



**Government of Pakistan
Establishment Division**

QUALITY POLICY

Establishment Division is a dedicated Human Resource Management Agency of the Government of Pakistan fostering excellence in the Civil Service by providing equal opportunity to the civil servants and ensuring transparency in appointments, postings & transfers. The management of this Division is committed to ensure good governance through the network of its institutions & systems and to the use of appropriate technology for quick processing of cases and timely decision making.

Our management is determined to create, manage and develop a modern, efficient, effective, responsive, capable and motivated human resource with a merit-based transparent system.

To keep the Civil Servants motivated, this Division is committed to provide them with opportunities for continual professional development, career planning, performance appraisal and financial incentives.

We employ best modern management practices to improve public service delivery at all levels of government. For achieving all the above objectives, Establishment Division is working within the provision of Civil Servants Act, 1973 and rules made there-under while ensuring conformity to requirements of interested parties, stakeholders and basic principles of quality management and ISO 9001:2015 norms.

A handwritten signature in black ink, consisting of a series of loops and a final flourish.

Secretary