

**MOST IMMEDIATE**  
**THROUGH FAX**

**GOVERNMENT OF PAKISTAN**  
**CABINET SECRETARIAT**  
**ESTABLISHMENT DIVISION**

No. F. 10/2/2019/E-5 (PAS)

Islamabad, the 21<sup>st</sup> January, 2019

To,

The Chief Secretary and  
Provincial Police Officer (PPO)/IGP,  
Government of the Punjab, Lahore.

The Chief Secretary and  
Provincial Police Officer (PPO)/IGP,  
Government of Sindh, Karachi.

The Chief Secretary and Provincial Police  
Officer (PPO)/IGP, Government of  
Khyber Pakhtunkhwa, Peshawar.

The Chief Secretary and Provincial Police  
Officer (PPO)/IGP, Government of  
Balochistan, Quetta.

The Chief Secretary and Provincial Police  
Officer (PPO)/ICP, Government of Gilgit-  
Baltistan, Gilgit.

Subject:- **DRAFT ROTATION POLICY, 2019, FOR ALL-PAKISTAN SERVICES' OFFICERS.**


Dear Sir,

Kindly refer to the consultation process with provinces initiated in the meeting dated 06-11-2018 chaired by Advisor to the Prime Minister for Establishment Division and concept papers subsequently sought from the Provincial Police Officer, Government of Sindh and Secretary, Establishment Division.

2. I am directed to share draft Rotation Policy, 2019, and seek your views / comments which may kindly be furnished within one week positively.

2. The matter may kindly be assigned **TOP PRIORITY**.

Yours faithfully,

  
(Syeda Shafiq Hashmi)  
Deputy Secretary (E-I)  
Establishment Division

DRAFT (16-01-2019)

**ROTATION POLICY 2019 FOR ALL PAKISTAN SERVICES' OFFICERS**

All Pakistan Services (APS) are services common to the federation as provided in the Constitution of Pakistan. Pakistan Administrative Service (PAS) and Police Service of Pakistan (PSP) are the two All Pakistan Services having sanctioned strengths in grades 17 to 22 in six governments in Pakistan. These governments are the Federal Government, Four Provincial governments and Government of Gilgit Baltistan (GB). Given the fact that many areas in these governments are far flung, geographically dispersed, sharply differing from one another other culturally, linguistically and administratively allocation of officers of the PAS and PSP to these governments requires careful and objective handling.

For the purpose of ensuring a transparent, objective and equitable framework for transfers and postings, to and from these governments, a policy framework known as "Rotation Policy of PAS / PSP" officers was introduced in the year 2000. This framework was amended from time to time and needed a thorough review keeping in view the distortions and lacunae that were noticed while implementing this policy framework since its notification. Accordingly Prime Minister on August 31, 2018, while according approval to an amendment in Rotation Policy 2000 also required Establishment Division to accord a thorough review to the Rotation Policy in a comprehensive manner.

**OBJECTIVES:**

- a) Based on the experience of operation of existing Rotation Policy and the lacunae/distortions observed therein, it is important to ensure that no province to be serviced by the PAS/PSP cadres remains starved of these officers in various grades.
- b) Onus to serve in all the governments on sanctioned posts is equitably shared by all the officers of PAS/PSP officers.
- c) Shortage of officers in a certain grade of these services is equally distributed among all the governments in Pakistan.
- d) The tendency of some officers to stick to one province for years together by bringing extraneous pressures is checked and curbed;
- e) Each province is able to avail services of PAS/PSP officers with varying seniority, experience and expertise in various fields of administration, against sanctioned posts.
- f) PAS/PSP officers serve outside their home province on their turn and get the required experience of serving in different governments.
- g) Rotation Policy 2000 shall be replaced with Rotation Policy, 2019 under the Civil Servants Act 1973. Subject to a consensus among all stakeholders this policy may be upgraded to Rotation Rules 2019 so that rotation of officers among various governments becomes an unavoidable undertaking in which creation of exceptions becomes impossible.

**SCOPE:**

Rotation Policy 2019 shall regulate transfer/posting orders of PAS/PSP officers falling in the following three categories:

- i. **First allocation and five years' service in a government other than that of an officer's province of domicile, after initial appointment in BS 17.**

- ii. **Bi-Annual calculations of tenures and compulsory transfers of officers who have continuously served for 10 years in a government.**
- iii. **Bi-Annual Rationalization of shortage ratios viz-a-viz sanctioned posts in each grade, among all the governments by transferring least rotated officers to 'highest shortage government(s).**

**Notwithstanding anything stated above or in this Rotation Policy Government may transfer any officer from any government, and post to him/her to any government, at any time in his/her career keeping in view the exigencies of governance.**

**Relevant provisions of this Policy are being made part of eligibility conditions of PAS/PSP officers' consideration for promotion to BS 19 and BS 21.**

#### **Policy Provisions**

These policy provisions shall be applicable on PAS/PSP officers. There shall be no exception to the application of the policy on any grounds whatsoever, including gender or marital status. Standard exceptions like personal hardship and spousal location, which are a norm in many other cadres and departments across the country, shall not be available to the officers of PAS and PSP, given the primacy, priority and eminence of their service groups and positions they occupy. Additionally, Wedlock Policy shall also not be applicable to PAS/PSP officers.

