

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

GOVERNMENT OF PAKISTAN
(REVENUE DIVISION)
FEDERAL BOARD OF REVENUE

Islamabad 10-08-2026

NOTIFICATION
(Minor Penalty)

No. **1697-C-III/2026:-** Whereas, disciplinary proceedings were initiated on account of acts of omissions and commissions constituting "inefficiency" "misconduct" & "corruption" under Rule-3(a) (b)&(c) of the Civil Servants (Efficiency & Discipline) Rules, 2020 against **Mr. Mubashir Ali, Preventive Officer (BS-16/under Suspension)**, Collectorate of Customs Appraisalment (West), Karachi. The accused officer was also suspended vide Board's Notification dated 17.12.2025.

2. Whereas, an order of Inquiry alongwith Charge Sheet/Statement of Allegations dated 15.01.2026 were served upon the accused officer. Mr. Asdaq Afzal Sensera, (PCS/BS-20), was appointed as Inquiry Officer to scrutinize the conduct of accused officer. The Inquiry Officer has furnished inquiry report vide letter dated 14.04.2026 and concluding that charge of "Inefficiency" against the accused Officer stands proven and recommended imposition of minor penalty of "**Censure**" under Rule-4(2)(a) of the Civil Servants (E&D) Rules, 2020.

3. Whereas, a Show Cause Notice dated 21.05.2026 was served upon the accused officer. He furnished reply on 17.06.2026 and denied the charges levelled against him. Accordingly, an opportunity of personal hearing was provided to the accused officer on 04.08.2026 (via zoom/video link), in terms of Rule-17 of the Civil Servants (Efficiency & Discipline) Rules, 2020.

4. Whereas, the accused officer appeared in person and Departmental Representative Mr. Hameer Khan, Deputy Collector appeared via zoom/video link alongwith relevant record before the Member (Admn/HR)/Authority. The DR informed that a GD No.KAPW-HC-81856-05-11-2025 was marked to the accused for examination through WeBOC RMS (red Channel) for detailed scrutiny and examination. While submitting examination report, he failed to identify the concealment of goods, misdeclaration of description and quantity or the presence of undeclared high-value items. The detailed re-examination revealed the concealment of 24,000 pieces of Universal Joints (Brand; GMB, Origin: Japan), in addition to the refurbished laptops and auto parts, not declared in the GD. Therefore, the charge of Inefficiency/negligence on his part stands proven during inquiry proceedings. The accused stated that the consignment comprised of different kinds of bearings and a pre-planned concealment was made by the importer, which could not be detected by him due to heavy backlog of containers to be examined by him. He carried out the examination as per his best ability without any malafide intent.

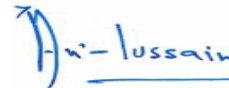
5. Whereas, the Member (Admn/HR), FBR, being the "Authority" under Rule-2(1)(c) of the Civil Servants (E&D) Rules, 2020, having gone through the available record, facts of the case, inquiry report, Show Cause Notice and reply of Show Cause Notice, written and oral submissions made by the accused officer and contentions of DR during course of personal hearing proceedings, it has been observed that no evidence to substantiate willful or malicious intent on the part of accused could be concluded and the charges of "Misconduct and Corruption" could not be established during inquiry proceedings. However, the charge of inefficiency/negligence stand established for not carrying out detailed scrutiny and thorough examination of the container to unearth the concealment. The

contentions of accused about the backlog of other containers required to be examined on the same day or inability to unearth a pre-planned concealment, are not acceptable, as it does not justify to examine any container in haste without due care and scrutiny. He deserves minor penalty commensurate with the nature of negligence proven on the part of accused and the minor penalty of "Censure" having least implications, as recommended by the Inquiry Officer, is not considered justified, being on lower side. Therefore, the Member (Admn/HR)/Authority has ordered to impose a **minor penalty of "Withholding of two increments for a period of two years without cumulative effect"** upon Mr. Mubashir Ali, Preventive Officer (BS-16/under suspension), with immediate effect under Rule 4(2)(b) read with Rule 16(7)(b) of Civil Servants (E&D) Rules, 2020.

6. Moreover, the officer is also reinstated into Government Service and suspension period w.e.f. 17.12.2025 till date is treated on leave, whichever is due and admissible to him under the Revised Leave Rules, 1980.

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 **six months" from the date of award of this penalty**, he will have to appear afresh on completion of six months.

8. 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
1697-C-III/2026

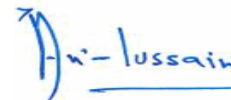
Second Secretary (M/HR.C-I)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

2/89/2023-HRMC-III

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1. SA to Secretary Revenue Division/ Chairman, FBR.
2. Members (Admn/HR), FBR, Islamabad.
3. Collector, Collectorate of Customs Enforcement, Karachi
4. Collector, Collectorate of Customs Appraisement (West), Karachi
5. Second Secretary (SSM)/(ERM), FBR, Islamabad.
6. The AGPR Sub Office, Karachi
7. Officer Concerned/Personal File/Notification folder.


Zakir Hussain
1697-C-III/2026

Second Secretary (M/HR.C-I)

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