

**FEDERAL INVESTIGATION AGENCY**  
FEDERAL GOVERNMENT OF PAKISTAN

**FIRST INFORMATION REPORT**

FIRST INFORM OF A COGNIZABLE CRIME REPORTED UNDER  
SECTION 154 CODE OF CRIMINAL PROCEDURE

Police Station FIA ACC Islamabad

Circle/Sub-Circle Islamabad

No. 109/2025

Date and hour of occurrence Years 2017 to 2022

1. Date and hour when reported.	04-12-2025 at 10:00 hrs
2. Name and residence of informant and complaint.	State through FIA
3. Brief description of offence (with section) and of property carried off, if any.	U/s 109,420,467,468,471 PPC r/w 5(2)47 PCA
4. Place of occurrence and distanced and direction from Police Station.	Islamabad
5. Steps taken regarding investigation, explanation of delay in recording information.	No delay
6. Date and hour of despatch from Police Satation.	--

Consequent upon the completion of Enquiry No.RE-190/2022 and RE-220/2022 of FIA ACC Islamabad, it has transpired that below mentioned accused Persons Ex- employees of CDA who illegally got employment in CDA on the basis of Fake educational documents/degrees/School Leaving Certificates/Experience Certificates and driving license mentioned against each other with malafide intentions, dishonestly by criminal misconduct obtained financial benefit from CDA.

Sr No	Name of and Designation of Accused /Date of appointment	Authorized Officer/Authority	Reason for decision
1.	Manzoor Ellahi Security Guard (BPS-07) 23.12.1999	Director General (HRD) and Chairman CDA.	The official was appointed on the basis of Middle School Leaving Certificate which was found bogus. Hence, Major Penalty of "Removal from Service has been imposed.
2.	Muhammad Nadeem Awan Security Guard (BPS-07) 07.04.2008	D.G (Admin)/Chair man CDA)	The official was appointed on the basis of Middle School Leaving Certificate which was found bogus. Hence Major Penalty of "Removal from Service has been imposed.
3.	Akash Masih Security Guard (BPS-07) 08.03.2016	DG(HRD) and Chairman CDA	The School Secondary Certificate (SSC) found bogus. Hence Major Penalty of "Removal from Service has been imposed.
4.	Muhammad Sikandar, Security Guard (BPS-07)20.01.2015	DG (HRD) and Chairman CDA	The primary school leaving certificate found bogus. Hence Major Penalty " Reduction to lower

			post (Security Guard to Helper by converting major penalty "Dismissal from Service" has been imposed.
5.	Muhammad Aslam Security Guard (BPS-07) 27-11-2002	Major penalty of "Reduction to lower stage in time scale has been imposed upon said official.	The official tempered with school leaving certificate by changing class level III to VIII and date. Hence Major penalty of "Reduction to lower stage in time scale has been imposed upon said official.
6.	Mudassar Iqbal Security Guard (BPS-07) 07.07.2009	Major penalty of "Reduction to lower stage in time scale has been imposed upon said official.	The school certificate on the basis of which the official was appointed in CDA found bogus.
7.	Raja Tahir Mehmood Tube Well Operator (BPS-07)	Major Penalty "Removal from Service" has been imposed	The SSC of official found bogus. Hence Major Penalty "Removal from Service" has been imposed
8.	Syed Sabir Hussain Security Guard (BPS-07)	Major Penalty "Dismissal from Service"	The official was appointed on the basis of fake document. Hence, dismissed from service."
9.	Shahid Mehmood Lift Operator (BPS-07) 18.12.1999.	Major penalty i.e Compulsory Retirement from service	The official was appointed on the basis Middle School Leaving Certificate, which found bogus. Hence Major penalty i.e Compulsory Retirement from service has been imposed
10.	Tahir Abbas Driver (BPS-04)	Major Penalty "Compulsory Retirement by converting major penalty "Dismissal from Service" by the appellate Authority i.e Chairman CDA on 07.01.2022	The middle found bogus. Compulsory imposed. pass school certificate Hence Major Penalty "
11.	Muhammad Sagheer Sub Engineer (Civil) 30-09-1986 16+22	Diploma in Associate Engineering Found (Bogus) and impose major penalty i.e withdrawal of Promotion from Sub.Engineer (BPS-14 to Chiller Operator (BPS-09) & Recovery of Financial emoluments be made from him.	The official was appointed as AC Fitter in the year 1986 and promoted to the post of Sub-Engineer on the basis of fake diploma in Associate Engineering. Hence his promotion to the post of SubEngineer has been withdrawn with financial recovery and brought him back to the post of Chiller Operator (BS-09)
12.	Zulfiqar Ali, Driver (BPS-04)	Major Penalty "Reduction to lower post i.e Driver (BS-11) to Helper (BS-05) for a period of three years by converting major penalty "Dismissal from Service" by the appellate Authority i.e Chairman CDA on	Keeping in view of his length of service i.e 26 years in CDA, the appellate Authority i.e Chairman CDA reduced his penalty.
13.	Muhammad Afzaal Tube Well Operator (BPS-07)	Major Penalty "Dismissal from, Service" has been imposed	The official was appointed on the basis of Secondary School Certificate (SSC), which found bogus. Hence Major Penalty "Dismissal from, Service"
14.	Yasir Ashfaq Jr: Assistant (BPS-11)	Major "Dismissal Service" Penalty from,	The official was appointed on the basis of Secondary School Certificate (SSC) which found bogus. Hence Major Penalty "Dismissal from, Service"
15.	Abdul Basit Khan Jr: Assistant (BPS-11)	Major "Dismissal Service"	The official was appointed on the basis of Secondary School

