

No. F. 7-88/2004-HR-III

Islamabad, the 29th May, 2014

FINAL SHOW CAUSE NOTICE

WHEREAS you, **Mr. Muhammad Bux, Staff Car Driver (BPS-05), Finance Division, Islamabad**, are charged of having committed the following acts which constitute inefficiency and misconduct under Rule - 3 (a) & (b) of the Government Servants (Efficiency & Disciplinary) Rules, 1973: -


- (i) That you remained absent from duty w.e.f. 23.12.2013, without any application/prior permission.
- (ii) That you were directed to resume the duty and explain the reasons of your absence from duty vide this Division's memoranda dated 27.12.2013, 31.12.2013, 22.01.2014, 13.02.2014 and 25.02.2014, but you failed to resume your duties.
- (iii) That in response to the above Show Cause Notice dated 13.03.2014, you submitted a Medical Certificate from Federal Government Polyclinic Hospital, Islamabad which was referred back to Hospital authorities for verification. But Hospital authorities have not owned the same. Hence the Medical Certificate, submitted by you has proved to be fake.
- (iv) Another Show Cause Notice dated 05.05.2014 in term of Rule-5(3)(b) of the Government Servants (Efficiency & Discipline) Rules, 1973, was served upon you to explain the reasons for such acts. But this time too you did not reply the same nor availed personal hearing.
- (v) In addition to above, you again absented yourself from duty since 25.02.2014 till to date without any intimation / prior approval of Officer Incharge and it seems that you are habitual of such willful acts.
- (vi) Your above acts tantamount to inefficiency and misconduct towards official duties.

2. WHEREAS by reason of above, you, Mr. Muhammad Bux, SCD, prima-facie has been found guilty of misconduct and inefficiency under Rule 3 (a) (b) of Government Servants (Efficiency & Discipline) Rules, 1973 and liable to disciplinary action under aforesaid rules which may lead to imposition of one or more of the penalties including major penalty of dismissal from service, as prescribed in Rule - 4 (1) (b) of the Government Servant (Efficiency & Discipline) Rules, 1973.

3. NOW THEREFORE, you Mr. Muhammad Bux, SCD, are called upon to Show Cause **within (14) days of the publication of this notice in Press** as to why one or more penalties including the major penalty of "dismissal from service" may not be imposed upon you under Rule - 4 of Government Servants (Efficiency & Discipline) Rules, 1973, on the above grounds.

4. Your written reply to the Show Cause Notice should reach the undersigned within 14 days of the publication of this Notice failing which ex-parte decision shall be taken against you.

5. You are also called upon to convey in writing, if you would like to be heard in person.


(**Muhammad Afzaal Ajiz**)
Deputy Secretary (HR)
Authorized Officer

- i) Mr. Muhammad Bux, SCD,
House No. 02, Street No. E-7,
Tramri Chowk, Terlai,
Islamabad.
- ii) Mr. Muhammad Bux, SCD,
Village Muhammad Ramzan Nangrejo,
Taulko Kotdiji, Distt Khairpur,
Sindh.