

نمبر	سوال	جواب																														
(i)	محکمہ خزانہ کی کارکردگی کو بہتر بنانے کے لیے محکمہ نے اپنے دفتر میں انٹرنل سپورٹ یونٹ کے نام سے بھرتیاں کی ہیں؟	جی ہاں یہ درست ہے																														
(ب) (i)	اگر الف کا جواب اثبات میں ہو تو اس مقصد کے لیے بھرتی کیے گئے افراد کی سکیل وار تفصیل فراہم کی جائے اور ان بھرتیوں کے لیے مقررہ طریقہ کار تعلیمی اسناد تجربے کے سرٹیفکیٹ اور اخباری اشتہار کی مکمل تفصیل فراہم کی جائے	<p>وزیر اعلیٰ کی سمری پر مورخہ 28.03.2019 کی منظوری کے بعد محکمہ خزانہ نے انٹرنل سپورٹ یونٹ کے لیے کنٹریکٹ پر اسامیاں تخلیق کیں (ضمیمہ-1)۔ تفصیلی تقسیم ذیل میں فراہم کی گئی ہے 14</p> <table border="1"> <thead> <tr> <th>#</th> <th>پوزیشن</th> <th>سکیل</th> <th>اسامیاں</th> <th>ماہانہ تنخواہ (Rs.)</th> <th>سالانہ مالیاتی اثر (Rs.)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>ٹیم لیڈ</td> <td>MP I</td> <td>02</td> <td>377,100</td> <td>9,050,400</td> </tr> <tr> <td>2</td> <td>ایسوسی ایٹ</td> <td>MP II</td> <td>04</td> <td>181,500</td> <td>8,712,000</td> </tr> <tr> <td>3</td> <td>ایٹالسٹ</td> <td>MP III</td> <td>08</td> <td>113,850</td> <td>10,929,600</td> </tr> <tr> <td colspan="3">Total</td> <td>14</td> <td>672,450</td> <td>28,692,000</td> </tr> </tbody> </table> <p>محکمہ خزانہ کی طرف سے 12.07.2019 کو مطلع کردہ انٹرنل سپورٹ یونٹ میں خالی آسامیوں پر بھرتی کا طریقہ کار تعلیمی اسناد اور تجربہ (ضمیمہ-ب) میں فراہم کیا گیا ہے۔ انٹرنل سپورٹ یونٹ میں 14 خالی آسامیوں پر بھرتی کے لیے اخباری اشتہار (ضمیمہ-ج) پر دیا گیا ہے۔ انٹرنل سپورٹ یونٹ میں 10 آسامیوں پر ابتدائی تقرری اور مارکیٹ بیسڈ ٹیلنٹ کو اٹریکٹ کرنے کے لیے بھرتی کی پالیسی کی منظوری صوبائی کابینہ نے 26.09.2019 کو اپنے خصوصی اجلاس میں دی تھی۔ منٹس (ضمیمہ-د) پر فراہم کیے گئے ہیں۔</p> <p>بھرتی کے وقت انٹرنل سپورٹ یونٹ میں آسامیوں کے لیے تنخواہ اور دیگر مراعات کی سکیل وار تفصیلات کے ساتھ ساتھ ایم پی سکیل پالیسی کے مطابق، آج تک کے سالانہ اضافہ انکریمنٹ (ضمیمہ-ر) پر فراہم کی گئی ہیں۔ ان میں سے 10 اسامیاں 2019-20 میں ابتدائی بھرتی کے ذریعے پُر کی گئی تھیں، جو بعد میں انفرادی استعفوں کی وجہ سے 2020-21 میں 8 اور 2021-22 میں 7 رہ گئیں۔</p>	#	پوزیشن	سکیل	اسامیاں	ماہانہ تنخواہ (Rs.)	سالانہ مالیاتی اثر (Rs.)	1	ٹیم لیڈ	MP I	02	377,100	9,050,400	2	ایسوسی ایٹ	MP II	04	181,500	8,712,000	3	ایٹالسٹ	MP III	08	113,850	10,929,600	Total			14	672,450	28,692,000
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Total			14	672,450	28,692,000																											
(ii)	جس وقت مذکورہ افراد بھرتی کیے جا رہے تھے اس وقت کی تنخواہ اور دیگر مراعات کی تفصیل اور اب تک ان کے مراعات میں سالانہ اضافہ کی تفصیلات فراہم کیے جائیں																															

(iii)

محکمہ خزانہ کے دفتر میں ISU  
انٹرنل سپورٹ یونٹ کے نام سے  
بھارتیوں کے بعد محکمہ خزانہ کی  
کارکردگی میں کیا بہتری آئی ہے اس کی  
وضاحت کی جائے

صوبے کے مالیاتی اصلاحات کے ایجنڈے میں انٹرنل سپورٹ یونٹ کی شراکت اور محکمہ خزانہ کے اندر کارکردگی  
میں مجموعی بہتری کے ساتھ ساتھ محکمہ صحت میں متوازی اصلاحات کا تفصیلی تذکرہ انٹرنل سپورٹ یونٹ کی پرا  
گریس رپورٹ (ضمیمہ-س) میں فراہم کی گئی ہے، جو شائع بھی کی گئی ہے اور محکمہ خزانہ کی ویب سائٹ پر عام  
عوام الناس کے لیے قابل رسائی ہے۔

<https://www.finance.gkp.pk/article/internal-support-unit-isu-progress-report-fy-2019-20-fy-2020-21>

مالیاتی اصلاحات کے ایجنڈے میں انٹرنل سپورٹ یونٹ کی معاونت کے زمروں میں درج ذیل شامل ہیں۔