		Penalty from,	Certificate (SSC) which was found bogus. 2nd appeal/mercy appeal not entertained.
16.	Muhammad Azam Tube Well Operator (BPS-07)	Major Penalty "Compulsory Retirement by converting major penalty "Dismissal from Service" by the appellate Authority i.e Chairman CDA on 07.01.2022.	The Official was appointed on the basis of SSC which was found bogus.
17.	Muhammad Saleem Senior Technician (BS-14) 16+22	Major Penalty of "Reduction to lower post" from Senior Technician (BS-14) to Mate (BPS-04)	Secondary School Certificate and Domicile Certificate Found (Bogus). Hence Major Penalty of "Reduction to lower post" from Senior Technician (BS-14) to Mate (BPS-04)
18.	Muhammad Iqbal Tube Well Operator	Major Penalty "Compulsory Retirement" by converting Major Penalty of Dismissal form Service" by appellate Authority i.e	The Official was appointed on the basis of SSC which was found bogus.
19.	Syed Saboor Hussain Shah Driver (BPS-04)	Major Penalty "Reduction to lower post for a period to three years by converting major penalty "Dismissal form Service" by the appellate Authority i.e Chairman CDA on 07.01.2022	His middle school leaving certificate is found bogus but he possesses genuine Driving License as verified by Licensing Authority. Keeping in view his length of service in CDA major penalty i.e dismissal from service has been converted into major penalty of Reduction to lower post of Helper for a period of 03 years.
20.	Shafqat Hussain Shah Driver (BPS-04)	Conversion of Major Penalty i.e Dismissal from service into Major Penalty i.e Reduction to a Lower post for a period of three (03) years.	Keeping in view his length of service, the Appellate Authority has decided to convert his penalty on humanitarian grounds.
21.	Athar Ali Shah Generator Operator (BPS-11)	Major "Compulsory Retirement converting penalty of from Service"	The official was appointed as Generator Operator during the year 2008. He submitted SSC Certificate by manipulating/tempering the date of birth on SSC Certificate whereas, he was over age by 9 years & 3 month. Accordingly, major penalty of dismissal from service was imposed upon him. Later on, he filed appeal before the Appellate Authority who has converted his major penalty of dismissal from service into compulsory retirement.
22.	Ms. Sofia Noreen Store Clerk	Major "Dismissal service"	The Official was appointed on the basis of SSC which found bogus.
23.	Muhammad Afzal Tube Well Operator (BPS-07)	Major Penalty "Compulsory Retirement by converting major penalty "Dismissal form Service" by the appellate Authority i.e Secretary Interior w.e.f 29.02.2019	The official was appointed on the basis of Middle pass school which was not qualification criteria for the post of Operator rather he has to qualify Matric.
24.	Tanveer Masih Security Guard (BPS-07)	Major Penalty "Reduction to lower Post.	The Official denied the charges of holding fake School Leaving Certificate. He produced another certificate which was verified

