

**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No. 1/3/2020-E-6

Islamabad, the 22nd June, 2020

OFFICE MEMORANDUM

Subject:- MANAGEMENT POSITION SCALES POLICY, 2020

The undersigned is directed to state that the Prime Minister has been pleased to approve the Management Position Scales Policy, 2020, hereinafter referred to as "*MP Scales Policy, 2020*" for making appointments of highly skilled / qualified professionals from open market on tenure basis (contract) against MP Scale positions in Ministries / Divisions, Attached Departments, Sub-ordinate Offices, Autonomous or Semi-Autonomous Bodies (either statutory or otherwise), Regulatory Authorities, etc. as under:

1. Pay Scales:

S#	Description	Remuneration/Pay Package
I.	Management Position Scale I (MP-I)	As determined by Finance Division from time to time, with the approval of the Prime Minister.
II.	Management Position Scale II (MP-II)	
III.	Management Position Scale III (MP-III)	

2. Need Assessment:

The identification of need is an essential requirement for hiring of management scale professionals. For ascertaining the need for hiring a management scale professional, following shall be clearly established:-

- i). The positions / posts against which the management scale professionals are required to be hired from open market should be identified clearly with due justification and expected outcome of hiring requisite human resources from open market.
- ii). The Finance Secretary, in consultation with Establishment Division, shall be empowered to approve creation of new MP Scale position.
- iii). The guiding principle for Ministries/Divisions should be that MP I Scale is meant for top tier, MP II Scale for second tier and MP III Scale for third tier of Management positions in an organization.

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- iv). In all cases of all such appointments, specific TORs will be developed by the Ministries / Divisions concerned featuring relevant qualification, experience, Job descriptions with deliverable and timelines etc. keeping in view the needs, objectives & goals of the organizations. These TORs shall also be made part of final recommendations being sent to the appointing authority for making appointments.

3. **Initial Recruitment:**

The following criteria shall be observed for recruitment:

- i). Vacancies shall be widely advertised in the national press, principally appearing in at least two national dailies, one in English and other in Urdu, indicating the following:
- a). Terms of Reference based on the needs, objectives & goals of the organization
 - b). Job description, targets with timeline & deliverables
 - c). Job Specifications e.g. educational qualifications, requisite experience in number of year, age bracket, etc.
 - d). Tenure of appointment
 - e). Pay package
- ii). The relevant field(s) of qualification and experience shall be specified by the concerned Ministry/Division for each position before the advertisement and shall be mentioned accordingly in the advertisement.
- iii). There shall be a Scrutiny Committee constituted with approval of the concerned Administrative Secretary as follows:
- An officer not below the rank of Additional Secretary (where there is no Additional Secretary, then Senior JS or JS of the concerned Division) **Chairperson**
 - Head of HR Wing of concerned organization **Member**
 - Joint Secretary / Deputy Secretary of the concerned Division **Member cum secretary**
- iv). This Scrutiny Committee shall scrutinize applications and, based on the advertised criteria, prepare a list of all eligible candidates for interview by the Selection Committee constituted as per **Schedule-I**. There shall be no shortlisting of eligible candidates and all candidates having basic eligibility as per advertised eligibility criteria will be called for interview by the Selection Committee.

- v. The Selection Committee, after conducting the interviews, shall recommend to the appointing authority a panel of minimum three (03) suitable candidates for each position, in order of merit, for appointment against the position.
- vi. While submitting the case to the appointing authority, the necessary documents, e.g. sanction of post(s), advertisement, list of all eligible candidates duly signed by the Scrutiny Committee, original score sheet and minutes of the meeting of the Selection Committee duly signed shall invariably be annexed with the summary moved for the purpose.
- vii. The summary for the Prime Minister in the matter shall invariably be moved through Establishment Division, without fail, and in case of submission of an incomplete case, the Establishment Division shall have the powers to return the summary without seeking further orders of the Prime Minister.

