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8th February, 2016

TL16/0802/1A

Director General,
National Accountability Bureau (NAB) Karachi,
Karachi.

**Sub: Complaint against Tender for Undue Employment and Gross Nepotism in Pakistan
National Shipping Corporation (PNSC).**

Dear Sir,

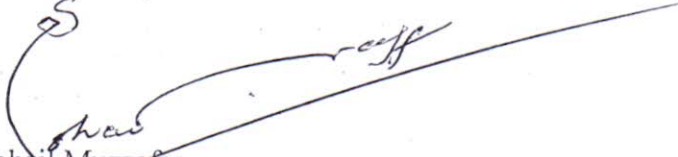
Transparency International Pakistan has received a serious complaint on the allegations of 'Undue Employment and Gross Nepotism in Pakistan National Shipping Corporation (PNSC)' (Complaint is enclosed for your ready reference) (Annexure A) and TI-Pakistan's Reminder letter sent on 'Illegal Acts of PNSC Regarding the Retention of Officers after 60 years and Recently an Illegal Amendment by PNSC Board to Increase Retirement Age of PNSC Employees to 65 Years' dated 3rd July, 2014 (Copy Attached) (Annexure B).

The complainant has alleged that there has been some retention and hiring done in the past, though most of them have enjoyed their post retirement benefits few of them still survived even after completion of their 67 years services (The details are given in the attached annexure).

Director General, NAB is requested to kindly examine the complaint, and if the allegations are found correct, take necessary action against the alleged officers involved in corrupt practices.

Transparency International Pakistan is striving for across the board application of Rule of Law, which is the only way to stop corruption.

With Regards,


Sohail Muzaffar
Chairman

Copies forwarded for the information with request to take action under their mandate to:

1. Secretary to Prime Minister, Islamabad.
2. Chairman, NAB, Islamabad.
3. Chairman, Prime Minister's Inspection Commission, Islamabad.
4. Registrar, Supreme Court of Pakistan, Islamabad.
5. Managing Director, PPRA, Islamabad.
6. Chairman, Pakistan National Shipping Corporation (PNSC), Karachi.

ANNEX-A

Date: 26-01-2016

Karachi

Major (Retd) Qamar Zaman Chaudhry
Chairman
National Accountability Bureau,
Islamabad.

UNDUE EMPLOYMENT AND GROSS NEPOTISM IN PNSC

Dear Sir,

This is with reference to below nonsense retention & hiring done in the past, though most of them have enjoyed their post retirement benefits and have reluctantly been sent home owing to the ministerial pressure. However, few of them still survived even after completing more than 64+ services, their services have been retained giving reasons for non-availability of their substitutes in the market. The details of them is appended hereunder:

60± employees

Mustafa Bilal Kazi – DM (HR) – One of the most shocking employment which is beyond our understanding that this man even does not possess HR expertise in his career, no considerable achievement he can claim in the field of Human Resource Management, even most of the occasions he has been found asking his **Juniors** to draft the official memos/correspondence, which is a sheer example of nepotism. We have confirmed updates that Mr. Mustafa Bilal is the son of one of the Chairman's close associate, and Chairman PNSC has been seen visiting his residence for Dinner and other family events.

Capt. Sarfraz Ahmed – (Aged 60+) Ex-GM & Actg. Director (Planning) – Another example of management's failure. He is again rehired giving such a non-sense excuse that the present management could not find any suitable officer within the PNSC or outside the PNSC to fill the vacancy of Executive Director (Planning).

We don't the reason for not choosing Colonel (retired) Zaidi for the post of Executive Director (Admin) since he has applied for the post of Executive Director as the present one Brig Rashid has already completed his 62 or 63 years.

Mr. Careel Arid - a computer operator (on contract) recently turned to be **Personnel Officer** (without achieving any particular qualification) has been allowed to avail **Rs. 10 thousand per month** giving baseless and illogical reasons that Mr. Careel is suffering from financial issues on part of his parents medical treatment, from the records it has been transpired that his parents are under his dependency and are entitled to avail company provided medical facilities. This allowance is cleverly adjusted in his basic salary so that no one could understand this abnormal enhancement in the salary. There are so many other individuals availing such favoritism.

