

OFFICE OF THE DIRECTOR GENERAL
FEDERAL INVESTIGATION AGENCY
HQ ISLAMABAD

No. Z/8340/Admn-II/FIA/HQ/2021/8927-34

Dated: 15-10-2021

FINAL SHOW CAUSE NOTICE

WHEREAS you Ms. Asma Khan d/o Muhammad Khan, Sub-Inspector FIA (CNIC # 37405-2635202-8) while posted in FIA HQ Islamabad, are accused of having committing the following acts of omission / commission which tantamount to inefficiency and misconduct as defined in Civil Servants (E&D) Rules, 2020 :-

- An explanation bearing No. Z/8340/Admn-II/2020/2604-05 dated 11.09.2020 that you were relieved from FIA Academy after completion of your online investigation course with the directions to join your place of posting on dated 31.08.2020 but you did not comply with the orders and remained absent from duty which shows your negligence and disinterest in the official duties. You did not bother to submit your reply to explanation.
 - On the above allegations departmental proceedings were initiated vide Show Cause Notice bearing No. Z/8340/Admn-II/FIA/HQ/2020/3932-38 dated 06.11.2020 against you. You submitted your written Reply on 12.11.2020 alongwith maternity medical report issued by Dr. Zahida Akhtar Senior Registrar Federal Govt Services Hospital Islamabad. Consequently you were granted 90 days maternity leave on full pay from 20.08.2020 to 17.11.2020 vide Office Order No. 409/2020 bearing No. Z/8340/Admn-II/2020/4274-76 dated 03.12.2020 but you again did not bother to join w.e.f 17.11.2020 and absent yourself from duties which shows that you are not interested in service.
 - The above act tantamount to misconduct on your part which renders you liable for disciplinary proceedings under the provision of Civil Servants (E&D) Rules, 2020 and the SCN dated 18.12.2020 was revised as per E&D Rules 2020"
 - The above allegations were communicated to you vide Show Cause Notice bearing No. Z/8340/Admn-II/FIA/HQ/2020/503-07 dated 03.02.2021 issued under Civil Servants (E&D) Rules, 2020 by the Director Administration FIA HQ Islamabad.
2. The above mentioned Show Cause Notice alongwith Grounds of Action were served upon you at your residential address provided by you as well as through your husband Mr. Faisal Hayat, who is working as ASI in FIA but you did not submit your reply to Show Cuase Notice. The Director Administration FIA vide letter bearing No. Z/8340/Admn-II/2021/1549-53 dated 23.04.2021 directed the delinquent official to appear in person on 12.07.2021, 24.08.2021 & 26.08.2021, but you failed to comply with the directions and did not appear before Director Administration/Director HRM FIA (HQ) for personal hearing on the said date & time, nor any intimation received regarding your absence. The above act tantamount to misconduct on your part which renders you liable for ex-parte disciplinary proceedings under **Rule 7(C)** Civil Servants (E&D) Rules, 2020.
3. **WHEREAS**, by reasons of above, you are liable for disciplinary action under the Civil Servants (Efficiency & Discipline) Rules, 2020 which may entail major penalty for imposition as dismissal from service, as prescribed in Rule-4 of the said Rules.
4. **BY REASONS** of the above, you appear to be guilty of inefficiency and misconduct within the meanings of the Civil Servants (Efficiency & Discipline) Rules 2020.
5. **WHEREAS I**, the Director General FIA being Competent Authority in your case, have decided to proceed against you under the provisions of Civil Servants (Efficiency & Discipline) Rules, 2020 and consider that in the light of the facts of the case and in the interest of justice.
6. **AND WHEREAS**, I, the undersigned directed you to submit your written defense **within 10 days** from the date of receipt of this Show Cause Notice directly to the undersigned, failing which, it shall be presumed that either you have no defense to offer or you have declined to offer the same and accept the charges / allegations and in that case action shall be taken ex-parte.
7. You may also state whether you want to be heard in person by the competent authority.

(DR. SANAUULLAH ABBASI) PSP
Director General / FIA
(Competent Authority)

Miss. Asma Faisal D/o Mr. Muhammad Khan,
(CNIC # 37405-2635202-8)
Sub-Inspector, FIA HQ Islamabad
Through FIA official website

Copy to:-

1. COS to DG FIA
2. ADG/Immigration FIA HQ, Islamabad.
3. Director HRM FIA HQ, Islamabad.
4. Deputy Director (PIAB) FIA HQ Islamabad
- ✓ 5. Deputy Director IT FIA HQ Islamabad to please place Show Cause Notice, Grounds of Action on FIA official website
6. Incharge Secret Cell FIA HQ Islamabad.
7. OS Admn-II FIA HQ, Islamabad.