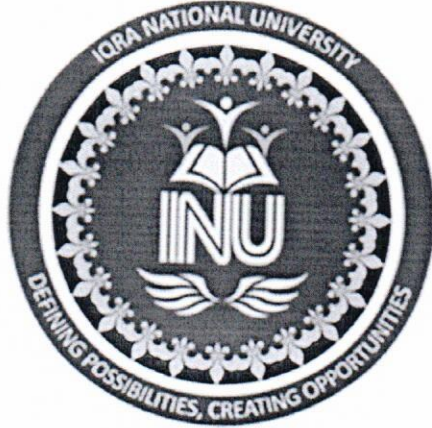


DATE: 23/06/2020



**ASSIGNMENT OF**

COURSE NAME: HRM in Public Sectors

**ON**

NAME OF TOPIC: Final Assignment 2, question

**SUBMITTED TO:**

( Dr. Wajahat gull sb )

**SUBMITTED BY:**

NAME OF STUDENT: Wajeebullah "Mohmand"

STUDENT ID#: 15462

PROGRAM: MBA I (1.5)

SEMESTER: 3rth Semester

**BUSINESS ADMINISTRATION DEPARTMENT  
IQRA NATIONAL UNIVERSITY PESHAWAR**

## Final assignment

Please read the article and answer the questions at the end.

**Total marks: 20**

**Due date: 21st June 2020**

### Govt to reform decades old Civil Service structure

ISLAMABAD: The government has covered another milestone by reforming the decades-old Civil Service structure with the objective to transform it into a merit-based, depoliticized cadre of professionals.

The Civil Service (Retirement from Service) Rules, 2020, to review the performance of civil servants had also been finalized which entailed mandatory performance review of all civil servants after twenty years of service. In addition, regular reviews will be done even after 20 years of service. The government will have the option to retire civil servants after 20-year service after following the prescribed procedure. In the retirement rules, it said Section 13 of the Civil Servants Act envisages that civil servants shall retire after twenty years of service, as may be directed by the competent authority and where no such direction is given, on reaching sixty years of service.

The option of retirement after 20 years of service had never been exercised by the government, resulting in an assured career path to 60 years, discouraging initiative and competition. Moreover, there was a tendency of PAS/PSP officers to stick to one province for years at length, virtually becoming provincial service which resulted in a lack of variety of experience and loss of impartiality and neutrality. This concept of All Pakistan Services has been seriously compromised and to overcome this issue, a new rotation policy was being introduced.

Under these reforms, the first allocation of all officers would be made outside the province of domicile and there would be no transfer from the province of the first allocation on any ground. It was made mandatory to stay outside the home province in BS 17 & 18 (males 5 years, females 3 years). For the promotion to BS 19, the conditions are two years' service in hard areas essential for promotion to BS 20 which would not be applicable to female officers and these hard areas

would be notified by the Establishment Division. Presently, Balochistan and Gilgit-Baltistan have been notified as the hard areas. Under these reforms, no PAS/PSP officer would be allowed to serve for more than ten years continuously in a province/Islamabad, while transfers to other provinces or Islamabad would be made on completion of ten years.

Questions:

1. How much of a difference will it actually make in the performance of Civil servants after implementation of these reforms, if any?

Ans: These reforms would actually discourage the performance of a civil servant as civil servants has always retired from the service having career path of 60 years but due to these reforms the shrinkage of the service to 20 years would minimize their confidence to do something new and with having no job security they would always feel discouraged which would lead to discourage the competition level too. While doing service on other ground/province would be harder for servant to fulfil these basic needs of their sibs and family in that locality.

Male could have managed this scenerios of staying in other province for 5 years tenure but for a female is extremely hard to stay in another province and her house to our culture and society, not only single females but also the house wives would find it very hard to stay in other province for 3 years facing different issues and threats she would never shown improvement as the effect of home town puts positive effect, confidence and creativity on an individual.

2. In your opinion what are the positive and negative points in these reforms, please state? Suggest any changes you prefer in these reforms to make them more effective.

Ans:

1. The first allocation of an individual outside province was a better initiative in a sence to stay neutral in his/her decision making but the duration of 5 years should be reduced to 2 or 3 years.
2. For a female staying in other province would be a lot harder so the duration could be decreased to 1 year or there should be relaxation for a female.
3. For females the condions that are not applicable for female is a postive point.
4. While the duration of two years of promotion was a postive change.
5. In my opinion, first the retirement age should be revised to 60 years for the confidence, creativity and unbiased decision making. Second female must stay in their own place on their first allocation.
6. For promotion for male and female servants should have same conditions of 1 year.