

Government of Pakistan  
Cabinet Secretariat  
Establishment Division

No. 8/1/77-W.C

Rawalpindi, the 7th April, 1977

**OFFICE MEMORANDUM**

Subject:- **ISOLATED POSTS -ALLOCATION OF PROVINCIAL QUOTA.**

In the Establishment Division Office Memorandum No. 1/4/64-D.V., dated the 30th June, 1964 (copy reproduced overleaf), it was provided that in applying provincial quotas to an isolated post, the Ministries and Divisions should be guided by the overall position of other allied posts, higher or lower than the solitary post, in that office. For instance, if there is a solitary post of Deputy Director, the position in the posts of Director and Assistant Director etc. should be taken into consideration to determine the province to which the solitary post should be allocated.

2. A question has arisen how an isolated post should be allocated if it is the only post of its kind in an office and there are no other posts with which it might be suitably combined for purposes of provincial allocation. It has been decided that in such a case the post should be filled on the basis of merit <sup>1</sup>[The matter has been considered again and it has been held that observance of merit and provincial quota in filling vacancies on all-Pakistan basis is a statutory requirement vide Rule 14 of the Civil Servants(Appointment, Promotion & Transfer) Rules, 1973. It is, not therefore, permissible to fill in an isolated post on merit only. Such a post will also have to be filled in in accordance with the Rule 14 and the instructions explaining the procedure to be adopted in allocating vacancies to ~~the~~ merit and provincial quotas vide Establishment Division's OM NO. 9/7/80-A-III dated 23.09.1980].

Sd/-  
( Abdul Aziz )  
Joint Secretary to the  
Government of Pakistan

**All Ministries/Division,  
Rawalpindi/Islamabad/Karachi.**

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<sup>1</sup> modified vide OM No. 8/1/77-W.C/R-2 dated 03.10.1981

**EXTRACT OF ESTABLISHMENT DIVISION O.M. No. 1/4/64-D-V. DATED**  
**30.06.1964 REPRODUCED FROM ESTABLISHMENT MANUAL,**  
**CHAPTER XXII PAGE 73**

In continuation of the Establishment Division Office Memorandum of even number, dated the 27th May, 1964, the Ministries/Divisions, etc. are requested to ensure that in case of isolated posts also, the domicile of the candidates to be appointed are invariably indicated. In doing so the Ministries and Divisions should be guided by the overall position of the posts held by persons belonging to the Provinces and Regions. For instance, if there is an isolated post of "Director" to be filled in any office, it may be considered by the appointing authority from which Province or Region the Additional Director or Deputy Director, if any, were appointed, or if an isolated post of Deputy Director is to be filled in, then the position of Director for the post of Deputy Director or officers of equivalent or higher posts *e.g.*, Additional Directors, etc., should be taken into consideration, and in that context it should be examined to which Province or Region the particular post should go.

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