4. **Contract Extension:**

- i). The appointment in MP Scales shall initially be for a period of three (03) years which will be extendable for a maximum period of two (02) years on annual basis subject to satisfactory performance evaluation of the incumbent by the Performance Evaluation Committee provided in **Schedule-II**.
- ii). All Ministries / Divisions shall invariably initiate cases for extension of the contract not less than three (03) months before the expiry of contract. The cases for extension with less than three (03) months to the expiry of contract may not be entertained and the Ministries should initiate the process of recruitment afresh as per procedure given in para-3. In such cases, the Ministries / Divisions shall ensure the completion of the process before the expiry of the contract of the incumbent.
- iii). The concerned Ministries / Divisions shall evaluate the performance of the employees in MP Scales annually as per criteria given in **Schedule-II**.
- iv). These Performance Evaluation Reports shall be placed before the Performance Evaluation Committee for review / consideration at the time of contract extension.

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- v). The Performance Evaluation Committee subject to satisfactory performance review of the incumbent may recommend to the appointing authority for extension in the contract of the incumbent.

5. Terms and Conditions:

S. No.	Description	MP-I	MP-II	MP-III
1.	Required Educational Qualification and Experience	Ph.D in relevant subject(s) with 14 years-professional experience or Masters in relevant subject(s) with 18 years post qualification experience in the relevant field.	Ph. D in relevant subject(s) with 10 years post qualification professional experience in the relevant field or Masters in relevant subject(s) with 14 years post qualification experience in the relevant field,	Ph. D in relevant subject(s) with 06 years post qualification professional experience in the relevant field or Masters in relevant subject(s) with 10 years post qualification experience in the relevant field.
2.	Age Limit	Minimum=45 Maximum=62 (to be calculated as on the closing date of submission of applications)	Minimum=40 Maximum=62 (to be calculated as on the closing date of submission of applications)	Minimum=35 Maximum=62 (to be calculated as on the closing date of submission of applications)
3.	Tenure of contract	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
4.	Termination of contract	On completion of tenure or one month's notice from either side. In case of notice by the concerned Ministry/Division, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the policy <i>ibid</i> , the condition of one month's notice shall not be required.	On completion of tenure or one month's notice from either side. In case of notice by the concerned Ministry/Division, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the policy <i>ibid</i> , the condition of one month's notice shall not be required.	On completion of tenure or one month's notice from either side. In case of notice by the concerned Ministry/Division, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the policy <i>ibid</i> , the condition of one month's notice shall not be required.

5.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
6.	Discipline	As applicable in case of contract employees.	As applicable in case of contract employees.	As applicable in case of contract employees.
7.	Appointing Authority	Prime Minister on the recommendations of the Selection Committee. Annual extension in contract will also be given by Prime Minister on recommendations of Performance Evaluation Committee.	Prime Minister on the recommendations of the Selection Committee. Annual extension in contract will also be given by Prime Minister on recommendations of Performance Evaluation Committee.	Prime Minister on the recommendations of the Selection Committee. Annual extension in contract will also be given by Prime Minister on recommendations of Performance Evaluation Committee.

6. Miscellaneous:


- i). Unless any other law/ rules, for the time being in force, provide otherwise, regular Civil Servant / Government Servants shall not be substantively posted against MP Scale Positions.
- ii). Civil Servants / Government Servants may, however, subject to eligibility, apply for these positions, through proper channel.
- iii). Subject to provisions of (i) above, in case a Civil Servant/ Government Servant is selected through competitive process against any such position, he/she shall either resign from Government Service or seek early retirement, severing his / her connection / lien with their parent cadre / Ministry /Division / organization, etc., before joining the MP Scale Position.
- iv). The persons being employed under MP Scales shall submit to the government an affidavit declaring their non-involvement in any other relevant business /job which may tantamount to conflict of interest.