#### **First Allocation**

1. First allocation of every PAS/PSP officer shall invariably be made outside the province of his/her domicile where he/she shall be required to serve until his promotion to BS-18 or for 5 years starting from the date he/she joins the provincial government/ICT as AC(UT)/ ASP (UT); provided that ICT shall be considered part of the province of Punjab, for the officers domiciled therein, for the purposes of first allocation under this policy.
2. No transfer of an officer, on any ground to any provincial government/ ICT shall be allowed until his/ her promotion or completion of 5 years, whichever is earlier. However, an officer may opt to complete 5 years in the province of first allocation, despite promotion to BS-18, for the purpose of eligibility of promotion to BS-19.
3. Policy provisions regarding eligibility for promotion to BS 19 shall apply to PAS/PSP officers appearing in CSS examination after the notification of these policy provisions.

#### **Continuous Service of 10 Years in a Government**

4. No PAS/PSP officer of BS 20 and below shall be allowed to serve in a Provincial or Federal Government continuously for more than 10 years.
  - a) Officers who have served in any provincial government or the Federal Government for a continuous period of not less than ten (10) years shall be transferred to the Federal Government or other provinces, as the case may be, in public interest. These placements shall be made on the principle of least rotated transferred first, to serve in the government with the highest shortage ratio.
  - b) The period spent on EOL/ earned leave/ study leave/ OSD/ training/ deputation/ foreign posting shall be included, or for that matter, shall not be excluded, for the purpose of computing the continuous period of ten years.
  - c) Time spent by an officer on a post of any other government than the one in which he/she spent substantial part of previous ten years, which was situated

within the geographical limits of the latter, shall not be treated as time spent outside of the government in which he/she spent the substantial part of previous ten years' service.

- d) For the purpose of calculating a break in the continuous period served by officers currently posted in a government i.e. on the day of notification of this Policy, following special provision shall be used: for a period to be considered a valid 'break' within the previous ten years' service, an officer would have served in another government, and on stations outside the geographical limits of his/her current government, for at least one year. Provided that period spent on EOL/earned leave/study leave/OSD/training/deputation/foreign posting shall not be counted towards this one year.
- e) Once an officer has been thus compulsorily rotated, he/she shall not return to the government of his/ her previous ten-year posting, before completing two years at stations of his/ her posting situated outside of the geographical limits of government of his/ her ten-year posting. Provided that period spent on EOL/earned leave/study leave/OSD/training/deputation/foreign posting shall not be counted towards these two year.
- f) The officers who have served continuously for 10 years or more in the governments shall be relocated to other governments by 30<sup>th</sup> June, 2019.
- g) Service on a post of directing staff in NSPP, CSA and NPA shall not be counted towards 10 years continuous service within geographical limits of a government, despite the training institution's location within its geographical limits, only if the officer was among the top 10 in his/ her batch in the last of the mandatory trainings (NMC, SMC and MCMC as the case may be) and his/ her services were requisitioned by the training institution within two years of his/her having done the course in which he was among the top ten participants. Such service however shall not be treated as a break in 10 years continuous service.

#### **Rationalization of Shortage Ratios among governments**

5. Profiles of PAS/PSP officers shall be prepared on the basis of total period they have spent in a government. The existing principle of "Least Rotated, Transferred First" shall be the governing principle for placement PAS/PSP officers in various governments.
6. Grade-wise Lists of Least Rotated Officers shall be prepared by Establishment Division twice a year, in the months of January and July of each year.
7. Shortage in all governments viz-a-viz sanctioned posts in each grade shall also be prepared by Establishment Division in January and July. Number of officers required in each government for equalizing the shortage ratio in a grade shall also be worked out.
8. Least Rotated officers shall be transferred to the provinces of highest shortages after taking their preferences.
9. In case, sufficient number of officers are not available for rotation and posting into the 'governments of higher shortage' under the above stated 10-year stipulation, the

Establishment Division shall rotate PAS/PSP officers, who have had highest lengths of stay within a government amongst their peers in the same grade, even if it is less than 10 years, calculated in the manner as described above.

### **Supportive Provisions**

10. For the purpose of eligibility to promotion to BS-19, a service of at least 5 years out of the province of domicile shall be compulsory for every officer. This condition however shall be applicable on the batches who are inducted in PAS/PSP through CSS examination after notification of these policy provisions.
11. An officer shall not be considered eligible for promotion to BS-21 by a Central Selection Board if he/she was serving in a government continuously for more than 10 years until he/she has been transferred out of that government and has served for at least one year in another government outside the geographical limits of the government of 10 or more years stay. This provision however shall become applicable after two years from the date of notification of this Rotation Policy.
12. Officers serving in a government continuously for 10 years shall not be eligible for nomination to Mandatory Trainings, Foreign Trainings, Study Leave, EOL, and Long Leave unless their continuous stay is broken in manner prescribed by these policy provisions.
13. Wedlock Policy shall not apply to PAS/PSP officers in relaxation of Rotation Policy; instead, spouses of these officers shall be posted closest to places of posting of PAS/PSP officers and not vice versa. In cases where both the spouses are from PAS/PSP, the spouse from comparatively low shortage government shall be offered to be transferred to the other spouse's government of posting.
14. No exemption from this Rotation Policy shall be given on the basis of gender to single or married female officers. Maid allowance, as approved, shall be given to female officers posted in the field assignments in various governments. Such allowance shall be paid by the concerned government.
15. Officers shall be allowed to retain at least one Government accommodation anywhere in the country for settling their families. One room family suite accommodation shall be made readily available to the officers transferred to other provinces/ Federal Government. Option of monetization allowance for residence, as approved, shall be paid in the wake of shortage of government owned accommodations by the concerned government.
16. The Rotation Policy 2019 shall come into effect immediately and Rotation Policy, 2000-and-all-amendments made therein shall lapse on the date of notification of this policy.
17. Postings/ transfers of BS-21 officers shall be made by Establishment Division after the approval of Prime Minister as per the requests/requirements of Federal and provincial governments.