

MOST IMMEDIATE

**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**

No. F.10/1/2012-CP-II

Islamabad, the 31 May, 2016

OFFICE MEMORANDUM

Subject:- **PROMOTION POLICY- REVISION OF EXEMPTION POLICY FROM MANDATORY TRAININGS.**

Reference Establishment Division's O.M. No. 10/1/2012-CP-II dated 30th December, 2015 and O.M. No. 10/1/2012-CP-II, dated 15th April, 2016 on the subject noted above.

2. The Competent Authority has been pleased to withdraw this Division's O.M. No. 10/1/2012-CP-II, dated 15th April, 2016.

3. All Ministries / Divisions are requested to bring the aforesaid decision in the notice of all concerned including Attached Departments / Sub-ordinate Offices under their administrative control.



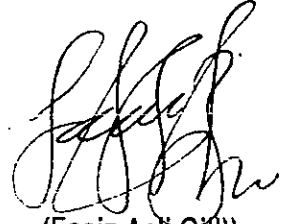
(Muhammad Saleem)
Deputy Secretary (CP-IV)
Ph: 051-9103669

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

Copy to:-

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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/Gilgit Baltistan & 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.



(Faaiz Aali Gill)
Section Officer (CP-II)
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Circulated for information to:-

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

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No. F.10/1/2012-CP-II

Islamabad, the 15th April, 2016

OFFICE MEMORANDUM

Subject:- PROMOTION POLICY- REVISION OF EXEMPTION POLICY FROM MANDATORY TRAININGS.

This Division's O.M No. F.10/1/2012-CP-II dated 30th December, 2015 refers.

2. Rule 8 of Civil Servants (Appointment, Promotion and Transfer) Rules, 1973 provides as under:-

"No promotion on regular basis shall be made to posts in Basic Pay Scales 17 to 22 and equivalent unless the concerned officer has completed such minimum length of service, attended such training and passed such departmental examination, as may be prescribed from time to time."

3. The exemption from mandatory training on the basis of age has been withdrawn with the approval of the competent authority. However, in order to ensure justice and fairness to the officers who were superannuating before the finalization of the ensuing training sessions, the exemption was extended till 31st July, 2016. Hence, the exemption from mandatory training is applicable **only** to the officers, who are superannuating before 31st July, 2016.

4. All the Ministries/Divisions are, therefore advised to note for compliance.




(Muhammad Saleem)
Deputy Secretary (CP-IV)
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20. Director General, Pakistan Public Administrative Research Centre, Islamabad.


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

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

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No.F.10/1/2012-CP-II

Islamabad, the 30th December, 2015

OFFICE MEMORANDUM


Subject PROMOTION POLICY – REVISION OF EXEMPTION POLICY FROM MANDATORY TRAININGS.

The undersigned is directed to refer to Establishment Division's O.M.No.1/7/2006-CP-II, dated 31-05-2008 and 10/2/2009-CP-II, dated 20-03-2009 on the following subjects:-

- i) Amendment in Promotion Policy- Promotion related Administrative Staff Course (ASC) / Mid Career Management Course (MCMC) for BS-18 Officers.
- ii) Promotion Policy - Grant of Exemption / Waiver from Mandatory Training.

2. The Competent Authority has been pleased to approve to withdraw all kinds of exemptions from mandatory trainings on the basis of age w.e.f. 31st July, 2016 to ensure merit based promotion in the best public interest. However, the exemptions extended already to professional and technical cadres will continue as the Professionals / Technocrats undertake their specialized trainings separately.

3. The Ministries / Divisions are requested to bring the aforesaid decision of the Competent Authority to the notice of all concerned including Attached Departments / Sub-ordinate Offices under their administrative control for information.



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Secretaries/Additional Secretaries Incharge,

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Misbah Rashid
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GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.10/2/2009-CP-II

Islamabad, 20th March, 2009

OFFICE MEMORANDUM

Subject:- PROMOTION POLICY- GRANT OF EXEMPTION/WAIVER FROM MANDATORY TRAINING.

The undersigned is directed to refer to para 1 (a)(ii) of the revised Promotion Policy circulated vide Establishment Division's Office Memorandum No. 1/3/2007-CP-II, dated 24-10-2007, and to say that it has been decided with the approval of the competent authority that Civil Servants in BS-19 and BS-20 who attain the age of 58 years or above will henceforth be exempted from mandatory training viz (a) Senior Management Course(SMC) (b) National Management Course (NMC) and National Defence Course (NDC) for promotion to BS-20 and BS-21 posts respectively.

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



(Tanveer Ahmed Kakar)
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