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- v). The persons already employed on MP Scale positions and are holding the MP Scale position on the date of commencement of this policy, shall henceforth be governed under the MP Scales Policy, 2020 in all matters including but not limited to tenure, performance evaluation and contract extension, etc. as the case may be. The tenure of the incumbents in all such cases shall be reckoned from the date of their initial appointment on MP Scale whether made through competitive process or otherwise.
- vi). Current charge or additional charge of the positions of MP Scales may not be granted to any regular civil / Government servants. However, in cases of Heads of Autonomous bodies / Semi-Autonomous bodies, Executive/Attached Department, Regulatory Authorities, Corporations, Commissions and Companies etc. where the situation necessitates, the additional charge may only be granted to a civil / government servant of equivalent grade as given in **Schedule-III** with approval of the appointing authority for a maximum period of three (03) months only. No extra remuneration will be given to the officer holding the additional charge other than additional charge allowance as determined by Finance Division from time to time.
- vii). After completion of one tenure of 3/4/5 years, as the case may be, the incumbent shall be eligible to compete afresh against any MP Scale position, subject to meeting the advertised criteria.
- viii). Anytime during currency of initial or extended tenure, the performance evaluation score of the incumbent falls in average or unsatisfactory category, the Secretary of the Division concerned / PAO may issue formal warnings to the incumbent MP-Scale holder.
- ix). If satisfied with the valid reasons (unsatisfactory performance or evidence of financial or moral turpitude against the incumbent), the concerned Secretary, if deems fit and after fulfilling the formalities of disciplinary proceedings, may initiate a summary seeking approval of the Prime Minister for pre-mature termination of contract through Establishment Division.
- x). In case of financial corruption or any other criminal charge, the references may also be filed with the relevant Law Enforcement or Anti-Graft Agencies.

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- xi). Such person(s), who has been removed from Government Service or from an MP Scale Position due to unsatisfactory performance or on account of moral & financial turpitude, shall not be eligible to apply for any MP Scale position. All Ministries/Divisions shall inform Establishment Division of all such cases and Establishment Division shall maintain a negative list of all such disqualified persons which shall be circulated amongst all concerned Ministries/Divisions, from time to time.
- xii). The policy shall only be applicable on statutory bodies, including regulatory authorities, in such cases, where recruitment rules or service regulations for such positions have not been prescribed under the respective statutes. Statutory authorities and other authorities/ organizations shall also be allowed to adopt the instant policy, with approval of the authority competent to do so, while remaining within their statutory mandate.
- xiii). The MP Scales shall also be used as benchmark scales for determination of terms and conditions of other positions in statutory bodies like FPSC, FST, OGRA, NEPRA, etc., with approval of the respective authorities competent to approve terms and conditions of such posts. In such cases, the other provisions of the MP Scale Policy, 2020 shall not apply.
- xiv). All previous Office Memorandums / policy instructions, issued by Finance and Establishment Division from time to time relating to MP Scale positions, shall stand repealed with immediate effect, in so far as these are inconsistent with the MP Scale Policy, 2020.


(Muhammad Sohaib)
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The Secretaries/Additional Secretaries Incharge,
All Ministries/Divisions,
Government of Pakistan,
ISLAMABAD/RAWALPINDI

SCHEDULE-I

1. The composition of the Selection Committee will be as follows:

Minister In Charge / Minister of State (Where the charge of a Ministry/Division is held by the Prime Minister, the selection board shall be headed by a Federal Minister / Minister of State /Adviser to the Prime Minister / Special Assistant to the Prime Minister, as nominated by the Prime Minister).	Chairman
Secretary of the concerned Division	Member
Additional Secretary-II, Establishment Division	Member
Additional Secretary of the concerned Division or in case there is no Additional Secretary in the Division, the Joint Secretary concerned.	Member
As given in para-2 of this schedule	Co-opted Member(s)

2. Following members may be co-opted on case to case basis:

The non-executive Chairman of the Board of Directors or a senior member of the Board of Directors of the institution in cases where such Board exists.	Co-opted Member
One expert having domain knowledge to be nominated by the Minister Incharge on recommendations of the Secretary concerned.	Co-opted Member
Head of Autonomous Body (In case of appointment in an autonomous body).	Co-opted Member

3. If appointments are to be made in Prime Minister's Office or the President Secretariat, the Secretary of the Division would mean the Cabinet Secretary.

