

(TO BE PUBLISHED IN THE GAZETTE OF PAKISTAN PART-I)

GOVERNMENT OF PAKISTAN
(REVENUE DIVISION)
FEDERAL BOARD OF REVENUE

Islamabad 27-06-2025

NOTIFICATION
(Minor Penalty)

No. **1415-C-III/2025:-** Whereas, disciplinary proceedings were initiated against Mr. Muhammad Usman Ali, Appraising Officer (BS-16), Collectorate of Customs Appraisement (West), Lahore under Rule-7 read with Rule-6 of the Civil Servants (E&D) Rules, 2020 by dispensing the formal inquiry proceedings on account of his un-authorized absence from duty w.e.f 11.12.2024. The accused officer was also placed under suspension vide Board's notification dated 20.02.2025.

2. Accordingly, an Order along with Show Cause Notice dated 18.02.2025 under Rule-7 read with Rule-6 of the Civil Servants (E&D) Rules, 2020 on the charges of "Inefficiency" & "Misconduct" under Rule-3(a)&(b) of the Rules ibid was served upon the accused officer. The accused officer neither joined his duty nor submitted any reply to the Show Cause Notice till 30.04.2025, therefore a final Show Cause Notice dated 30.04.2025 was also published in the national leading newspapers on 08.05.2025 directing the accused to Show Cause within 07 days of publication of notice. The accused officer has furnished reply of Show Cause Notice and denied the charges levelled against him. Accordingly, an opportunity of personal hearing was provided to the accused officer on 13.06.2025, in terms of Rule-17 of the Civil Servants (Efficiency & Discipline) Rules, 2020.


3. Whereas, the accused officer was appeared before the Authority. During the course of personal hearing, he admitted his un-authorized absence from duty w.e.f. 11.12.2024 till date stating that his son was required regular care/treatment due to which he was unable to attend office. He submitted copy of medical history report of his son alongwith copy of an application dated 12.12.2024 seeking 60 days leave from 12.12.2024 to 09.02.2025. However, he requested to provide him last chance to serve the department and also submitted a written Undertaking on E-Stamp Paper, wherein he has solemnly affirmed that he shall attend his duties regularly and punctually in future and shall not remain absent without prior permission.

4. Whereas, the Member (Admn/HR), FBR, being the Authority under Rule-2(1)(c) of the Civil Servants (E&D) Rules, 2020, in this case, having gone through the available case record, written and oral submissions made by the accused officer during the course of personal hearing proceedings has observed that the charge for remaining willful and un-authorized absence from duty w.e.f. 11.12.2024 till date stands established against the accused officer. However, has taken a lenient view of serious illness of his son and his written assurance to serve the department with punctuality, has decided to impose a **minor penalty of "Withholding of two increments for a period of two years without cumulative effect"** upon Mr. Muhammad Usman Ali, Appraising Officer (BS-16), Collectorate of Customs Appraisement (West), Lahore under Rule 4(2)(b) of the Civil Servants (E&D) Rules, 2020.

5. Moreover, the accused officer is also re-instated into Government service with immediate effect, and the intervening period of his un-authorized absence (including suspension period) is treated as Extra-ordinary leave (without pay), 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**, he will have to appear afresh.

7. The officer 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.


Zakir Hussain
1415-C-III/2025


Second Secretary (M/HR.C-I)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

2/659/2017-HRMC-III

Copy to:-

1. SA to Secretary Revenue Division/ Chairman, FBR.
2. Members (Admn/HR), FBR, Islamabad.
3. Collector, Collectorate of Customs Appraisement (West), Lahore with the request that the above-named officer may be placed under “close observation” for a period of six (06) months to monitor his punctuality in attending office and performance. Moreover, Collectorate shall forward his performance report to the Board on monthly basis for perusal of Authority.
4. Second Secretary (SSM)/(ERM), FBR, Islamabad.
5. The AGPR Sub Office, Lahore
6. Officer Concerned/Personal File/Notification folder


Zakir Hussain
1415-C-III/2025
Second Secretary (M/HR.C-I)

*