ریکارڈ صوبائی ریونیو جزیشن

KPRA میں کارکردگی پر مبنی نئے مراعات کا نظام متعارف کرانا

KPRA کی ریونیو کی وصولی میں 4 سالوں میں 3 گنا اضافہ

مکمل اسامیوں کی بنیاد پر مربوط بجٹ سازی اور حقیقی بنیادوں پر بجٹ بنانا

پیشن قواعد میں اصلاحات

ملک کے پہلے کنزروی بیوشن پیشن سسٹم کو متعارف کرانے کے لیے نیا فریم ورک

forecasting of cash flows کی بنیاد پر proactive cash management

عوام دوست بجٹ دستاویزات کی اشاعت

اصل رسیدوں اور اخراجات کے اشاعت کے ذریعے زیادہ شفافیت

ADP سالانہ ترقیاتی پروگرام کی تصحیح

ADP نئی ریلیز پالیسی کا رول آؤٹ

SNEs نئے اخراجات کے شیڈول کو معقول بنانا

محکمہ خزانہ کی تنظیم نو اور اس کے نئے ضم شدہ ایریاز ونگ کا انضمام ،

خیبر پختونخوا سکولر ڈیولپمنٹ فنڈ کے ذریعے ملازمتیں پیدا کرنا

اور آئین کے آرٹیکل 119 کے ماتحت پبلک فنانشل مینجمنٹ کے لیے ایک جامع قانون۔



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

SUMMARY FOR CHIEF MINISTER KHYBER PAKHTUNKHWA

Subject:- ESTABLISHMENT OF ISU IN MINISTER FINANCE OFFICE

Finance department is the pivotal organ of the Government of KPK, which plays an indomitable role in managing the fiscal affairs of the Province. Like other public sector entities its functions have been very clearly delineated in the relevant portions/schedules of the Rules of Business (**Annex-A**). Broadly Finance Department is responsible for the supervision and control of Provincial Finances, preparation of Provincial Budget, formulation and interpretation of Financial Rules, Civil Servants Rules related to pay, allowances and pension, management of public funds, management of public debt, banking, coordination of National and Provincial Finance Commissions, administration of Local Fund Audit, Treasuries, KP procurement regulatory authority and KP revenue authority. In order to perform its assigned functions the hierarchical organization, operationalized on the principle of functionalization, is manned by a substantial human resource.

2. In post 18<sup>th</sup> amendment scenario overarching endeavors were undertaken to transform the organizational structure of the Finance department in order to bring it in consonance with the emerging requirements of Public Finance. In this realm various specialized units have been established with the support of Governance & Policy Project which are still in embryonic stage. The present political dispensation after coming into power has embarked upon an exhaustive reform agenda led by the chief executive of the province. The minister finance is spearheading/supporting the design and execution of all the reform initiatives in multifarious sectors. The Minister finance is of the opinion that there should be a dedicated internal support unit (ISU) in the finance department on the analogy of strategic support unit in chief minister secretariat which will provide advisory and technical support to the Finance department for informed decision taking thus complementing the existing human resource. This unit will be headed by the Minister Finance himself and will provide a skillset deficient in Finance department. It will be manned by a young talented team adept in analytical, research and communication skills (**Annex-B**).



3. The ISU will comprise of two sub sections i-e Economic Analysis and the social sector services section spanning over 14 positions in total. The individuals will be recruited against these positions through open competition against a well-defined criteria (Annex-C) and will be offered Management position scales (Annex-D). Preference will be accorded to the graduates having 16 years education from top notch universities (High ranking) such as LUMS, IBA and Engineering universities with a diversified experience of working with both public and private sector respectively. The details of positions coupled with financial implications is tabulated as under:

(Rs. In Million)

S.No	Nomenclature of positions	Economic analysis section	Social Sector Section	Salary details	Monthly Financial Implications of each position	Annual Financial Implications
1.	Senior Associate	1	1	MP I	377100	9.050
2.	Associate	2	2	MP II	181500	8.712
3.	Analyst	4	4	MP III	113850	10.930
Total of all position		7	7	--	2391000	28.692

These positions will only be filled in with individuals of the correct/requisite background if found/available. Apart from the above salary package others fringe benefit will be allowed as per Notification of Finance Department in vogue. The contract period will be for one year and will be extended subject to reasonable performance.

4. In view of the above it is suggested that Finance department may be allowed to establish ISU in Finance Minister Office in current financial year 2018-19.

5. The Chief Minister is requested to approve the proposal contained at Para-4 of the instant summary.

*[Signature]*  
7.3.19.

(SHAKEEL QADIR KHAN)  
Secretary, Finance Department

6 MINISTER FINANCE This is critical, to boost the capacity of government, as well as the ownership and commitment of government. Please process urgently, and lets meet if any questions.

CHIEF SECRETARY

*[Signature]*  
Minister for Finance  
Khyber-Pakhtunkhwa

CHIEF MINISTER.



7. The matter has been examined and found that the concept has not been properly considered and thought out. The following illustrates :-

- i. The summary mentions 7 persons per section while the write up/ concept note requires only 6.
- ii. The concept paper calls the Unit differently at different places as ICU, ISU, SSU, FEIU. It calls the Finance Department as Ministry of Finance and seeks to complete the whole consultation by April 2018(may be a typo).
- iii. It is not clear as to whom the Unit will be reporting. There is conflict in the concept paper.

8. The summary mentions deficiency of skill set without specifically mentioning them.

9. All positions have been opened for generalists. It may be explained as to how a generalist would analyze and evaluate policies and programmes of specialized sectors like Health and Agriculture etc.(Social Sector)

10. The eligibility criteria seeks to bring on board people having experience in Pakistan or international market without specifying the streams and sectors. Moreover the experience seems vague and generalized.

