

**GOVERNMENT OF PAKISTAN
REVENUE DIVISION
FEDERAL BOARD OF REVENUE**

F. No. 7(6)S.HRM.IR-I/2021/Edex# 186736-R

Islamabad, the 8th November, 2021

To: All Officers of IRS and PCS

**Subject: INCENTIVE AND PUNITIVE REGIME FOR INQUIRY OFFICERS/
AUTHORIZED OFFICER/AUTHORITY.**

The undersigned is directed to refer to the subject cited above and to state that Revenue Secretary/Chairman FBR has observed that despite provisions in the E&D rules, standing instructions on the matter, most Inquiry Officers / Inquiry Committees, Authorized Officers, Authorities are delaying the finalization of inquiries which lead to delay in conclusion of disciplinary proceedings against the officers/officials of FBR. This not only reflect poorly on the part of Inquiry Officer, Authorized Officer, Authority concerned but also puts the career of the accused officers in the state of limbo for longer periods. Furthermore, justice delayed is justice denied.

2. Therefore, with a view to encourage expeditious finalization of inquiries and with a view to prevent delays in finalization of inquiries, the Revenue Secretary/Chairman FBR has approved the following incentive/punitive regime:

Incentive Regime:

- a) For Inquiry Officers/Inquiry Committees/Fact Finding Inquiry Officers/Fact Finding Inquiry Committees; for submitting quality reports to the satisfaction of the Authorized Officer/Authority concerned:

S.No.	Number of days for submission of inquiry report	Incentive
i.	Upto 60 days from receipt of letter nominating Inquiry Officer/Authorized Officer	Two Basic Salaries
ii.	Upto 75 days from receipt of letter nominating Inquiry Officer/Authorized Officer	One Basic Salary
iii.	Upto 90 days from receipt of letter nominating Inquiry Officer/Authorized Officer	Half Basic Salary

- b) For Authorized Officers under Government Servants (Efficiency & Discipline) Rules, 1973:

S.No.	Number of days for disposal from date of receipt of inquiry report	Incentive
-	30 days	One Basic Salary

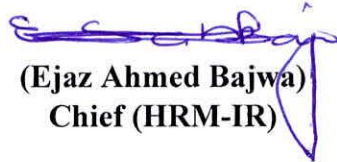
- (c) For Authority under Government Servants (Efficiency & Discipline) Rules, 1973 and Civil Servants (Efficiency & Discipline) Rules, 2020:

S.No.	Number of days for passing order from date of receipt of reply to Show Cause Notice/recommendations of Officer/Authorized Officer	Incentive
-	30 days	One Basic Salary

3. **Punitive Regime:**

- a) IJP allowance of Inquiry Officers / Inquiry Committee Members / Fact Finding Inquiry Officer / Fact Finding Inquiry Committee Members/ shall be discontinued who will take more than 100 days to complete the Inquiry till completion of such inquiries. Similar shall apply to Authorized Officers who take more than 40 days to decide the inquiry; and in case of proceedings against officers' upto BS-16; the Authority who takes more than 40 days for doing the needful.
- b) This shall not prejudice the option available to the Authority to initiate Disciplinary Proceedings under the Efficiency & Disciplinary Rules, against the above mentioned officers on charges of "inefficiency" for their failure to complete the inquiries.
- c) Any excuse including requests for adjournment, non-availability of record etc. shall not be taken as valid excuse for lack of adherence to the time set for doing the needful. Time will not run only in the case of a valid stay order (if any), from a Court of competent jurisdiction.
- d) These instructions will have prospective effect, but these instructions shall be applicable to all pending inquiries from the date of issuance of these instructions by the Board. Accordingly, time will run from the date of issuance of these instructions.

4. These instructions shall come into force at once. The requisite changes in IJP guidelines are accordingly being made.


(Ejaz Ahmed Bajwa)
Chief (HRM-IR)

Copy to:-

1. SA to Revenue Secretary, /Chairman, FBR (Hq), Islamabad.
2. All Members, FBR (Hq), Islamabad.
3. All Chief Collectors/Collectors/Chief Commissioners/DGs.
4. Chief (Training & Development)/(HRMC), FBR (Hq), Islamabad.
5. Second Secretary (IJP), FBR (Hq), Islamabad
- ✓ 6. Web Master (for placement on FBR's website)
7. Master folder.