

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

Islamabad, the 10th August 2026.

NOTIFICATION
(Major Penalty)

No.1661-C-IV/2026: Whereas disciplinary proceedings were initiated on the charges of **“Inefficiency and Misconduct”** under Rule 2(1)(h)&(k) and Rule-3(a)&(b) of the Civil Servants (Efficiency & Discipline) Rules, 2020 against Mr. Raza Rehman, Inspector Customs (BS-16), Collectorate of Customs Enforcement, Gadani.

2. Whereas, an Order of Inquiry along with Charge Sheet/Statement of Allegations dated 24.02.2026 was served upon the accused officer. Mr. Muhammad Ahmed Rizwan, Deputy Collector Customs was appointed Inquiry Officer to conduct the inquiry against the accused officer. The Inquiry Officer furnished Inquiry Report vide letter dated 20.04.2026 in respect of Mr. Raza Rehman, Inspector Customs (BS-16). The Inquiry Officer concluded that the charges of **“Inefficiency”** and **“Misconduct”**, as framed in the statement of allegations, stood established and recommended imposition of two minor penalties of **“Censure”** and **“Withholding of increment for a period of two years”** under Rule-4(2)(a)(c) of the Civil Servants (E & D) Rules, 2020.

3. Whereas, a Show Cause Notice dated 14.05.2026 was served upon the accused Officer. The accused furnished his defence/ reply to the Show Cause Notice on 01.06.2026, and denied the charges levelled against him. He also requested for grant of an opportunity for personal hearing. Accordingly, an opportunity of personal hearing was provided to the accused on 22.07.2026 in terms of Rule-17 of Civil Servants, (Efficiency & Discipline) Rules, 2020.

4. Whereas, the accused officer and Departmental Representative (Mr. Muhammad Hadi, Deputy Collector) appeared before the Member (Admn/HR)/Authority via zoom/video link on 22.07.2026 alongwith the relevant record. During the hearing proceedings, the DR explained the background of the case and informed that as per orders issued by Superintendent Incharge, Mr. Raza Rehman was posted as Duty Officer during Eid Holidays on 06.06.2025. The DR has further stated that, the accused had been posted on a 24/7 basis. However, he left his duty station without obtaining prior approval from the Competent authority. The charges of **“Inefficiency”** and **“Misconduct”** on the part of accused officer stand established during inquiry proceedings, which resulted in theft of Hashish and Charas and mobile phones etc. resulting in successful attempt of theft by Mr. Zubair Aziz, Havaladar, along with private individuals. The DR also informed that Mr. Zubair Aziz who was directly involved in this theft, had already been dismissed from service and convicted by a Court. The accused officer admitted that his duty was on 24/7 basis during Eid holidays but he did so after verbally informing Syed Ayaz Ali Shah Masoomi, Superintendent due to his daughter's sudden illness on 06.06.2025. He denied any involvement in or facilitation of the theft, emphasizing that the actual offender had already been identified, convicted and dismissed, and requested exoneration from the charges.

5. After examining the record, inquiry report, and submissions of the accused officer and the Departmental Representative (DR), it has been observed that although Mr. Raza Rehman was not directly involved in the theft, his unauthorized absence from duty facilitated the theft of contraband items. His plea that he had informed the Superintendent Incharge before leaving duty was contradicted by both Superintendents during their hearing held on 19.12.2025. They confirmed that he had been assigned to look after their charge but instead left duty after handing over charge to a Havaladar without authorization. Accordingly, the recommendations of the Inquiry Officer for two minor penalties are not considered appropriate. Mr. Raza Rehman, Inspector Customs, deserves the same major penalty as imposed upon the co-accused Superintendent for the same misconduct.

6. 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 record, facts of the case, and verbal submissions made by the accused officer and contention of the DR during the course of personal hearing, has decided to impose major penalty of **"Reduction to a lower post and pay scale from the substantive or regular post, for a period of one year"** upon Mr. Raza Rehman, Inspector Customs (BS-16) under Rule 4(3)(b) read with Rule 16(7)(b) of Civil Servants (E&D).

7. 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 one year from the date of award of this penalty and he shall have to appear afresh for restoration of the same under the policy.

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) 10/08/2026

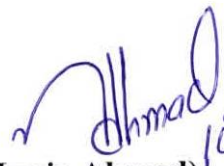
Second Secretary (Mgt/HRC-IV)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

No.2(7)MC-IV/2018

Copy to:-

1. The Member (Admn/HR), FBR.
2. The Chief(M/HR.C)/(Customs-Operations), FBR.
3. The Collector, Collectorate of Customs Enforcement, Gadani.
4. The Second Secretary (SSM)/(ERM)/(IJP), FBR.
5. The AGPR-Sub-Quetta/District Account Office, Gadani.
6. Officer Concerned/ Personal File / Notification folder.


(Munir Ahmad) 10/08/2026

Second Secretary (Mgt/HRC-IV)