11. The Terms of Reference(TOR) for the unit, qualification required and experience demanded are vague and un-measureable which will make the recruitment of requisite human resource very difficult to contract.

12. The above in view, it may be suggested that requisite support may be obtained from donors. The sections should be incubated for two years and based on experiences learnt it can be permanently placed on current side in the Finance Department.

13. Finance Department may provide brief response.

~~SECRETARY FINANCE~~

~~CHIEF SECRETARY~~  
18/3

WFP

Parawise response is hereby submitted:

LIVIA  
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- a) Para-7 refers. Certain discrepancies in terms of abbreviation and Nos of staff. It is submitted that there is no discrepancy as far as the summary is concerned, however, various annexes do mention other abbreviations annexes are the result of an inhouse consultation process with the instant summary as the final product. The absence of uniform nomenclature and Nos is however regretted. Recommendation in the summary may be considered as final.
- b) Para-08 refers identification of deficient skill sets. The deficient skills sets are many. Some of these are statistical analysis, private sector development, tax policy, inter governmental fiscal transfers, econometrics etc.
- c) Para-09 refers to generalists positions. The position will be task specific and generalist shall be recruited.
- d) Para-10 refers to streams of specializations. The two streams for which specialist will be hired are economic analysis and social sector services as mentioned at para-03 of the summary.
- e) Para-11 refers to TORs. Detail TORs which will be measurable and quantifiable against performance indicators shall be established subsequently.
- f) Para-12 refers to help from International partners. While some of the positions may be filled through international assistance, it is important that the Government also develops its own capacity for managing such like units.

15. In view of the above explanation, para-05 of the summary is submitted for the approval of Chief Minister Khyber Pakhtunkhwa.

*Shakeel Qadir Khan*  
 20.3.19.  
 Shakeel Qadir Khan  
 Secretary, Finance Department

Chief Secretary

16. *The Chief Minister may wish to  
 Issue appropriate direction*

*[Signature]*  
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*Chief Minister*

17. *Para 05 is approved.*

*[Signature]*

28-3-2019  
 Chief Minister  
 Khyber Pakhtunkhwa

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## **NOTIFICATION**

**No.E&A/FD/ISU,FM/2019.** The Chief Minister, Khyber Pakhtunkhwa has been pleased to approve the following recruitment criteria and procedure for recruitment against vacant posts in Internal Support Unit (ISU).

The recruitment criteria is aimed at ensure improving recruitment procedures, the procedure in place remains absolutely transparent, consistent and standardized, and meritocratically rewards skill above all else. Each of the three stages of recruitment (Application and Shortlisting; Problem-Solving Test; Interview).

### **Stage 1: Application and shortlisting**

1. Every application will be required to submit a complete application package consisting of a two page Cover letter, a two-page CV and 3 references.
2. All applications will be emailed directly to the Ministry of Finance on [isu@finance.gkp.pk](mailto:isu@finance.gkp.pk)
3. Any application may be liable to be disqualified if the guidelines for the application Step (1) are not followed.
4. The Department will constitute a shortlisting committee to assess the applications received.
5. **The shortlisting committee will comprise of the following members:-**
  - i. Additional Secretary Admin
  - ii. Additional Secretary Development
  - iii. Deputy Secretary Budget-IV
6. The Shortlisting Committee will use a pre-set standard to judge each application on, and produce a shortlisted set of candidates to pass on to the next stage.
7. The shortlisting criteria will be based on the following:
  - A **Education:**
    - 16-years of professional education is an eligibility requirement. Further education such as a Masters or a PhD is not a formal requirement, and shall not be given greater consideration unless from outstanding universities.
    - Candidates with any academic background can apply. This unit will be working on a variety of reform areas, and therefore people applying need to have a specific skill-set, rather than necessarily having a deep background in finance.
    - The highest preference will be given to individuals applying from the top academic institutions globally (Harvard, Oxford, Cambridge and other international institutions known for the quality of their programmes) as well as top tier local universities that are renowned as centers of excellence (LUMS, NUST, GIKI, IMS). In addition, candidates from Pakistan's best public-sector universities with an outstanding record (for example University of Peshawar, UET Peshawar, Quaid-e-Azam University, University of Punjab etc.) will also be given preference. These candidates will form Tier 1 of the shortlisted subset of candidates.
    - For candidates with a less robust academic background, the quality of work experience (either in terms of the quality of employer and track record, or for individuals with an entrepreneurial career, a track record of achievement) will be used to determine whether they should be short-listed.
    - The importance of academic credentials will be inversely proportional to the overall experience of the candidates. For Analysts, academic credentials will form a significant part of their Stage 1 evaluation; followed by associates. For Senior Associates / Team Leaders, a greater emphasis will be placed on the actual track record of the individuals, although the quality of academic credentials will still be a part of the evaluation.



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**B. Relevant work experience for the positions advertised is as follows:**

- For Senior Associates / Team Leaders, a minimum of 10-years experience at internationally and locally recognized institutions. Academic achievement beyond 16 years (e.g. a Masters or a PhD) may be considered as contributing to this experience, if relevant.
- For Associates, a minimum of 3-years experience at internationally and locally recognized institutions.
- For Analysts, there is no minimum experience threshold, although candidates with at least one year of experience will be preferred. For candidates with no work experience, the quality of project work, extra-curricular work, and internships may be used to judge the quality of their CV.
- References may be used to validate facts stated on the CV as deemed appropriate.

**C. Cover Letter**

In the cover letter, the individual should, in not more than two pages, describe why he or she believes he should be chosen to work for this role. The cover letter is meant to test the professionalism of candidates. Candidates with poorly structured cover letters, or letters that show lack of professional etiquette, may result in candidates being disqualified.

