

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

No. 10/30/2008-R-II

Islamabad, the 29<sup>th</sup> August, 2008

OFFICE MEMORANDUM

Subject: -

REGULARIZATION OF BS-1 TO BS-15 CONTRACT  
EMPLOYEES - CABINET DECISION CASE NO.  
76/10/2008, DATED 4-6-2008

The undersigned is directed to state that the Federal Cabinet has decided that all those employees who were working on contract basis against posts in BS-1 to BS-15 in the Federal Ministries/Divisions /Attached Department/Subordinate Offices/Autonomous/ Semi -Autonomous Bodies /Corporations and were appointed up to 03-06-2008 may be regularized. The decision of the Cabinet will also apply to the contract employees working in FATA.

2. The eligibility criteria for regularization of the contract employees may be as under: -

**Eligibility Criteria:**

a). All those employees who are working on contract basis against posts in BPS- 1 to 15 in Federal Ministries/Divisions/Attached Departments/ Subordinate Offices /Autonomous/Semi Autonomous Bodies/Corporations and were appointed prior to the decision of Cabinet, dated 4-6-2008 (viz upto 3-6-2008 ) may be regularized.

b). Those who are working against tenure posts, project posts or daily wages; or those who are being paid from contingent or defence budget are not eligible for regularization.

**Date of Regularization:**

Date of regularization for all contract employees, after completion of all formalities, will be 01 July, 2008.

**Seniority:**

Those who are regularized will reckon their seniority from the date of their regularization i.e. 01<sup>st</sup> July, 2008. As far their inter-se seniority, it will be determined with reference to their age, as laid down in the existing instructions of the Government contained in the Seniority Rules.

**Age Relaxation:**

While regularizing the contract employees, age relaxation will be given to them by the Competent Authority as per existing rules.

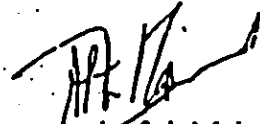
**Provincial Quotas:**

During the process of regularization, the Provincial Quota may be adhered to as far as possible. In case the Provincial Quota exceeds as a result of regularization of contract employees, the excess in the Provincial Quota will be adjusted gradually in subsequent recruitment.

Qualification:

Qualification prescribed for a post will be strictly followed. In case a person is not eligible for the post he is holding on contract basis due to lack of qualification, he will be regularized against a lower post for which he possesses the required qualification.

3. Ministries/Divisions are requested to take immediate action towards regularization of the contract appointments in-respect of contract employees working in the Ministries/Divisions /Subordinate Offices/ Attached Departments/Autonomous /Semi- Autonomous Bodies / Corporations under their Administrative control for compliance of the above Cabinet decision.



(Muhammad Aftab Mahmud)

Joint Secretary

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