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			through DVC. Moreover, the official found absent from duty for more than one year. Therefore, keeping in view the his work and conduct, major penalty i.e. "Reduction to lower post has been imposed"
25.	Sher Ali Driver (BPS-04)	Major Penalty "Compulsory Retirement"	His School Leaving certificate has been found bogus
26.	Mr. Javed Iqbal Driver (BPS-04)	Major penalty i.e. "Compulsory Retirement".	His School Leaving certificate (middle) has been found bogus.
27.	Maqsood Ahmed Tube Well Operator (BPS-07)	Major penalty "compulsory retirement" has been imposed.	The Criteria for Tube Well Operator i.e. SSC/Matriculation has been found bogus. However, keeping in view his length of service length penalty i.e. compulsory retirement imposed.
28.	Muhammad Azeem Naib Qasid (BPS-05)	Minor penalty of stoppage of 03 increments for period of 03 years has been imposed upon said official.	The official was appointed on the basis of Middle pass school leaving certificate, which is bogus / fake.
29.	Naseer Asmat Train Driver	Minor penalty of stoppage of 03 increments for period of 03 years has been imposed upon said official.	The driving license possessed by said Official found genuine during reverification. Hence, minor penalty imposed.
30.	Palis Khan Security Guard (BPS-07) 27/11/2002	Minor Penalty of "Stoppage of 03 increments for 03 years." has been imposed.	Keeping in view the length of service, Minor Penalty was imposed.
31.	Muhammad Nazir Naib Qasid (BPS-05)	Minor Pe "Stoppage increments years."	The official was appointed as Naib Qasid and requisite qualification for Naib Qasid is Middle . Therefore, minor penalty of stoppage of 03 increments for 3 years has been imposed.
32.	Muhammad Asif OGM (BPS-05)	Minor Penalty "Censure" has been imposed.	The official was neither appointed on the basis of said fake SSC nor any benefit on the basis of SSC / Matriculation was drawn. Therefore, taking lenient view minor penalty i.e "Censure" was imposed.
33.	Mr. Shahzad Akhter Helper (BPS-05)	Minor Penalty "Censure)	The official was neither appointed on the basis of said fake School Leaving Certificate (Middle) nor got any benefit. Therefore, taking lenient view minor penalty i.e Censure" has been imposed.
34.	Malik Qaiser Abbas Security Guard (BPS-07)	Minor Penalty "Censure)	The official was neither appointed on the basis of fake SSC/Matriculation Certificate nor he got any appointment / up-gradation. Therefore, minor penalty of Censure has been imposed.
35.	Ch. Safdar Hussain Supervisor	Minor Penalty "Stoppage of increments for years."	
36.	Waqar Hassan Senior Technician	Minor Penalty of stoppage of 1 increment for period of 02 years	The experience certificate provided by the official found bogus.
37.	Mr. Zubair Khan , Security Guard (BS-07), Sector Development Division-II, CDA.	Major penalty of reduction to lower post of Mali"	. I being Authorized officer, consider that having rendered a service of more than 10 years since his appointment and have minimal future job prospects, have dedicated considerable period of his life to employers and so deserve to be treated with leniency in line with the judgment dated 17.12.2021 of