8. Once the due date has passed and all applications have been received, the shortlisting committee will review all submissions and select profiles based on the above criteria.
9. Candidates who have been disqualified will first be set aside, either on the basis of not meeting educational requirements, or with work experience not up to the mark, or with cover letters that do not follow guidelines.
10. The remaining candidates will be placed into three potential pools; for team leaders; for associates and for analysts.  
Within each, candidates will be placed into three tiers. Tier One will have above average ratings for both their professional experience, as well as for their academic credentials; Tier Two candidates will include those who have above average academic credentials or professional track records / CVs; Tier three will form the rest of the pool.
11. The process should shortlist roughly 10x the candidates versus the positions as a guideline, although the shortlisting committee can use its discretion to shortlist fewer or more candidates. 100-150 candidates are expected to be shortlisted at this stage.

**Stage 2: Written Aptitude Test**

1. All candidates passing onto the Stage 2 of the recruitment process will be at an equal footing. Throughout the hiring process, marks or rankings will not carry forward onto the next stage. Thus, a Tier 1 candidate and a Tier 2 candidate will be on equal ground upon progressing to Stage 2, with an equal chance at progressing based on their performance at this Stage.
2. All candidates shortlisted from Stage 1 will be required to take a written test.
3. The written test will be designed by an Aptitude Committee comprising of the following members:-
  - i. Additional Secretary PFC
  - ii. Deputy Secretary Resources
  - iii. Deputy Secretary NFC

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**TORs of the Aptitude Committee are as under:-**

4. The Aptitude Committee will ensure that the written test is designed as per the following guidelines:-
  - a. Must be an MCQ based / MCQ type test.
  - b. The total duration of the test shall be between 30 – 60 minutes.
  - c. A total of 20-40 questions maybe asked in the test.
  - d. While no fixed syllabus for the test may be set, the test will have to include questions of logic and critical reasoning, problem-solving, analytical & quantitative skills and general knowledge. Current affairs and any other field of study that the Aptitude Committee might deem relevant may also be included.
  - e. Candidates will be required to be present in person to take the test. Any proxies will not be allowed to take the test for the candidate, and any candidate found carrying out any malpractice will be immediately disqualified. **However, if a candidate is unable to travel to the test location because of a genuine reason, then the applicant can request the committee via email for an alternate arrangement using an internet based test.**
5. Grading the tests must also be done by the Aptitude Committee, or if the committee is unable to do so, a mark scheme must be prepared beforehand for the test. Candidates scoring in the top 20<sup>th</sup> percentile will qualify for the next round; if the number of candidates in the 20<sup>th</sup> percentile is insufficient then top 30<sup>th</sup> percentile maybe considered, and if the number of shortlisted candidates still remains low, then top 40<sup>th</sup> percentile maybe considered and so on. Similarly, if the number of candidates in the top 20<sup>th</sup> percentile exceed a reasonable amount, then only the top 10<sup>th</sup> percentile maybe considered. A total of 30-50 candidates are expected to be shortlisted in this round.

**Stage 3 Selection through 2-Step Interviews**

1. Every Candidates proceeding on to this stage, irrespective of their individual scores, will be treated on equal grounds, and will have the same chance of selection, depending upon their performance in the interview.
2. A Selection Panel will be established to run case-study based interviews for every candidate selected.
3. The Selection Panel will comprise of the following members:-
  - i. Minister Finance (In Chair)
  - ii. Secretary Finance
  - iii. Secretary P&D

**TORs of the Selection Committee are as under:-**

- Case Studies will be developed and/or selected with mutual consent of all Selection Panel members. All Case Studies will deposit questions of equal difficulty, and must require the candidate to think critically across various approaches to problem solving. Quantitative and Qualitative analytical skills will be given equal importance.
- Candidates will be led through a case study interview, and each of the three interviewees in the selection panel will judge the candidates analytical ability, quantitative ability, and conceptual ability in the case study interview on a marking scheme of 1 to 3 (3 being above average).
- The Case study interview will be accompanied with a FIT interview, where candidates CVs will be questioned, and the ability of candidates will be judged on a number of dimensions including leadership, team building, communication, drive etc.
- Interviews are expected to last one hour each.
- Interviews will be marked by each of the three evaluators on a standardized scoresheet, to be developed with detailed instructions before the interview takes place.



12/7/19

- The top performers for the positions will be hired, provided they meet an average score of 2/3 across the FIT and the Case Study Interviews.
- The Committee may call a candidate for a second case study interview should it feel that he or she has the potential to significantly perform better. This shall only be done in exceptional circumstances.
- Offer letters to the final candidates will be issued within a week of final interviews.

SECRETARY FINANCE

Endst: No. & Date Even.

Copy is forwarded to the:

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Secretary, Khyber Pakhtunkhwa.
3. PS to Minister Finance, Khyber Pakhtunkhwa.
4. PS to Secretary Finance Department.
5. PS to Secretary P&D Department.
6. PS to Special Secretary, Finance Department.
7. PA to Additional Secretary (Admn) Finance Department.
8. PA to Additional Secretary (PFC) Finance Department.
9. PA to Deputy Secretary (Resource) Finance Department.
10. PA to Deputy Secretary (Budget-IV) Finance Department.
11. PA to Deputy Secretary (NFC) Finance Department.
12. Master file.