SCHEDULE-II

1. The composition of the Performance Evaluation Committee will be as follows:

Secretary, Establishment Division	Chairperson
Secretary, Finance Division	Member
Secretary of the Administrative Division concerned	Member
Joint Secretary concerned of Establishment Division	Secretary
Head of Autonomous Body concerned (if the post belongs to an autonomous body)	Co-opted Member

2. **Performance Evaluation Criteria:** The following template has been devised for objective assessment of performance on annual basis by the Performance Evaluation Committee for each post of MP Scale:

ANNUAL PERFORMANCE EVALUATION TEMPLATE

Major Tasks/ Key Result Areas (To be taken from Job Description)	Target (To be determined in quantitative terms)	% of Target Achieved	Percentage Weightage (May be allocated on the basis of sensitivity of each task)	% Score* (Col. 3 x Col. 4)
1	2	3	4	5
1				
1.1				
1.2				

2				
2.1				
2.2				

Total			100	

**% age Score = Percentage weightage x Percentage target achieved*

CATEGORIZATION OF PERFORMANCE EVALUATION

Performance Category	Score	Evaluation Classification
Excellent	90-100	A
Very Good	80-89	B
Good	70-79	C
Average	60-69	D
Unsatisfactory: Does not meet expectations and standards.	Less than 60	E

3. The employee may be categorized ranging from “**Excellent**” to “**Unsatisfactory**” as per the table which will serve the purpose for retention or otherwise depending on the score achieved by the incumbents in their Performance Evaluation. The reporting channels for such posts in the setup are to be clearly identified by the Ministry/Division concerned.
4. Establishment Divisions shall function as Secretariat of the Performance Evaluation Committee and the cases referred to the Committee shall as far as possible be considered in formal meetings of the Committee. The mode of consideration of cases through circulation may only be an exception and shall not be a routine.

SCHEDULE-III

Equivalence of MP Scales with Basic Pay Scales

MP-I Scale	BPS-22
MP-II Scale	BPS-21
MP-III Scale	BPS-20

Government of Pakistan
FINANCE DIVISION
(Regulations Wing)

No.F.3 (2)R-4/2011

Islamabad the 24th December 2012.

OFFICE MEMORANDUM

Subject: - **Revision of Management Position Scales (MP-I, MP-II, MP-III).**

The undersigned is directed to refer to this Division's O.M.No.3(7)R-4/98-Vol.II/079A) dated 11-04-2007 on the above subject and to say that the Prime Minister has been pleased to approve the revision of Management Position(MP) Salary Package and perquisites as follows w.e.f. 01-01-2013: -

Description	MP-I					
	Existing w.e.f 11-04-2007			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	195000	15000	240000	263000	20000	324000
House Rent	75000		105000	101000	-	142000
Utilities	9750		12000	13100	-	16200

Description	MP-II					
	Existing			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	81500	12225	130400	110000	16500	176000
House Rent	48900		81500	66000	-	110000
Utilities	4075		6520	5500	-	8800

Description	MP-III					
	Existing			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	57050	8150	81500	77000	11000	110000
House Rent	24450		32600	33000	-	44000
Utilities	2855		4075	3850	-	5500

NOTE:


- i) The pay of an incumbent will be fixed at the corresponding stage in the revised MP Scale at which he was drawing pay before revision.
- ii) The revised MP package will be automatically admissible to the existing incumbents working in MP Scales. However, the extension, if required, of the existing contract of MP Scale holders, will be considered only if their performance is found satisfactory after evaluation by the Performance Evaluation Committee and approval of the competent authority as per rules.
- iii) Monetization of transport facility shall be admissible to all future appointments against MP Scales in lieu of present facility of one Chauffeur Driven Car maintained at Governments's/Corporation's expense for official and private use and petrol limit as provided in Finance Division's O.M. No.3(7)R-4/98 dated 18-08-1998 and 01-09-1998. Monetized value for MP Scale holders will be as under:-

MP-I	Rs.95,910/-
MP-II	Rs.77,430/-
MP-III	Rs.65,060/-

PERQUISITES/FACILITIES

2. The following perquisites and facilities already admissible to the MP Scale holders in terms of Finance Division's O.Ms No.3(7)R-4/98 dated 18-08-1998 and 01-09- 1998 remain in force:-


