



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, Mr. Mirza Mursaleen Baig, Senior Instructor, Karachi South, Civil Defence, Karachi South, was proceeded under the Sindh Civil Servants (Efficiency & Discipline) Rules, 1973 owing to his negligence and misconduct in the discharge of his 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 Mr. Mirza Mursaleen Baig in respect of the allegations of negligence and misconduct pointed out in the Implementation Committee's decision taken in the meeting held on 18-06-2026 on the incident of Gul Plaza Shopping Center. The following charges were leveled against him and were made part of the Show-Cause Notice:

- (i) He 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) He 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**, Mr. Mirza Mursaleen Baig submitted his 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 him to which he submitted his reply on 28.07.2026. Again, his reliance was on the same documents and evidence which had already been provided by him in his 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, Mr. Mirza Mursaleen Baig 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 Mr. Mirza Mursaleen Baig has failed to produce concrete, credible and convincing evidence sufficient to satisfactorily rebut the charges levelled against him.

7. **WHEREAS**, with regard to the first charge, Mr. Mirza Mursaleen Baig has failed to satisfactorily establish that the requisite fire safety audits of Gul Plaza Shopping Center were duly conducted for successive years during his 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 him does not satisfactorily explain the failure in discharge of the responsibilities entrusted to him in relation to fire safety compliance.

8. **WHEREAS**, with regard to the second charge, Mr. Mirza Mursaleen Baig has 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 Ms. Fatima Memon, Additional Controller, South Karachi. The explanation furnished during the proceedings does not satisfactorily account for the circumstances relating to the said reports. The reports were produced in his 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 Mr. Mirza Mursaleen Baig, his written replies, the Final Show-Cause proceedings and the explanation furnished by him during the personal hearing held on 17.08.2026, I, Muhammad Iqbal Memon, Additional Chief Secretary Home, Government of Sindh, am satisfied that Mr. Mirza Mursaleen Baig has failed to satisfactorily defend himself 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 Mr. Mirza Mursaleen Baig, Senior Instructor of Civil Defence South, Karachi the major penalty of dismissal from service with immediate effect.



(MUHAMMAD IQBAL MEMON)
PAS
ADDITIONAL CHIEF SECRETARY

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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. **Mr. Mirza Mursaleen Baig Instructor of Civil Defence District South, Karachi.**
9. Office order file.

18/08/2026
SECTION OFFICER (Civil Defence)

18/08/2026
sets
at 0100 pm