Handwritten notes and signatures on the left side of the list:

- ①
- Handwritten initials and lines next to items 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.
- 17/7/19

Handwritten signature and date:

*Roll* 17/7/19

Handwritten signature of the Section Officer (Admn):

SECTION OFFICER (ADMN)

Handwritten signature and date at the bottom left:

*R.O.D.*  
17/7/19





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GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

No.E&A/FD/ISU,FM/2019  
Dated Peshawar the 17.05.2019

To

*[Handwritten signature]*  
17-5-19

The Director Information,  
Khyber Pakhtunkhwa, Peshawar.

Subject: - **PUBLICATION OF ADVERTISEMENT**

I am directed to refer to this department letter of even No. dated 13.05.2019 on the subject noted above and to enclose herewith a copy of Advertisement for publication in the Daily The News Paper as desired by the Competent Authority. The bill for advertisement charges may be forwarded to this department for payment.

Encl:As above.

*[Handwritten signature]*  
SECTION OFFICER (ADMN)

# JOB OPPORTUNITIES

The Department of Finance is creating an Internal Support Unit (ISU) to support the reform agenda of the Government of Khyber Pakhtunkhwa. The ISU is envisaged as a small team of young and mid-career professionals of outstanding talent with problem-solving ability, analytical skills, quantitative skills, and research and communication skills, of a nature not currently available to government.

Applications are invited from suitable candidates for the following posts, purely on contract basis, for a period of one year for the Internal Support Unit (ISU) in the office of Minister for Finance, Government of Khyber Pakhtunkhwa, on market based pay:

S.#	Name of Position	No. of Posts
1	Senior Associate / Team Leader	02
2	Associate	04
3	Analyst	08

Requirements for all candidates include:

- **Education Qualification:** A minimum of 10 years of education is required. Preference will be given to individuals based on the quality of their degree (in order, top tier international universities, national centers of excellence such as LUMS, IM Sciences, traditional public-sector centers of excellence such as UET Peshawar, other universities).
- **Cover Letter:** A one to two-page cover letter which states the individual's interest in the role, and why they think they are suited for the role. The cover letter will be used as a go / no-go criterion, with poor or unprofessional cover letters leading to an application being discarded.
- **Quality of Experience and Achievement:** This will be important in particular for individuals applying from less recognized universities, or for individuals applying to the more senior positions of team leader. A demonstrable track record of excellence and leadership is what is being sought.

The recruitment procedure will be carried out in three phases as detailed below:

**Phase 1:** All applications will be shortlisted based upon the quality of CV and cover letter.

**Phase 2 - Test:** All shortlisted candidates will go through a problem-solving test, candidates above a minimum score will be rated as passed and considered for an interview.

**Phase 3: Interview:** The interview process will consist of a problem-solving interview based on a case study, as well as a fit interview, to stress test skill set required for the role.

Marks will not be carried forward from one phase to the next.

#### Eligibility Criteria:

#### 1. Senior Associates/Team Leader:

- A minimum of ten years of top tier relevant professional experience in Pakistan or in the international market.
- A track record of outstanding achievement that is demonstrable and can be verified, including the experience of leading teams of people successfully.
- A Bachelor's Degree, and a minimum of sixteen years of formal education from a reputed local or international institution.
- Applicants can have experience in the public, private or development sectors, or a mixture of both.

#### 2. Associates:

- A minimum of three years of top tier relevant professional experience, in Pakistan or in the international market.
- A track record of outstanding achievement that is demonstrable and can be verified. Leadership experience will be seen as a plus.
- A Bachelor's Degree, and a minimum of sixteen years of formal education from a reputed local or international institution.
- Applicants may have experience in the public, private or development sectors, or a mixture of both.

#### 3. Analysts:

- Up to three years of top tier relevant professional experience, in Pakistan or in the international market.
- A track record of outstanding achievement that is demonstrable and can be verified (graduates with no experience will be hired on the basis of their academic performance).
- A Bachelor's Degree, and a minimum of sixteen years of formal education from a reputed local or international institution.
- Applicants may have experience in the public, private or development sectors, or a mixture of both.

#### NOTE:

- For all positions of Senior Associates, Associates & Analyst, individuals should submit a two-page CV (maximum length) citing three references that can be contacted, accompanied by a one to two-page cover letter that explains why you believe you should be considered for this role, and how you meet the key skills required via email on [isu@finance.gkp.pk](mailto:isu@finance.gkp.pk).
- Last date for submission of Cover letter & CVs is 14<sup>th</sup> June 2019 (Friday) by 1600 hours PST via email only.

#### Terms & Conditions for:

- Candidate serving in government, semi government or autonomous organization shall apply through proper channel.
- Only shortlisted candidates will be called for test / interview. No TA/DA will be admissible.
- The competent authorities reserve the rights to cancel or decrease the No. of posts.
- A candidate shall not apply for more than one post. After completion and evaluation process he/she may be offered a lower position (as above).
- Salary range will be decided based upon the skill set/experience & last salary drawn etc.

Section Officer Administration, Finance Department, Government of  
Khyber Pakhtunkhwa, Civil Secretariat Peshawar  
Ph: 9210074, Fax: 9210352, Email: [isu@finance.gkp.pk](mailto:isu@finance.gkp.pk)

INF(P)2248/19



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT AND ADMN: DEPARTMENT  
(CABINET WING)  
No.SOC(E&AD)9-23/2019  
Dated Peshawar the 26<sup>th</sup> September, 2019.

107

To,

1. The Secretary to Govt. of Khyber Pakhtunkhwa Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa Finance Department.



**SUBJECT: DECISION OF THE SPECIAL MEETING OF PROVINCIAL CABINET DATED 26.09.2019.**

Dear Sir,

I am directed to forward herewith the following decision of the special meeting of Provincial Cabinet held on 26.09.2019 under the chairmanship of Chief Minister, Khyber Pakhtunkhwa for implementation.

