



NO.SO(PDPC)-HD/1-26/2014
GOVERNMENT OF SINDH
HOME DEPARTMENT

Karachi, dated the 18 August, 2026

ORDER

NO.SO(PDPC)-HD/1-26/2014: WHEREAS, Ms. Fatima Memon, Additional Controller (BS-17), Civil Defence, Karachi South, was proceeded under the Sindh Civil Servants (Efficiency & Discipline) Rules, 1973 owing to her negligence and misconduct in the discharge of her official duties in connection with the Gul Plaza fire incident in relation to the fire safety audits, identification and rectification of fire safety deficiencies and compliance with the applicable fire safety requirements at the said premises.

2. **WHEREAS**, the Implementation Committee, while examining the circumstances relating to the Gul Plaza fire incident, proposed action against Ms. Fatima Memon and Mr. Mirza Mursaleen Baig, Civil Defence Officers for issuance of dubious and manipulated inspection memos during the years 2024 and 2025 under the Sindh Civil Servants (Efficiency & Discipline) Rules, 1973.

3. **WHEREAS**, in exercise of the powers conferred by Rule 4-A read with sub-rule (3) of Rule 5 of the Sindh Civil Servants (Efficiency & Discipline) Rules, 1973 a Show-Cause Notice dated 19.06.2026 was issued to Ms. Fatima Memon in respect of the allegations of negligence and misconduct pointed out in the Implementation Committee's decision taken in the meeting held on 19-06-2026 on the incident of Gul Plaza Shopping Center. The following charges were leveled against her and were made part of the Show-Cause Notice:

- (i) She failed to get the fire safety audits conducted of the Gul Plaza Shopping Center for successive years during her posting in Karachi South District and failed to get the faults rectified in accordance with the Civil Defence (Special Powers) Rules, 1951; and,
- (ii) She, in collusion with Mr. Mirza Mursaleen Baig, Senior Instructor, Karachi South, forged and manipulated back dated fire safety audits reports of the Gul Plaza Shopping Center for the years 2024 and 2025 after the fire incident at the said building on 17.01.2026.

4. **WHEREAS**, Ms. Fatima Memon submitted her reply to the Show-Cause Notice on 06.07.2026. The said reply was examined and, having been found unsatisfactory, a Final Show-Cause Notice dated 17.07.2026 was issued to her to which she submitted her reply on 28.07.2026. Again, her reliance was on the same documents and evidence which had already been provided by her in her first reply to the defence. In order to provide her another opportunity to defend herself and to comply with the principles of natural justice, she was afforded a personal hearing on 17.08.2026.

5. **WHEREAS**, during the personal hearing, Ms. Fatima Memon was given full opportunity to explain her position in respect of the charges and to produce evidence in support of her defence. Her submissions, as well as the contents of her written replies, have been duly considered along with the record of the case.

6. **WHEREAS**, after careful examination of the entire record, including the allegations contained in the Show-Cause Notice, the replies dated 06.07.2026 and 28.07.2026 the material available on record and the explanation furnished during the personal hearing, it is observed that Ms. Fatima Memon has failed to produce concrete, credible and convincing evidence sufficient to satisfactorily rebut the charges levelled against her.

7. **WHEREAS**, with regard to the first charge, Ms. Fatima Memon has failed to satisfactorily establish that the requisite fire safety audits of Gul Plaza Shopping Center were duly conducted for successive years during her posting in Karachi South and that the defects relating to fire safety were duly identified and rectified in accordance with the Civil Defence (Special Powers) Rules, 1951. The defence furnished by her does not satisfactorily explain the failure in discharge of the responsibilities entrusted to her in relation to fire safety compliance.

8. **WHEREAS**, with regard to the second charge, Ms. Fatima Memon has also failed to furnish satisfactory and convincing evidence to rebut the allegation concerning the preparation of back dated fire safety audit reports of Gul Plaza Shopping Center for the years 2024 and 2025 after the fire incident dated 17.01.2026 allegedly in collusion with Mirza Mursaleen Baig, Senior Instructor, Karachi South. The explanation furnished during the proceedings does not satisfactorily account for the circumstances relating to the said reports. The reports were produced in her defence were forged and prepared after the incident.

9. **WHEREAS**, the charges relate to serious lapses in the discharge of official duties concerning fire safety and public safety. The failure to ensure compliance with the prescribed fire safety requirements coupled with the allegation regarding preparation of back dated audit reports constitutes serious negligence, dereliction of duty and misconduct warranting disciplinary action under the above said laws.

10. **NOW THEREFORE**, having carefully considered the entire record of the case, the charges levelled against Ms. Fatima Memon, her written replies, the Final Show-Cause proceedings and the explanation furnished by her during the personal hearing held on 17.08.2026, I, Muhammad Iqbal Memon, Additional Chief Secretary Home, Government of Sindh, am satisfied that Ms. Fatima Memon has failed to satisfactorily defend herself against the charges and that the gravity of the misconduct warrants imposition of a major penalty. Accordingly, in exercise of the powers conferred under the Sindh Civil Servants (Efficiency & Discipline) Rules, 1973, I hereby impose upon Ms. Fatima Memon, Additional Controller (BS-17), Civil Defence, Karachi South, the major penalty of dismissal from service with immediate effect.



(MUHAMMAD IQBAL MEMON)
PAS
ADDITIONAL CHIEF SECRETARY

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Karachi, dated the 18th August, 2026

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh.
2. The Secretary Service General Administration and Coordination, Government of Sindh

3. The Accountant General, Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Government of Sindh.
5. The Director Civil Defence, Karachi
6. The Staff officer to Minister for Home, Government of Sindh.
7. The PS to Additional Chief Secretary Home Department, Government of Sindh, Karachi.
8. Ms. Fatima Memon, Additional Controller, District South, Karachi.
9. Office order file.

18/8/2026
SECTION OFFICER (Civil Defence)

18/8/2026
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Sd/-
04/00/2026