**Subject**

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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?
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.

# Answer 1

These new reform will get huge changes execution of civil servants, after this reform civil worker will be resigned after 20 years of their service and with complete audit of their performance. This reform is to present an arrangement of inside responsibility to advance capable officials and get rid of wasteful individuals.

This new introduction of system will affect the performance of civil servant as they need to turn out to be increasingly equipped and effective or, in all likelihood they will be in danger, under these changes the civil servant would need to work outside of their province domicile for quite a while. Acting in their own province domicile isn't that much difficulty because of their social impact and political help, while working outside of their province domicile is a lot of testing than working in their province. This reform is to discourage political help and encourage merit based job.

* The difference in performance of civil servants would be that they will work in new workforce decent variety which will improve their capabilities. New workforce mean new arrangement of personalities and capabilities, in a diverse workforce there is incredible possibility for civil servant to learn or watch various abilities as there are different attitudes and diverse method of performing productively.
* The civil servants would perform their duties with full commitment as they must be surveyed by their bosses after completion if their service time which will make them qualified for promotion.
* Working in hard states will help them in their formative stages and train them for future work.
* Working for a specified period of time will bring an awareness of other's expectations and responsibility as they will be looked into after fulfillment of their administration time, as these surveys will matter in their promotion so they will attempt their best to perform to get a good audit.
* The target of civil servants is get promoted as under these reforms will be done in the wake of serving in hard areas implies for the most part under develop areas, where civil servants will face numerous difficulties and face tough time , for which each civil servant will make a decent attempt to overcome each difficult time before him/her.

# Answer 2

As I would like to think the positive side of these reforms is that there will be a depoliticized unit of expert, there will be another framework configuration on merit based where each civil servant would be chosen dependent on merit and performance. The primary in addition to side of this change is that the civil servant will work for just 20 years with complete audit instead of working for 60 years in a row , which will change the impression of civil servant they will turn out to be progressively committed toward their work . Because of move into another province the civil servant will experience numerous changes as they will face new difficulties and circumstance which will make them adjustable in any circumstance. This reform will cause a civil servant to learn numerous new arrangements of abilities and upgrade their performance because of difficult work. The primary concentration here is to put a civil servant work for brief time (20 years) to give a productive yield.

The drawbacks are that because of rotation of job the civil servant who may be fit for a position or employment will be changed to another situation as per their time breaking point of service so there is no assurance that what new officeholder is able to do either the new position is fit for him/her. New spot and new position will make a civil servant apprehensive for quite a while till he/she gets change in that condition which may disturb the productivity of work as he/she may don't have that much understanding for proceeding as old one. This reform will get rid of individuals who are wasteful however there is possibility of turnover proportion as they don't have a sense of safety , when an employee isn't secure at work he/she may don't give the normal outcome as they definitely knew the results. Giving a safe activity may diminish this issue. This change will bring flexibility however there may be issue of experience which matters a great deal for giving a proficient outcome.

# Suggestions

* Providing a security of job for civil servant which will cause them to feel safe thus which will make them focused on their activity with passion.
* Weeding out wasteful employees is acceptable advance however consequently give training and development to them would be all the more great , on the grounds that they definitely knew their set of working responsibilities and working way simply upgrading them will give better outcome.
* Working in another province is significant however making a point to choose the correct individual for perfect spot of move , at some point individuals work proficient in their usual range of familiarity yet placing them in better place will make them diverted as they will require time to get change in their new residence first.
* Training and development projects ought to be urged to take a shot at those weak areas of representatives which is fundamental for their work.