<b>ADDITIONAL AGENDA ITEM NO. 01</b>	
a. APPOINTMENT OF STAFF IN INTERNAL SUPPORT UNIT IN FINANCE DEPARTMENT	b. RECRUITMENT POLICY FOR MARKET BASED TALENT
<b>Decision of the Cabinet:</b>	
The Cabinet approved the following proposals of the Department:-	
i. The Recruitment Policy for attracting market based Talent	
ii. <i>Recruitment done for Internal Support Unit (ISU) for the Finance Department</i>	
<b>Implementing Department :</b>	Establishment for (i) / Finance for (ii)

2. I am to request that an implementation report of the Cabinet decision as required under Rule 25 (2) of the Khyber Pakhtunkhwa Government Rules of Business, 1985 may kindly be furnished on top priority basis to the Cabinet Section, Administration Department.

Yours faithfully,  
  
(TAJ MUHAMMAD)  
SECTION OFFICER (CABINET)

**ENDST.NO. & DATE EVEN.**

Copy to:-

1. P.S to Secretary Administration Department.
2. PA to Additional Secretary (Cabinet) Administration Department.
3. PA to Deputy Secretary (Cabinet) Administration Department.

SECTION OFFICER (CABINET)

Secretary Finance  
Khyber Pakhtunkhwa

Dt: 17.9.19  
Date: 27.9.19

*S.S.F*  
*AFSLA*  
*SOC Admn*  
*30.09.19*  
*out of order*  
*2019/110*





GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

SUMMARY FOR CHIEF MINISTER KHYBER PAKHTUNKHWA.  
APPOINTMENT OF STAFF IN INTERNAL SUPPORT UNIT (ISU)

Subject:

APPOINTMENT OF STAFF IN INTERNAL SUPPORT UNIT (ISU)

1. Chief Minister has seen and is pleased to approve the case vide para 15/ ante. In this regard, a detailed procedure has been notified by Finance Department vide notification issued (Attached at Annex-A).

2. In pursuance of approval of Chief Minister, an advertisement for recruitment of staff in ISU has been published for the positions of Senior Associates/ Team Lead (2 X posts), Associates (4 X posts) and Analyst (8 X posts) (Copy of Ad attached at Annex-I). The post wise break up of applicants is as under:

S.#	Name of Position	No. of Posts	No. of Applications
1.	Senior Associate / Team Leader	02	146
2.	Associate	04	209
3.	Analyst	08	274
	<b>Total</b>		<b>629</b>

3. In line with approved procedure, a Short-Listing committee was notified comprising of Additional Secretary Admn, Additional Secretary Development and Deputy Secretary Budget-IV. Constitution of committee is attached at Annex-II). The Short-Listing Committee, using education, relevant work experience (judged through CV) and Cover Letter has carried out the short-listing exercise. The post wise details of Short-Listed candidates are as under (the Minutes of Short-Listing Committee are attached at Annex-III):

S.#	Name of Position	No. of Posts	No. of Applications	No. of Short Listed Candidates
1.	Senior Associate / Team Leader	02	146	9
2.	Associate	04	209	32
3.	Analyst	08	274	65

All short-listed candidates were required to undertake an aptitude test. In order to design and conduct the written test, an Aptitude Committee was notified comprising Additional Secretary PFC, Deputy Secretary Resources and Deputy Secretary NFC (Constitution of committee is attached at **Annex-IV**). The written test has been carried out at 3 locations (Peshawar, Islamabad and Lahore). Post wise candidates qualifying the written test are as under (Minutes of Aptitude Committee are attached at **Annex-V**):

S.#	Name of Position	No. of Posts	No. of Applications	No. of Short-Listed Candidates	No. of Candidates qualifying written test
1.	Senior Associate / Team Leader	02	146	09	04
2.	Associate	04	209	32	27
3.	Analyst	08	274	65	42

5. At stage-III, Selection Panel comprising of Minister Finance, Secretary Finance and Secretary P&D was constituted. The Selection Panel had two important roles:

- i. ISU recruitments posts have been approved at market-based remuneration/ MP scales. Thus, salary range for each candidate within the MP Scales/ which MP scale to be offered had to be deliberated on. In this regard, meeting of Selection Panel was held (Minutes attached at **Annex-VI**). The Selection Panel decided as under:

- a. While determining the remuneration range, apart from the profiles of the candidate, his/her skill set, the value he/she shall bring in, and his/her last salary drawn will also be considered.
  - b. Candidates will be offered a base rate/ base salary. However, in addition, there shall be performance-based component over and above this base rate and will be directly linked with the performance of the candidate against agreed KPIs/ performance parameters.
  - c. In order to provide for flexible working, there shall be mechanism for working days and remuneration shall be based upon the days worked.
- ii. Case based interviews were carried out by Selection Panel. While carrying out these interviews, the Selection Panel evaluated on problem solving, quantitative/ qualitative analytical skills, leadership, team building, communication, drive etc. Based upon the interview, following candidates have been selected as successful candidates (Minutes of Selection Panel attached at **Annex- VII**):

S.#	Name of Candidate	Post
1.	Taimur Adil	Team Lead / Sr. Associate
2.	M. Adnan Khan	Team Lead / Sr. Associate
3.	Hassam Khan Durrani	Associate
4.	Farooq Habib	Associate
5.	Anam Saeed	Associate
6.	Mustafa Asghar Khan	Associate
7.	Mohammad Zain Raza	Analyst
8.	Mahnoor Babar	Analyst
9.	Nasr Kakakhel	Analyst
10.	Mohammad Ahmad Rabbani	Analyst
11.	Kashan Ahmad	Analyst



