**HR in Public Sector**

**Final assignment**

**Government to reform decades old civil Service structure**

**Q.1**

How much of difference will it actually make in performance of civil servants after implementation of these reforms, if any?

Ans

Following are the few reforms:

* Promotion rules from BS18 to BS21
* Retirement from civil services
* Performance management reform

Impact is generally on the positive side i.e

1. It eliminates the element of malpractice i.e the system has converted from closed system to open system
2. Adds to the experience and vision of officers providing them with the opportunity to work in different scenarios and holding various public offices and gaining problem solving techniques
3. Upon scrutiny of services record for promotion makes only eligible officers to hold higher offices also making a financial impact on exchequer’s money being spent such officers that did not deliver as per requirement with pure diligence hence providing the competent authority to present such officers with the options of early retirement without attaining the age of superannuation.

Besides these reforms there will be many opportunities for officers in coming future if they perform honestly and according to their cadre.

**Q.2** In your opinion what ae positive and negative points in these reforms, please state?

Ans.

Positive reforms

* promotion will be on merit base,
* if an officer is not competitive enough so his performance will be evaluated by seniors.
* Different trainings will be organized for officers outside the country
* Right officer for the right job will be first priority
* Incompetent officers will be retiring early then 60 years
* As they will spend more than two years in every province so they will learn their problems and gain experience
* Skills of officers will be enhanced efficiently by placing specialist-generalist balance in effect

As far as there are no such negative reform according to this reforms.