Mr. Wahid Ali Rizvi - A more than 67+ old "**young man**". A deputy manager rank officer, still considered to be indispensable, who has not only managed to retain himself rather got his son (Talha Wahid) and Son-in-law (Taha Kazmi) employed in PNSC. The management in particular ED (ADMIN) has miserably failed to find his substitute ever after the 7 years of his retirement. A poor example of Human Resource Management.

Aga Nizam Pathan – **General Manager (Bills)** Reason for his retention may be best known to the management since he does not possess any extra ordinary qualification and skill, an ordinary officer who lacks in managerial and administrative skills rather have insufficient confidence in verbal & written communication.

Capt. Muzaffar Sultan – **Superintendent (Fleet)** – though number of individuals have been inducted recently in MR&S on handsome salary+fringe benefits, we don't find any reason for recent inductions when these individuals are not capable to replace the old one. This suggests how sluggish HR department we have in PNSC.

Mr. Jamel Ahmed - a recent out of turn promoted incompetent individual without any specialization in the field of HR. Used to be a School Teacher in the past. Only merit is that he belongs to ex-Manager's and a retired Army officer wife's family. To promote this officer a very competent HR DEGREE Holder Mr. Rasheed A. Siddiqi was transferred to Workshop for clerical jobs just to accommodate or promote Mr. Jamil Ahmed.

Ms. Asya Iftikhar - the lady used to belong to a nursing profession before joining PNSC , Colonel Retired Ashad Anwar, Ex-M (Personnel) in his past remained hospitalized in a hospital where he found her and as a matter of "**extra ordinary services provided**" by her, she was inducted in PNSC initially as assistant then later she was designated as Personnel officer under the nose of Brigadier Rashid Siddiqui.

Mr. Islam ul Haque - a needless vacancy devised by ex-M (Personnel). You may please note that PNSC is neither a hospital nor a dispensary; there was certainly no need for such appointment. Initially he was appointed on daily wage basis and in the year 2012 he was awarded contract job which was uncalled for, initially he was given scale IV but somehow further elevated in the scale of VI on account of bringing medicines for Manager (Personnel) and his family from the market. The only merit on which he was hired that his elder brother is a PERSONAL SERVANT (Batman) of Colonel Ashad.

Baqar Rizvi
Employee



3rd July, 2014

Secretary,
Minister of Ports & Shipping,
Secretariat Block D,
Islamabad.

Reminder

**Sub: Illegal Acts of PNSC Regarding the Retention of Officers after 60 years and Recently an
Illegal Amendment by PNSC Board to Increase Retirement Age of PNSC Employees to
65 Years.**

Dear Sir,

This is with reference to Transparency International Pakistan's letter dated 22nd May, 2014, sent to the Secretary, Minister of Ports & Shipping, on cited subject. However no reply has been received till date.

Transparency International Pakistan, vide its above mentioned letter, had forwarded a complaint that the Board of PNSC have reported to approved a resolution in which the directives Government have been violated, and retirement age is approved to be increased from 60 years to 65 years, which is directly supporting the court cases filed by Senior Officers who have gone to Court, and ED, H&R, who is retiring in June 2014.

Transparency International Pakistan would again request the Secretary to take immediate action and if the allegation that the PNSC Board has violated Government orders, and decided to increase the retirement age from 60 to 65 is true, action under the Government rules against all those responsible to violated Federal Government Orders, especially when the MOP&S has taken serious view against those PNSC officers who were given after retirement, illegal extension/ contract appointments. According to NAB Ordinance 1999, Section 9, this act is defined as corrupt practice, under sub section 6, for to be taken for mis-use of authority to benefit others (at the cost of exchequer).

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With Regards,

Sohail Muzaffar
Chairman

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1. Secretary to Prime Minister, Islamabad.
2. Mr. Khurshid Shah, Leader of Opposition & Chairman, PAC, National Assembly, Islamabad.
3. Chairman, NAB, Islamabad.
4. Registrar, Supreme Court of Pakistan, Islamabad.