

FINAL SHOW CAUSE NOTICE

**Reference: Show Cause Notice bearing
No. CDA-5(965)Conf/2025/746 dated 25.04.2025.**

You Mrs. Zakia Naz, Staff Nurse (BS-17), Capital Hospital, CDA resident of House # PD-428, Mohallah Nazimabad, Christian Colony, Pindora, Rawalpindi (CNIC # 61101-2892078-4); submitted an application for the grant of 30 days leave on full pay (LFP) from 23-12-2024 to 21-01-2025. Your application was under consideration by the Competent Authority. However, during this time, you proceeded on leave without the necessary approval or sanction. This act constitutes a prima facie case of "Misconduct" and warrants disciplinary proceedings against you under provision of Chapter 8 of the Regulations, as mentioned above.

Your aforesaid act lead to inference that you are prima facie guilty of "Misconduct" which calls for disciplinary action against you under provision of chapter 8 of ibid rules. Your this act of omission & commission constitute "Misconduct" under Regulations 8.03 (b) of CDA Employees (Service) Regulation, 1992 and consequently, disciplinary proceedings were initiated against you and a Show Cause Notice as referred above was served to you with clear directions to submit your reply/defense within Seven (07) days from the date of issuance of said notice and in case of failure, it would be presumed that you have nothing to say in your defence and the case will be decided ex-parte. However, despite lapse of considerable time, no reply has been received from your side.

2. Therefore, the undersigned being Authority has decided to give you a Final opportunity for submission of reply/defense of show cause notice within a period of Seven (07) days failing which the undersigned being Authority will be constrained to take ex-parte action.

3. Now, you are directed through Press/Newspapers to give reply to Show Cause Notice within seven (07) days, failing which a major penalty of "dismissal from service" will be imposed upon you without further notice/communication under the relevant clause of Regulation ibid.

(CH. MUHAMMAD ALI RANDHAWA)
Chairman, CDA
Authority