

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

Islamabad, the 9th September, 2026

NOTIFICATION

(Minor Penalty)

No.1985-IR-IV/2026: Whereas disciplinary proceedings were initiated against **Mr. Muhammad Umar, Inspector-IR (BS-16), RTO, Hyderabad** dispensing with the regular inquiry under Rule 7 of Civil Servants (E&D) Rules, 2020, vide Show Cause Notice dated 08.06.2026 on account of his un-authorized absence from duty w.e.f. 01.01.2026 onwards and late-attendance to office.

2. In response to Show Cause Notice, the accused submitted his reply dated 09.07.2026 and also requested for personal hearing. Mr. Muhammad Umar, Inspector IR has been heard in person on 27.08.2026 by the Member (Admn/HR)/authority. Ms. Aamina Shah, DCIR also joined the hearing through video link as Departmental Representative (DR) alongwith relevant record. The DR informed that the accused was found absent from duty w.e.f. 01.01.2026 onwards in addition to habitual in attending office late or leaving office before office hours, which is evident from the bio-metric attendance record. The DR further confirmed that total un-authorized absence from duty of accused at different occasions is 45 working days. The accused partially admitted his absence due to non- issuance of his posting order after his joining RTO, Hyderabad on 05.01.2026 despite his personal visits of Headquarters office as well as illness. He also submitted copies of his leave applications and two medical prescriptions in support of his contention. The accused also informed that upon his posting, he is performing duties from 21.06.2026 onwards regularly, which has also been confirmed by DR. Therefore, the accused requested for taking a lenient view in his case.

3. After examining the relevant record, the Member (Admn.HR)/ Authority has observed that the charge of frequent un-authorized absence from duty and late-coming to office during January-June, 2026 is proved from the bio-metric record and also partially admitted by the accused himself. The medical prescriptions submitted by him only cover two days of his absence. However, as confirmed by the DR, the accused officer is performing duties satisfactorily since June, 2026 onwards. Hence, keeping in view his improvement in his punctuality in attending office, taking a lenient view, Member (Admn/HR) being "Authority" has been pleased to impose minor penalty of "**Reduction to three lower stages in his pay scale, for a period of three years without cumulative effect**" upon Mr. Muhammad Umar, Inspector-IR (BS-16), RTO, Hyderabad under Rule 4(2)(c) read with Rule 7(f) of Civil Servants (E&D) Rules, 2020. The period of his un-authorized absence from duty is treated as on EOL (without pay) in terms of Rule 9(3) of Revised Leave Rules, 1980.

4. 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 Mr. Muhammad Umar, Inspector-IR, 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 period.

5. He shall have the right to appeal to the Appellate Authority under Civil Servants (Appeals) Rules, 1977 within a period of 30 days from the date of communication of this notification.



(Muhammad Nadeem)

Second Secretary (M/HR-IR-IV)

The Manager,
Printing Corporation of Pakistan Press,
Karachi.

No.18(9)MIR-IV/2017

Copy to:

1. SO to Member (Admn/HR), FBR (Hq), Islamabad.
2. Chief (Management/HR-IR), FBR (Hq), Islamabad.
3. Chief Commissioner-IR, RTO, Hyderabad.
4. Secretary (Automation/ SSM)/ (ERM), FBR (Hq), Islamabad.
5. AGPR, Sub-Office, Karachi.
6. Officer concerned/ Notification folder/ Personal file.



(Muhammad Nadeem)

Second Secretary (M/HR-IR-IV)