6. To transform Pakistan, Government (both in the centre and in the provinces) needs access to the best talent that available. Often, the resources required are available on the national job market, but the standard recruitment policies of government, and the terms offered to the individuals required for particular roles, simply make it impossible for government to recruit the talent it needs to bring change to Pakistan. This is particularly true in today's world, where young entrepreneurs below the age of 30 can become billionaires, and yet they wouldn't be able to pass the experience criteria to be a Director reporting to a Director General in a government owned institution. This policy can be chosen to be applicable in the following cases:

- For senior executives, or senior leadership positions
- For generalist consultant positions, irrespective of seniority, working on MP scales
- For market based recruitment in autonomous bodies, and other attached institutions of departments

7. The process as narrated above, duly approved by Chief Minister vide para 15/ante, is not only competitive and transparent but also it is in line with the international best practices being followed in leading multinational organizations (MNCs). The Government, in general, needs to benefit from this competitive, transparent and high value adding process. There is a general need of building capacities at various units those are established for strategic management and planning needs. However, the archived process of recruitment ends up in selection of sub-optimal skill set. In order to enable other departments, draft policy for carrying out such recruitments have been prepared and attached at Annex-VIII). These shall be applicable for such strategic units to be funded out of non-development budget (Project Policy already notified for ADP projects shall continue to be in vogue)

Chief Minister may like to approve following:

- i. Based upon the recruitment process, as referred at para 17 to 20/ ante, recruitment of staff of ISU as at para 21/ ante.
- ii. Permission to issue offer letter to successful candidates.

- iii. Designation of Secretary Finance as Appointing Authority for these positions and all further process to be carried out at level of Appointing Authority
  - iv. Guidelines/ policy for recruitment of staff for such strategic units to be funded through non-development budget (approval of such units through a Summary for Chief Minister shall be a pre-requisite for adopting this process)
  - v. Placement of Draft Policy before the next Cabinet meeting for approval of Cabinet as referred at paras 22 and 23/ ante along-with the process adopted in current phase as referred at para 21/ante. Draft summary for Cabinet along with recruitment policy is attached as Annex-IX.
  - vi. Notification of Policy by Establishment Department in respect of recruitment policy (subsequent to approval by the Cabinet).
9. Chief Minister may like to approve proposals as at para 24/ ante

Minister Finance

Chief Secretary

Chief Minister

Secretary Finance

Talpur Saleem Khan Jhagga  
Minister Finance  
Govt: of Khyber Pakhtunkhwa  
Peshawar

Approved. The matter be placed before Cabinet

25-9-2019



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

No.E&a/FD/ISU/2019  
Dated Peshawar the, 23-10-2019.

To

1. The Director General,  
Khyber Pakhtunkhwa Revenue Authority.
2. The Managing Director,  
Khyber Pakhtunkhwa, Public Procurement  
Regulatory Authority.
3. The Director,  
Treasuries & Accounts, Khyber Pakhtunkhwa.
4. The Director,  
Local Fund Audit, Khyber Pakhtunkhwa.
5. All Budget/Section Officers,  
Finance Department.

SUBJECT: **RECRUITMENT POLICY FOR MARKET BASED TALENT.**

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of self-explanatory letter No.SO(Policy)/E&AD/1-10/2019 dated 10<sup>th</sup> October, 2019 alongwith its enclosures received from Section Officer (Policy), Establishment Department (Regulation Wing) for information and compliance, please.

**Encl: As above**

SECTION OFFICER (ADMN)

Endst: No. & Date Even.

Copy forwarded to the:-

1. The Section Officer (Policy) Establishment Department  
with ref: to his letter cited above.
2. PS to Secretary, Finance Department.
3. PS to Special Secretary, Finance Department.
4. PA to Addl: Secretary (Admn), Finance Deptt:
5. PA to Director, FMIU Finance Department.  
Master file.

SECTION OFFICER (ADMN)



1-33  
GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
(REGULATION WING)

No. SO(Policy)/E&AD/1-10/2019  
Dated Peshawar, the October 10, 2019

To  
All Administrative Secretaries in Khyber Pakhtunkhwa.

Subject: RECRUITMENT POLICY FOR MARKET BASED TALENT.

Dear Sir,

I am directed to refer to the subject noted above and to forward herewith a copy of "Recruitment Policy for Market Based Talent" duly approved by the Provincial Cabinet, for information and compliance, please.

Yours faithfully,


  
SECTION OFFICER (POLICY)

ENDST: NO. & DATE EVEN

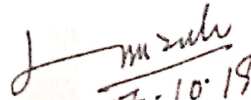
Copy of the above is forwarded to:

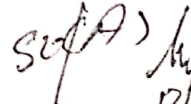
1. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
2. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. The Special Secretary (Reg) / Establishment, Establishment Department.
4. The Additional Secretaries/Deputy Secretaries/Section Officers in Establishment Department.
5. The Deputy Director (IT) E&A Department.
6. PS to Chief Secretary Khyber Pakhtunkhwa.
7. PS to Secretary Establishment, Khyber Pakhtunkhwa.

SECTION OFFICER (POLICY)

  
Secretary Finance  
Khyber Pakhtunkhwa  
Dy No. 18446  
Date 11/10/19

  
S/S (AESRA)

  
17-10-19

  
12/10/19

copy to (A)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT AND ADMN: DEPARTMENT  
( CABINET WING )  
No.SOC(E&AD)9-23/2019

Dated Peshawar the 26<sup>th</sup> September, 2019.

To,

1. The Secretary to Govt. of Khyber Pakhtunkhwa  
Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa  
Finance Department.