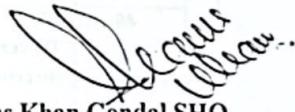
*Shahzad Akhter*

			Honorable Supreme Court of Pakistan passed in Civil Review Petition Nos.292 to 302 of 2021 titled Hadaka Ulla etc Vs Federation of Pakistan etc along with others. Therefore, I impose a major penalty of "Reduction to lower post of Mali" for which "Literate" is the basic criteria of appointment. I have found him Literate. Moreover, guidance in this case have been solicited from judgment of Honorable Supreme Court of Pakistan passed in Civil Appeal No.491 of 2012 titled "Muhammad Afzal & others V Secretary Establishment, Islamabad & others petitioners, wherein it was held that, it would be inequitable to reverse any monetary benefit received by him
38.	Mr. Sajid Hussain, Operator (Water Supply) Production Division II, CDA.	Major penalty of reduction to lower post of Beldar"	He has submitted certificate in which he appeared in matric exams but failed in few subject. He therefore is certainly middle. Keeping in view his service length he reduced in ranked/ demoted as Baidler (BPS-01)
39.	Mr. Muhammad Waqas , Naib Qasid (BS-05), Coordination Directorate, CDA. Initially appointed as Naib Qasid BPS-01 on 25-03-	Major penalty of reduction to lower post of Mali"	As per Sr No.37
40.	Syed Ali Raza , Security Guard (BS-07), Aiwan-eSadder, Maintenance Division (Civil), CDA.	Major penalty of reduction to lower post of Helper	As per Sr No.37
41.	Mr. Waseem Abbas, Security Guard (BS-07), Enforcement Directorate, CDA	Major penalty of "Reduction to lower post of Farash"	As per Sr No.37
42.	Mr. Zahid Mehmood, Lift Operator (Parliament Lodges), CDA 5-12-2007	Major Penalty	Verified by School Authority
43.	Mr. Gulfam Hussain, Driver (Admin) BS-11. Directorate), CDA.15-032008.	Reduction in time scale.	Although his qualification certificate is fake but he holds HTV license. Keeping in view his HTV license and period served in Authority he is given punishment of reduction in time scale
44.	Malik Waheed Akhter, Driver (BS-07) CARES Directorate.30-12-2006	Major penalty of reduction to lower post of Attendant.	As per Sr No.37
45.	Mr. Ghani-ur-Rehman, Driver BS-07. CARES/1122 Directorate.29-01-2007	Major penalty of reduction to lower post of Attendant. *Update Major penalty reduced to Reduction to two Lower Stages in time scale vide O.O dated 17-04-2023 (674)	As per Sr No.37
46.	Mst. Imtiaz Bibi, Security Guard (BPS-05), Maintenance Division-v, Faisal Masjid	Major penalty of reduction to lower post of Farash.	As per Sr No.37
47.	Masood Ahmed Tube Well Operator	Major penalty of reduction to lower post of Valve man"	As per Sr No.37
48.	Mr. Naimatullah Shah,	Major penalty of reduction to	As per Sr No.37

*Signature*

	Beldar (BS-05), Bari Imam Complex, CDA.	lower post of Farash.	
49.	Mr. Raheel Arshad, Naib Qasid (BS-05), Bari Imam Complex Dte	Major penalty of "Reduction to lower post of Mali"	As per Sr. No. 37 Appeal reject by Appellate Authority i.e. Member Engineering and major penalty of "Reduction to lower post of Mali" stands confirmed vide order dated 24-01-2024
50.	Mr. Muhammad Jehangir, Beldar (BS-05), Sector Development Division-I Dte	Major penalty "Reduction to lower Scale post of Farash"	As per Sr. No. 37
51.	Mr. Muhammad Khan, Naib Qasid, Capital Hospital, CDA.	major penalty of lower "Reduction to post of Farash"	As per Sr. No. 37
52.	Mr. Muhammad Nazir, Naib Qasid, Capital Hospital,	major penalty of lower "Reduction to post of Farash"	As per Sr. No. 37
53.	Malik Imtiaz Khan, Ward Boy, Capital Hospital, CDA.	Major penalty of reduction of lower post of Attendant	As per Sr. No. 37
54.	Mr. Mumtaz Hussain, Driver (Admin.) Directorate, CDA	Major penalty of reduction to lower post of Chainman "	As per Sr. No. 37
55.	Mr. Muhammad Akram, OT Attendant 08-11-1999	minor penalty Stoppage of increment for a of two years	The requirement of appointment of OT attended is Literate and he is Literate. Hence minor penalty of stoppage one increment for a period of two years.
56.	Mr. Mudasar Aziz, Driver, Sector Development, CDA	Major penalty of reduction to lower post of Mali"	As per Sr. No. 37
57.	Mr. Nasir-ud-Din, Naib Qasid, (BS-05) Street Light Division, CDA.	Major penalty of reduction to lower post of Farash.	As per Sr. No. 37
58.	Mr. Amjad Ali, Senior Technician, (BS-14) Capital Hospital, CDA. 17-06-1992	Reduction in time scale.	Up gradation granted from BS-09 to BS-14 to all Technicians was granted pursuant to up gradation of posts as a policy. He submitted fake certificate with the hope to avail promotion to BS16 which never took place. Still, however, this act of misconduct call for penal actions. Hence reduction in time scale is imposed as penalty.

Prima Facie a case is made out and being registered U/s 109,420,467,468,471 PPC r/w 5(2) 47 against above mentioned 58 accused Persons Ex- employees of CDA while role of CDA management who recruited these 58 employees will be thrashed out during the course of investigation. The status of 24 Patwari who were recruited in violation of provincial merit quota and later on they were regularized by the CDA management, the role of 24 Patwari and management of CDA will also be thrashed out during the course of investigation. I shall investigate the case. Copies of FIRs are being sent to quarter concerned.

  
Shams Khan Gondal SHO  
FIA ACC Islamabad