S. #	Description	MP-I	MP-II	MP-III
1.	TA/DA on domestic official tour.	As admissible to civil servants of the highest grade.	As admissible to the civil servants of the BPS-21.	As admissible to civil servants of BPS-20.
2.	TA/DA on official duty abroad	As admissible to civil servants in Cat-I	As admissible to civil servants in Cat-II.	As admissible to civil servants in Cat-II
3.	Medical facilities.	Reimbursement of medical and hospitalization charges for self, spouse, and children for treatment received at Govt. or Govt. Recognized institutions in Pakistan.	As in the case of MP-I Scale	As in the case of MP-I Scale.
4.	Leave	The incumbent shall earn leave on full pay @ 3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract, the period of earned leave available in respect of the previous contract shall not be carried forward.	As in the case of MP-I Scale.	As in the case of MP-I Scale.
5.	Gratuity	One month's basic pay for each completed year of service provided that they are not retired civil servants as they are already drawing pension.	One month's basic pay for each completed year of service provided that they are not retired civil servants as they are already drawing pension.	One month's basic pay for each completed year of service provided that they are not retired civil servants as they are already drawing pension.
6.	Period of Contract	As determined by the appointing authority but cannot exceed beyond two years.	As in the case of MP-I	As in the case of MP-I
7.	Termination of Contract.	On one month's notice on either side or payment of one month's basic pay in lieu thereof	On one month's notice on either side or payment of one month's basic pay in lieu thereof	On one month's notice on either side or payment of one month's basic pay in lieu thereof


(Khan Hafeez)
Section Officer(R-4)
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All Ministries/Divisions/Departments:

Copy also forwarded for information to:-

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat (Public), Islamabad.
4. Prime Minister's Secretariat (Personal), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta/Gilgit Baltistan.
13. Military Accountant General, Rawalpindi.
14. Chief Accounts Officer, M/O Foreign Affairs, Islamabad.
15. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
16. Capital Development Authority, Islamabad.
17. Office of the Chief Commissioner, Islamabad.
18. Federal Public Service Commission, F-5/1, Islamabad.
19. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
20. Pakistan Atomic Energy Commission, Islamabad.
21. Central Directorate of National Savings, Islamabad.
22. National Accountability Bureau, Islamabad.
23. Member (Finance) KRL, PO Box No.1384, Islamabad.
24. Intelligence Bureau, Islamabad.
25. Pakistan Mint, Lahore.
26. DG Post Office, Islamabad.
27. Economic Adviser's Wing, Finance Division, "S" Block Pak Sectt. Islamabad.
28. Secretariat Training Institute, Islamabad.
29. Dte. General of Inspection & Training, Customs & Central Excise, 8th Floor New Customs House, Karachi.
30. Earthquake Reconstruction & Rehabilitation Authority(ERRA) P>M Sectt. Islamabad.
31. Federal Tax Ombudsman's Secretariat, Islamabad.
32. Cost Accounts Organization, Islamabad.


(Khan Hafeez)
Section Officer(R-4)

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GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No. 1/3/2020-E-6

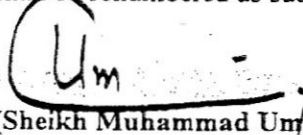
Islamabad, the 5th August, 2020

OFFICE MEMORANDUM

SUBJECT: MANAGEMENT POSITION SCALES POLICY, 2020

In continuation of this Division O.M. of even number dated 22.06.2020, the Prime Minister has been pleased to approve the following amendments in the revised MP Scales Policy, 2020:-

