

**Government of Pakistan**  
**Finance Division**  
**HRM Wing**  
**(HR-III Section)**

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F.No. 4-706/2007-HR-III-

Islamabad, the 24<sup>th</sup> July, 2024

**SHOW CAUSE NOTICE**

WHEREAS the Authority in your case in terms of Rule-2(1) (C) of the Civil Servants (Efficiency & Discipline) Rules, 2020, is of the opinion that sufficient grounds exist to proceed against you in terms of Rule - 3(b) of Civil Servants (Efficiency and Discipline) Rules 2020 and have accordingly decided to Proceed against you under the Rule, 2020. Ibid

2. WHEREAS I, **Muhammad Hayat, Deputy Secretary (HR)**, as Authority in your case consider that in the light of the facts of the case and in the interest of justice, it is necessary to hold an inquiry in the matter which has been conducted by the Inquiry Officer i.e. **Mr. Hafiz-Ur-Rehman, Section Officer (Inv-I)**.

3. WHEREAS, You, were served a Charge Sheet dated 06-05-2024 along with Statement of Allegations with the direction to submit written reply within 14 days direct to the inquiry officer but after a lapse of considerable time you failed to submit reply.

4. WHEREAS, the Inquiry Officer (Mr. Hafiz-Ur-Rehman, Section Officer (Inv-I), Finance Division, Islamabad) in his findings has submitted that pursuant to Charge Sheet (F.No.4(706)/2007-HR-III) dated 6<sup>th</sup> May 2024, you have not submitted any written defence till date. It has been over 2 months that attempts to contact you have not been successful. He further submitted that he tried to contact you on your phone numbers but could not succeed due to inaccessibility. The inquiry officer has further recommended to take appropriate action against you.

5. And whereas, I, **Muhammad Hayat, Deputy Secretary (HR)**, Finance Division, in the capacity of Authority, after perusal of finding of Inquiry Officer and other material available on record I am of the opinion that the charges leveled against you stand established / proved.

6. NOW THEREFORE, you, Mr. Asad Nawaz Khan, Naib Qasid Finance Division are hereby charged as under: -


- i. That you have been absent from duty on 20.02.2024 & 21.02.2024 and keeping yourself absent w.e.f. 11.03.2024 to date without 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 memorandum of even number dated 19.03.2024 but you failed to resume your duties.
- iii. That you were served a Charge Sheet dated 06.05.2024 with the direction to submit written reply within 14 days direct to the inquiry officer but after a lapse of considerable time you failed to submit reply.

7. By reason of the above you are charged of committing acts constituting misconduct & as defined in Rule 2(1) K of Rule Ibid:-

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8. Now therefore, you are hereby called upon to Show Cause with the directions to submit a written reply within fourteen (14) days of its publication, as to why one or more of the penalties including the major penalty of **dismissal from service** prescribed under Rule 4 of the Rules ibid may not be imposed upon you.

9. If your reply is not received within the stipulated period, it will be presumed that you have nothing to state in your defence and decision shall be taken ex-parte. You may also state whether you wish to be heard in person.



(Muhammad Hayat)  
Deputy Secretary (HR)/ Authority

**Mr. Asad Nawaz Khan,**  
S/o Muhammad Yousaf Khan,  
Vill. Noordi, P/o Rehana,  
**Tehsil & District Haripur.**

**Mr. Asad Nawaz Khan,**  
S/o Muhammad Yousaf Khan,  
C/o Sajid Khurshid,  
S/o Khurshid Khan,  
Near Chanor Rest House,  
**Rawalakot, Distt. Pounch.**