



**PHA FOUNDATION**  
**MINISTRY OF HOUSING & WORKS**  
**GOVERNMENT OF PAKISTAN**



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No. PHA/HR/PF:SS-837/2019/349

Islamabad, the 18<sup>th</sup> February, 2022.

**ORDER**  
**(MAJOR PENALTY)**

**WHEREAS** disciplinary proceedings were initiated against Mr. Shoaib Shafqat, Assistant Private Secretary (BS-16), PHAF on account of un-authorized absence from duty since 12-11-2021 which falls within the definition of **MISCONDUCT** under Civil Servants (Efficiency and Discipline) Rules, 2020.

2. **WHEREAS**, the accused was directed to show cause within 10 days of the receipt of the show cause notice failing which major penalty of "Dismissal from Service" as prescribed under Rule 4(3)(e) of the Civil Servants (Efficiency and Discipline) Rules, 2020 should be imposed upon him.

3. **AND WHEREAS**, the accused was informed by all means but he had not responded, therefore, after considering and examining the record and facts of the case, it was decided to proceed against the accused under Rule 13 (b) of the Civil Servants (Efficiency & Discipline) Rules, 2020.

4. **NOW THEREFORE**, after going through the original case file and seen eye to eye all the record having considered all aspects and material relating thereto, I Chief Executive Officer, PHAF in the capacity of "Authority" under Rule 11 of PHAF Employees (Service) Regulations, 2020 is satisfied that Mr. Shoaib Shafqat, APS (BS-16) is not interested to continue his services in PHA Foundation, therefore, the undersigned has decided to impose major penalty of "**Removal from Service**" upon Mr. Shoaib Shafqat, APS (BS-16), PHA Foundation under Rule 4(3)(d) of the Civil Servants (Efficiency & Discipline) Rules, 2020 read with Rule 13(b) of the Rules ibid and in light of the guidelines issued by the Establishment Division vide O.M No.4/18/83-D dated 15-2-1984.

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

  
**(AMIR MOHYUDDIN)**  
CEO PHAF

**DISTRIBUTION:-**

- D.G (Admn & Finance), PHAF.
- Director (Admn), PHAF.
- Director (Finance), PHAF.
- Deputy Director (Admn), PHAF.
- The accused concerned.
- Notice Board.
- SA/NA, IT Wing, PHAF for uploading the on official website of PHAF.
- Personal File/Master File