

No.F.1/1/2012-CP-2.

Islamabad, the 07<sup>th</sup> July, 2017.

**OFFICE MEMORANDUM**

**Subject: REVIEW OF PROMOTION POLICY – REVISION OF OBJECTIVE ASSESSMENT FORM BY THE DSB.**

The undersigned is directed to refer to this Division's O.M. No.1/1/2012-CP-II, dated 02-10-2015 on the subject captioned above and to state that with the approval of the Competent Authority, existing Objective Assessment Form for assessment of each officer on the panel by the Departmental Selection Board (DSB) has been revised (**Annexure**) in pursuance of Supreme Court Judgement dated 13-03-2017 in civil appeal Nos. 2109-2139/2016.

2. The Ministries/ Divisions are requested to bring the aforesaid amendment to the notice of all Attached Departments/Sub-ordinate Offices under their administrative control for compliance.



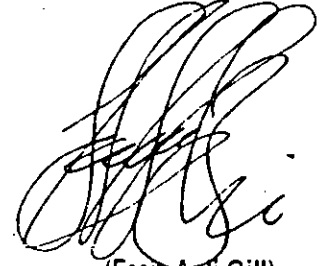
(Faiz Aali Gill)  
Section Officer (Policy)  
Ph: 051-9103646

The Secretaries/Additional Secretaries Incharge,  
All Ministries/Divisions,  
Islamabad/ Rawalpindi.

**Copy to:-**

1. Secretary General to the President, President's Secretariat (Public), Islamabad.
2. Principal Secretary to the Prime Minister, Prime Minister's Secretariat (Public), Islamabad.
3. Secretary, National Assembly Secretariat, Islamabad.
4. Secretary, Senate Secretariat, Islamabad.
5. Secretary, Election Commission of Pakistan, Islamabad.
6. The Auditor General of Pakistan, Islamabad.
7. Secretary, Federal Public Service Commission, Islamabad.
8. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
9. Secretary, National Accountability Bureau, Islamabad.
10. Director General, Intelligence Bureau, Islamabad.
11. All Chief Secretaries of the Government of Punjab/Sindh/Khyber Pakhtunkhwa/ Baluchistan & Azad State of Jammu & Kashmir.
12. Rector, National School of Public Policy, Lahore.
13. Director General, Civil Services Academy, Lahore.
14. Director General, National Institutes of Management, Karachi.
15. Director General, National Institutes of Management, Quetta.

16. Director General, National Institutes of Management, Peshawar.
17. Director General, National Institutes of Management, Lahore.
18. Director General, Secretariat Training Institute, Islamabad.
19. Director General, Staff Welfare Organization, Islamabad.
20. Director General, Pakistan Public Administrative Research Centre, Islamabad.



(Faiz Aali Gill)  
Section Officer (Policy)

Circulated for information to:-

SPS to Establishment Secretary, PS to Special Secretary, Addl. Secy-I, Addl. Secy-II, SJS (R), SJS (CP-II), SJS (Admn), J.S (T), J.S ( D&L), JS (CP-I), J.S (E), D.S (Admn), D.S. (OMG), D.S (P&M), D.S (E-1), (E-II), D.S (CP-I), (CP-II), (CP-III), (CP-IV), D.S (R-I), (R-II), D.S (T-1), (T-II), Director (PD), D.S (D), D.S (Lit), D.S (CP-V) **with the request to up-load the above O.M. on Establishment Division's Website.**

Government of Pakistan

Ministry of \_\_\_\_\_

**OBJECTIVE ASSESSMENT BY DEPARTMENTAL SELECTION BOARD**

Officer's Name: \_\_\_\_\_

Seniority No: \_\_\_\_\_

Group/Service/Cadre: \_\_\_\_\_

Present Scale: \_\_\_\_\_

S.No.	Parameters/Attributes	Total Marks	Marks Assigned
1	<b>Output of Work and Quality of Work</b>		
2	<b>Professional Expertise</b>		
3	<b>Personality Profile</b> (As known to the Board Members primarily on the basis of dossier/documentary evidence)		
4	<b>Conduct, Discipline and Behaviour</b> [Observation by RO/CO during last 05 years OR as known to the Board Members primarily on the basis of dossier/documentary evidence]		
5	<b>Functional Ability and Leadership</b>		
6	<b>Estimated Potential for Middle Management</b> Based on PERs and Training Evaluation Reports: Management Skills, Ability to take decisions, Strategic Thinking, Leadership Qualities.		
7	<b>Integrity/General Reputation/ Perception</b> On the basis of PERs/ TERs/ Opinion of the Board primarily on the basis of dossier/documentary evidence.		
8	<b>Total Marks by DSB</b>	15	
9	<b>Overall Category</b> Cat- A (11-15)      Cat-B (06-10)      Cat-C (0-05)		

Secretary DSB

Dated \_\_\_\_\_

\_\_\_\_\_  
(Chairman DSB)