

GOVERNMENT OF PAKISTAN
MINISTRY OF RAILWAYS

Islamabad dated 20.02.2025

NOTIFICATION

No.1(46)/Discipline/2024(P&D). Consequent upon finalization of disciplinary proceedings initiated under Civil Servants (Efficiency & Discipline) Rules, 2020 vide Show Cause Notice of even number dated 06.01.2025 against Mr. Najam-ul-Huda, Assistant Personnel Officer-VI (BS-17), Pakistan Railways, Headquarters Office, Lahore, in connection with calculated the length of service by applying lower scale service formula issued vide Establishment Division vide O.M. dated 02.06.1983 which is not applicable in the instant promotion case from BS-17 to BS-18 and in other promotion cases from BS-17 and above for other cadre/ ex-cadres of Pakistan Railways as these rules/ instructions have no provision in the Recruitment Rules of any department over the system. The accused officer submitted his defense to the Show Cause Notice on 17.01.2025, wherein he explained his position against the charges leveled against him.

2. The accused officer was granted opportunity of personal hearing on 06.02.2025 at 14:00 hours at Ministry of Railways under Rule 7 (d) of Civil Servant (Efficiency & Discipline) Rules, 2020. He attended personal hearing as per schedule.

3. Upon a thorough review of the available records, the facts of the case, and after fulfilling of all codal formalities, it is evident that the accused officer has prepared and signed promotion proforma with incorrect facts to the Departmental Promotion Committee (DPC) by calculating the length of service by applying lower scale service formula which is meant for promotion for indirect officials/ officers (ex-cadre) promoting to BS-17 and was not required in the instant case for promotion to BS-18 officers of all categories as provided in Civil Servants (Appointment, Promotion & Transfer) Rules, 1973 issued by Establishment Division vide its O.M dated 02.06.1983.

4. Consequent upon, minor penalty of **"Withholding of Increment for a period of one year without cumulative effect"** has been imposed upon the accused officer **Mr. Najam-ul-Huda** under Rule 7(f) of the Civil Servant (Efficiency & Discipline) Rules, 2020.

5. Mr. Najam-ul-Huda has the right of appeal to the Appellate Authority against the above penalty under the Civil Servants (Appeal) Rules, 1977 within 30 days (thirty days) from the date of issuance of this Notification.


(Malik Fakhar Iqbal)
Deputy Director (P&D)
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Karachi

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No. & date even.

Copy to:-

- i) The CEO/ Sr. General Manager, Pakistan Railways, Headquarters Office, Lahore.
- ii) The Chief Personnel Officer, Pakistan Railways, Headquarters Office, Lahore.
- iii) The FA&CAO, Pakistan Railways, Headquarters Office, Lahore.
- iv) The Director Admn and Establishment, Ministry of Railways, Islamabad.
- v) Deputy Director/Compensation//R&S/Budgeting, Ministry of Railways, Islamabad.
- vi) Deputy Director/P&P, Ministry of Railways for necessary action
- vii) P.S to Federal Minister for Railways, Ministry of Railways, Islamabad.
- viii) P.S. to Secretary/ Chairman Railways, Ministry of Railways, Islamabad.
- ix) P.S. to Additional Secretary, Ministry of Railways, Islamabad.
- x) P.S. to Secretary Railway Board, Ministry of Railways, Islamabad.
- xi) The Director/ IT, Pakistan Railways, Headquarters Office, Lahore, for uploading this notification on website of the Pakistan Railways.
- xii) The Assistant Director/ IT, Ministry of Railways, Islamabad, for uploading this notification on the website of Ministry of Railways.
- xiii) Mr. Najam-ul-Huda, Assistant Personnel Officer-VI, Pakistan Railways, Headquarters Office, Lahore, (Through Chief Personnel Officer).


(Malik Fakhar Iqbal)
Deputy Director (P&D)
Ph: (051) 9103925

Nouman Ali Zaidi
Assistant Director (IT)
Wednesday, 26 February, 2025, 9:1:56 AM