basis of inquiry report, a show cause notice dated 20.08.2024 was served upon Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18). He submitted reply to show cause and reiterated his earlier stance taken before the inquiry officer and requested that he may be absolved from the charges. He also requested for personal hearing. In exercise of powers conferred under Rule 17 of the Civil Servants (Efficiency and Discipline) Rules, 2020, the Secretary Revenue Division/ Chairman FBR/ Authority nominated Member (Taxpayers Services) FBR as Hearing Officer. The accused was heard in person by the Hearing Officer on 01.10.2024 in the presence of Departmental Representative, Mr. Naveed Hassan, Additional Commissioner-IR, Regional Tax Office, Islamabad.

3. During the course of personal hearing, Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18) was inquired regarding rules/ SOPs for change of particulars in the profile of taxpayers. The accused was also questioned about the sharing of login/ password with other team members in the Local Registration Office (LRO). In response to these queries, he informed that at the time of his posting as Local Registration Officer, login/ password of the LRO was being used simultaneously by DEO and DBA, PRAL as per routine practice. The accused also mentioned that after his transfer from RTO Islamabad he personally visited the office of DBA for closing of his account. However, he failed to provide any documentary evidence in this regard. When asked as to why was there a need for creation of separate login/ password if it had to be shared with staff members enabling them to make changes as per their desire, even in the particulars of taxpayers who did not fall under the jurisdiction of their respective field office, he could not provide any plausible reply in this regard.

4. From perusal of record including charge sheet/ statement of allegation, inquiry report, written reply of the accused to show cause notice, his verbal stance and assertions of the Departmental Representative during the hearing, the Hearing Officer was of the opinion that the charges are established against the accused and he is found guilty of "Inefficiency" and "Misconduct". He, therefore, recommended to impose a major penalty of "*Reduction to lower post of Senior Auditor (BS-16) for a period of two years without cumulative effect*" under Rule 4(3)(b) of Civil Servants (Efficiency and Discipline) Rules, 2020 upon Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18)/ Second Secretary (PAC-IDT), FBR (HQ), Islamabad.

5. Accordingly, in view of recommendations of the Hearing Officer, the Secretary Revenue Division/ Chairman FBR in capacity of Authority was pleased to impose major penalty of "*Reduction to lower post of Senior Auditor (BS-16) for a period of two years without cumulative effect*" upon Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18)/ Second Secretary (PAC-IDT), FBR (HQ), Islamabad under Rule 4(3)(b) of Civil Servants (Efficiency and Discipline) Rules, 2020.

6. Mr. Shakeel Ahmed Ejaz, Assistant Director (Audit) (BS-18)/ Second Secretary (PAC-IDT), FBR (HQ), Islamabad will have a right to appeal, against the penalty, to the Appellate Authority, under Civil Servants (Appeals) Rules, 1977 within a period of 30 days from the date of communication of this notification.


(Abid Hussain Gulshan)
Secretary (Mgt/HR.IR-III)


The Manager:

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1. The SA to Secretary Revenue Division/ Chairman, FBR.
2. The Member (Admn/HR), FBR, Islamabad.
3. The Chief (Management/HR-IR), FBR, Islamabad.
4. The Chief Commissioner IR, RTO, Islamabad.
5. The Secretary (SSM/Automation)/ERM, FBR, Islamabad.
6. The AGPR, Islamabad.
7. The Officer concerned.
8. The Personal file / Notification folder.


(Abid Hussain Gulshan)
Secretary (Mgt/HR.IR-III)