

IN THE HIGH COURT OF SINDH, KARACHI

C. P. NO. D-4656 / 2026
(Fareed Gul Vs. Federation of Pakistan & Others)

Present:

Mr. Justice Adnan-ul-Karim Memon
Mr. Justice Muhammad Jaffer Raza

Date of hearing and order: 28.08.2026.

Mr. Syed Bashir Hussain Shah, Advocate for Petitioner.
Mr. Muhammad Akbar Khan, Assistant Attorney General.
Mr. Malik Khushhal Khan, Advocate for Respondent (NBP).

Adnan-ul-Karim Memon, J. Petitioner Fareed Gul, an OG-II/GBO of the National Bank of Pakistan, challenged the charge-sheet dated 16.12.2025 and the dismissal order dated 22.04.2026, alleging that despite submitting a detailed reply and requesting a personal hearing, no regular departmental inquiry or opportunity of hearing was afforded to him. He further submitted that his departmental appeal against the dismissal is already pending and needs to be decided in accordance with law.

2. Learned counsel for the respondent assured that the appeal would be decided within 30 days.

3. In view of the fact that the petitioner's departmental appeal against the impugned dismissal order is already pending before the competent authority, and the learned counsel for the respondents has undertaken that the same shall be decided within 30 days, this Court need not examine the merits of the allegations or the validity of the impugned charge-sheet and dismissal order at this stage. It is, however, well settled that where a major penalty of dismissal is imposed, the delinquent employee must be afforded due process, including a fair opportunity of defence and hearing, in accordance with the applicable service rules and the principles of natural justice.

4. Accordingly, the instant petition is disposed of without expressing any opinion on the merits of the case, with a direction to the competent appellate authority to decide the petitioner's pending departmental appeal preferably within 30 days from receipt of this order, strictly in accordance with law, the applicable service rules and the principles of natural justice, after affording the petitioner a fair and meaningful opportunity of hearing. The competent authority shall pass a speaking and reasoned order and communicate the same to the petitioner.

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