

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No. 10/67/2004-R.2.

Islamabad, the 2nd June, 2005.

OFFICE MEMORANDUM

SUBJECT:- RE-EMPLOYMENT OF CONSULTANT AFTER THE AGE OF SUPERANNUATION.

The undersigned is directed to refer to the guidelines regulating the appointment of Consultants in Ministries/Divisions and Organizations under their administrative control providing interalia, the following, vide para 8(i) issued under U.O.No.11-3/2001-MSW-III, dated 25.1.2002:-

“8(i) Engagement of retired officers as Consultants/Advisers etc. shall require prior permission of the government, invariably i.e.

Establishment Division in case of retired civilian officers;
Defence Division in case of retired defence officers; and
Law, Justice and Human Rights Division/Supreme Court/High Courts in case of retired judiciary officers”.

2. On the other hand instructions contained in Establishment Secretary d.o. No.5/21/80-A.III/D.4/D.5, dated 18.12.1985 issued with the approval of the Prime Minister provides that consultancies granted after the age of superannuation will be treated as re-employment and will be subject to the same rules as are applicable to re-employment after superannuation.

3. With a view to draw a distinction between the consultancies offered to retired officers only to re-employ them after superannuation and those retired/superannuated officers who qualify for consultancy through open competition and are offered perks, privileges (package) laid down for that position, a Summary was submitted to the Prime Minister for approval of suitable modifications/clarifications to the instructions contained in Establishment Secretary's d.o. letter No. 5/21/80-A.III/D.4/D.5, dated 18.12.1985. The Prime

Minister has been pleased to approve that the re-employment rules should apply to those "Government Servants who are appointed on contract as consultants or otherwise after superannuation without open competition. On the other hand, those retired Government servants who compete with others in the private sector for a consultancy position on the basis of open competition and are selected on merit should be entitled to the package, perks and privileges laid down for that position. The contract offered without competition and open merit be governed by re-employment rules while consultants selected on the basis of open competition and merit be offered the relevant package, which the position carries".

4. Ministries/Divisions are requested to follow the above instructions and also bring them to the notice of Attached Departments, Subordinate Offices, Autonomous/Semi-Autonomous Bodies, Corporations Regulatory Authorities etc. under their administrative control for compliance.

A. S. Sheikh
21/6/05
(ANJUM BASHIR SHAIKH)
SECTION OFFICER

All Secretaries/Additional Secretaries Incharge of Ministries/Divisions Islamabad/Rawalpindi.

Copy to:-

1. COS to the President Aiwān-e-Sadar, Islamabad.
2. Principal Secretary to the Prime Minister's Secretariat Islamabad with reference to U.O.No. 45/GS/Estab/2005, dated 8.6.2005.
3. Auditor General of Pakistan, Islamabad.
4. Controller General of Accounts, Islamabad.
5. Secretary, Federal Public Service Commission, Islamabad.
6. Director General, IB, Islamabad.
7. Secretary, National Reconstruction Bureau, Islamabad.
8. Secretary, National Accountability Bureau, Islamabad.
9. D.G M.S. Wing, Establishment Division, Islamabad.

A. S. Sheikh
21/6/05
(ANJUM BASHIR SHAIKH)
SECTION OFFICER

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