- a). In para 3, the following sub-para (viii) shall be inserted:
“(viii) In case, considering the particular requirements of any MP Scale Position(s), if the Ministry/ Division instead of issuing open advertisement of the post intends to opt for headhunting against the said position (s), it may do so with prior approval of the Minister Incharge concerned by hiring the services of a professional head hunting firm, through a competitive process.”
- b). The words “post qualification” appearing at S. No. 1 of table, containing terms and conditions for appointment, in Columns 3,4 and 5 in Para 5 shall stand omitted with immediate effect;
- c). The “minimum age limit” specified at Sl. No. 2 of table, containing terms and conditions for appointment against MP Scale positions, at para 5 shall stand omitted with immediate effect;
- d). In para 6, the following sub-para (xiv) shall be inserted:
“(xiv) If, keeping in view the specific requirements for any particular position(s), any Ministry/ Division intends to modify or change the “Required Educational Qualification and Experience”, a Summary for the Prime Minister shall be moved for the purpose, through Establishment Division, by giving therein full justification of the case; Provided that any such case shall invariably be moved prior to advertising such a position.
- e). In para 6, existing sub-para (xiv) shall be renumbered as sub-para (xv)


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All Secretaries / Additional Secretaries (In-charge),
All Ministries / Divisions,
Government of Pakistan,
ISLAMABAD / RAWALPINDI.

**Government of Pakistan
Cabinet Secretariat
Aviation Division
ISLAMABAD**

TORS FOR POST OF TECHNICAL ADVISOR IN AVIATION DIVISION

1. **Short titles and Commencement:** (1) These TORs may be called the TORs for appointment of Technical Advisor for Aviation Division.

2. **Required competency and experience:**

a. **Education:**

- i. Minimum of Masters or advanced University degree (minimum 16 years' education) preferably in Aviation Management or in Management Sciences/Public Administration/ Business Administration/Economics/ Law from HEC recognized national or international university.

b. **Experience and desirable Competencies:**

- i. At least 15 years of experience at Senior Management position in national / international Aviation sectors. Preference shall be given to the candidates who have experience of working with Government Administered Civil Aviation Department / Organization.
- ii. Demonstrated knowledge and practical experience related to International Civil Aviation Organization (ICAO) and International Aviation Transport Agency (IATA)
- iii. Thorough Knowledge of Civil Aviation Rules (1994) and proven experience in preparation and administration of aviation directives, rules, regulations and standard operational procedures; air navigation orders etc.
- iv. Experience of multidisciplinary policy and strategy formulation and national planning of aviation including organizational restructuring, human resources planning and development, training need assessment, and planning civil aviation training programmes;
- v. Familiarity with major economic and technological trends in civil aviation such as the commercialization of civil aviation and airports, economic liberalization and harmonization of safety regulations;

- vi. Awareness of modern management principles and techniques related to civil aviation management and day-to day operations of a civil aviation administration;
 - vii. Experience in establishing working relationships with ICAO, regional aviation cooperative programmes and other international aviation stakeholders;
 - viii. Knowledge of airport master planning, airport certification, aviation security and aviation safety management systems; in mid to senior level position
 - ix. Strong leadership qualities inclusive of initiative, tact, and sound judgement;
 - x. Ability to maintain harmonious working relationships.
3. **Age:** Minimum age limit is forty-five (45) years and maximum age is Sixty-two (62).
4. **Disqualification:** No person shall be eligible for appointment as Technical Advisor, who:
- i. has been or is dismissed or removed from service as a consequence of disciplinary proceedings;
 - ii. has been or is convicted, by a court of competent jurisdiction, for an offence involving moral turpitude;
 - iii. either at the time of appointment as Technical Advisor or thereafter during such appointment was not or is not a citizen of Pakistan; or
 - iv. benefits from the National Reconciliation Ordinance, 2007 (LX of 2007).
 - v. is a Serving Government Servant unless he resign from government service or seek retirement, severing his connection/lien with his parent Cadre/Ministry/Division/Organization etc.
5. **Manners of Appointment:**
- i. The appointment shall be made as per prescribed procedure for appointment in MP-I scale position.
 - ii. The vacancy of the Technical Advisor shall be uploaded by the administrative Division on its website and also advertised at least in two national leading newspaper of wide circulation.
 - iii. A short-listing Committee shall be constituted with the approval of the Minister-in-Charge of the Administrative Division for short listing of the applicants.
 - iv. Shortlisted candidates' profiles shall be submitted to the Selection Committee. The Selection Committee shall recommend three most suitable candidates out

of the shortlisted candidates and the administrative Ministry shall submit a summary for decision of the Prime Minister.

