



**SINDH EMPLOYEES' SOCIAL SECURITY INSTITUTION
(HEAD OFFICE)**

No.SS/MW/1160

Dated 28/2/18

Mr. Naveed Irshad,
Dispenser (under suspension),
SESSI Head Office,
R/o A-4/24, Anarkali Complex,
Phase-3, Sector-11-E, North Karachi,
Karachi.

Subject: **FINAL SHOW CAUSE NOTICE UNDER EFFICIENCY & DISCIPLINARY RULES, 1973**

WHEREAS, you were alleged to have committed the following act of misconduct within the meaning of Efficiency & Disciplinary Rules, 1973:

- i. A show cause notice issued vide letter No.SS/MW/Disp-Act/622 dated 17.07.2007 for absconding from duty from 04.05.2007 the Medical Superintendent, KVSS SITE Hospital reported that the show cause notice was sent to your available address but the same has been received back with the remarks "he has left the residence" as such you failed to reply to show cause notice and the competent authority imposed the minor penalty of withholding three increments for the year 2008, 2009 & 2010 and your unauthorized absence from duty w.e.f 04.05.2007 to 17.03.2008 was treated as extraordinary leave without pay vide order No.SS-Admn/2008 /1915 dated 28.04.2008.
- ii. Another show cause notice issued to you for being habitual absconder from duty vide No.SS/MW/196 dated 11.02.2012 in response of which you submitted your reply through Medical Superintendent, KVSS SITE Hospital vide dated 23.02.2012.
- iii. Suspension order issued to you vide No.SS/MW/378 dated 29.09.2016 and you were directed to report for duty to Commissioner's Secretariat, SESSI Head Office immediately but you did not report to the Commissioner's office till date showing that you are an un-willing worker and not taking interest in your job.
- iv. In this connection, show cause notice issued vide No.SS/MW/674 dated 22.11.2016 that you are "constantly found disobedient and remain absent from duty without prior approval of your superiors". In response, you submitted reply of show cause notice on 30.11.2016 in which you apologized. The Competent Authority withdrawn show cause notice and your absence period was regularized as earned leave on medical grounds vide No.SS/MW/1213 dated 02.03.2017, but you were still under suspension.

- v. Consecutively, you were issued call-up notices bearing No.SS/MW/1723 dated 22.05.2017 and subsequently you were again issued second and third call-up notices Nos.45 and 650 dated 07.07.2017 & 15.11.2017 respectively but you have not responded.
- vi. On account of your absence from duty, you were issued a show case notice vide No.SS/MW/797 dated 18.12.2017 which was sent to your residential address through registered A.D and also through TCS but the same was returned back undelivered and you are still absconding from duty.

WHEREAS, sufficient documentary evidence is available on the record against you and I Commissioner SESSI being your appointing and Competent Authority, am satisfied that there is no need of holding an enquiry through an enquiry committee or an enquiry officer.

NOW THEREFORE, in exercise of powers conferred upon me by Section 5 of 3 (a) (b) of the E&D Rules, (1973) I do hereby dispense with the enquiry and call upon you to finally show cause within 14 days of the publication of this notice in press as to why major penalty of Removal from Service under E&D Rules, 1973 should not be imposed upon you failing which, an ex-parte decision will be taken.

You may also intimate, whether you wish to be heard in person.


21/12/18
(DR. NASEEM-UL-GHANI SEHTO)
COMMISSIONER / COMPETENT AUTHORITY
SINDH EMPLOYEES SOCIAL SECURITY INSTITUTION