6. Task's and Objectives/Job description:

Under the overall supervision of the Minister-in-Charge and the concerned Secretary, Technical Advisor will be assigned to:

- i. Review the existing Civil Aviation Policy (2019); related frameworks; provision; Civil Aviation Rules (1994); and rules of business of the Aviation Division with a futuristic approach to identify gaps and suggest improvements/ revisions therefor to align the same with the National agenda and International best practices.
- ii. Design effective strategies with an intent to modernize key aspects of the current Civil Aviation Regime of Pakistan and to facilitate revitalization of the existing infrastructure of aviation sector in Pakistan.
- iii. Assist in drafting/ formulation of a National Action Plan (inclusive of Long, Medium and Short-Terms plans) with quantifiable targets in line with National Aviation Policy (NAP-2019); in close coordination with organizations under administrative control of the Ministry and other relevant organizations in public and private sector.
- iv. Review and suggest revision in the legal framework for aviation security, including aspect like National Civil Aviation Security Program, Aviation Security Training for ASF etc. in accordance with ICAO.
- v. Assist in developing new negotiation positions with regard to bilateral agreements of air transport with other countries (inclusive of market access, operational and traffic rights, capacity, air carrier, ownership, control provisions etc.),
- vi. Assist in establishing regulatory checks for ensuring application and compliance with ICAO standards in all infrastructure development projects funded by national / international sources alongwith review of existing regulatory mechanisms for Airport Certification and safety oversight of aircraft operations.
- vii. Assist in maintaining close liaison with local airlines and airport operations management and senior personnel to identify needs and actions needed in the

civil aviation and air transport system in Pakistan to more effectively respond to airline operations requirements based on a timely and efficient manners.

- viii. Assist in review of government administrated aviation operation and maintenance departments so as to identify gaps and advise in planning a comprehensive departmental overhauling / restructuring programme for their activities, functions and operations.
- ix. Designing and implementing multi sector programmes using coordinated approach to link Aviation Sector with Financial Managements, Government and Tourism, etc.
- x. Facilitate in coordination with international donors / agencies for arrangements of funds and implementation strategy in Aviation Sector.
- xi. Assist in maintaining proactive relations with ICAO and regional aviation cooperative organizations
- xii. Any other task linked to TORs which may arise during contract period or assigned by the Secretary, Aviation Division.

- 7. **Pay Package:** The Technical Advisor shall receive pay package of MP-I Scale in accordance with the Management Scale Policy.
- 8. **Tenure:** As per policy initial appointment against the post of Technical Advisor in MP Scale shall be made for a period of Three (3) years further to be extended as per MP Scale policy.
- 9. **Leave:** The Technical Advisor shall earn leave in accordance with the Management Scales Policy.
- 10. **Conflict of interest:** The candidate for appointment as Technical Advisor shall have to seek retirement from his existing Department and post or his appointment shall be subject to acceptance of resignation from designated authority and shall not, during his term of office, engage himself in any other service, business, vocation for employment which may have any direct or indirect effect on his performance as Technical Advisor.
- 11. **Technical Advisor to be public servant:** The Technical Advisor appointed under these rules when acting or purporting to act in pursuance of any of the provisions of these rules shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Penal Code (Act XLV of 1980).
- 12. **Termination of contract:** The contract of Technical Advisor may be terminated by giving one month's notice on either side or payment of one month's basic pay in lieu thereof.

13. **Monitoring and evaluation:** The performance of Technical Advisor shall be monitored by Secretary and Minister In-Charge of the administrative Ministry. The Technical Advisor shall directly report to the Secretary/ Additional Secretary In-Charge of the Administrative Ministry. Furthermore, the performance evaluation shall be governed by mechanism delineated vide Finance Division's OM No. F.3 (7) R-4/9). Vol. II/2007(B), dated 11-04-2007
14. **Applicability of other rules:** In respect of matters not specified in these rules, the law, rules, policies, etc. Applicable to the corresponding level of civil servants shall be applicable.