**SUBJECT: DECISION OF THE SPECIAL MEETING OF PROVINCIAL CABINET DATED 26.09.2019.**

Dear Sir,

I am directed to forward herewith the following decision of the special meeting of Provincial Cabinet held on 26.09.2019 under the chairmanship of Chief Minister, Khyber Pakhtunkhwa for implementation.

<b>ADDITIONAL AGENDA ITEM NO:01</b>	
a. APPOINTMENT OF STAFF IN INTERNAL SUPPORT UNIT IN FINANCE DEPARTMENT	
b. RECRUITMENT POLICY FOR MARKET BASED TALENT	
<b>Decision of the Cabinet:</b>	
The Cabinet approved the following proposals of the Department:-	
i. The Recruitment Policy for attracting market based Talent	
ii. Recruitment done for Internal Support Unit (ISU) for the Finance Department	
<b>Implementing Department :</b>	Establishment for (i) / Finance for (ii)

2. I am to request that an implementation report of the Cabinet decision as required under Rule 25 (2) of the Khyber Pakhtunkhwa Government Rules of Business, 1985 may kindly be furnished on top priority basis to the Cabinet Section, Administration Department.

Yours faithfully,

(TAJ MUHAMMAD)  
SECTION OFFICER (CABINET)

**ENDST.NO. & DATE EVEN.**

Copy to:-

1. P.S to Secretary Administration Department.
2. PA to Additional Secretary (Cabinet) Administration Department.
3. PA to Deputy Secretary (Cabinet) Administration Department.

SECTION OFFICER (CABINET)

Handwritten notes and signatures at the bottom of the page:

- 17450
- 27.9.19
- S.S.F
- AFS(A)
- SOC(Admin)
- 30/9/19
- Supplk(A)
- Part of the file

Context

To transform Pakistan, Government (both in the centre and in the provinces) needs access to the best talent that available. Often, the resources required are available on the national job market, but the standard recruitment policies of government, and the terms offered to the individuals required for particular roles, simply make it impossible for government to recruit the talent it needs to bring change to Pakistan. This is particularly true in today's world, where young entrepreneurs below the age of 30 can become billionaires, and yet they wouldn't be able to pass the experience criteria to be a Director reporting to a Director General in a government owned institution.

Objective

The archived process of recruitment cannot be applied to specialized units aiming to build strategic support capacity and/ or aiming to attract vibrant and dynamic skill-set from the market. This policy is aimed at promoting competition and transparency of the hiring process for specialized units.

Application

This policy can be chosen to be applicable in the following cases

- For senior executives, or senior leadership positions
- For generalist consultant positions, irrespective of seniority, working on MP scales
- For market based recruitment in autonomous bodies, and other attached institutions of departments

Form of Recruitment

Recruitment shall be carried on contract basis for a period of upto three years (extendable on satisfactory performance) on market-based pay

Recruitment Process

This policy is built on the recruitment best practices in world class institutions, and can therefore consist of a two-stage, three-stage or four-stage process, in which the evaluation at each stage is independent of the previous stage. The objective is to ultimately assess individuals on their skill and ability, as opposed to a rigid interpretation of their track record. As such, unlike typical government processes, no marks are carried forward from one stage (e.g. CV evaluation) to the next.

**Stage 1 – CV Evaluation:** This is where the track record and the academic credentials of the candidates are evaluated. It is recommended that a cover letter be made part of the submission requirements and be part of the CV evaluation (although this cannot be compulsory), and that there be constraints placed on the length of both the CV and the cover letter.

**Stage 2 – Test:** An IQ / GMAT style test testing basic proficiency is recommended other than for senior executive roles, that may directly be passed on to an interview stage. Again, once test marks are awarded, these should not carry over to the interview stage.



**Stage 3 – Deep Interviews:** At least one round of interviews, testing the candidates ability to perform in the job, with a three-member panel that is independently assessing ability to perform, as well as the candidates track record. For generalist positions, these can be case study / problem solving based, while for senior executives (e.g. for the CEO of an autonomous body), these can be in the form of a presentation. The interview structure can be adapted for individual recruitment efforts.

**Stage 4 – Second Round of Interviews (Optional):**

#### Education and Age requirements

- Experience rather than age
- 16 years of education as a standard. Specialization should be preferred but not necessary, as many people can demonstrate experience in relevant fields.
- No domicile requirements

#### Salary and Benefits/ Determining remuneration range

The recruitments against these posts are at market-based remuneration/ MP scales. In this regard it is important that:

- a. Principles of Market Based Talent, While determining the remuneration range, apart from the profiles of candidate, his/her skill set, the value he/she shall bring in, and his/her last salary drawn will also be considered.
- b. Performance Based, Candidates will be offered a base rate/ base salary. However, in addition, there shall be performance-based component over and above this base rate and will be directly linked with the performance of the candidate against agreed KPIs/ performance parameters.
- c. Flexible, In order to provide for flexible working, there shall be mechanism for working days and remuneration shall be based upon the days worked.

#### Adopting the Policy- Process

- The Administrative Department/ entity wishing to establish such a unit shall prepare a detailed concept note highlighting the need of the unit along with the structure and TORs of each position.
- The concept note, and all allied documents, shall be submitted for approval of Chief Minister in the form of a Summary.
- The source of funding shall be clearly mentioned in this regard
- The Summary shall also indicate compositions of three committees vis-à-vis Short-Listing Committee, Aptitude Test Committee and Selection Panel (as given below) and composition shall be approved from Chief Minister

After approval of Chief Minister in respect of establishment of unit, the administrative department shall follow this policy for carrying out recruitment against the positions

### Constitution of Committees

In order to carry out the recruitment in competitive and transparent manner, following three committees shall be constituted.

1. Short Listing Committee
2. Aptitude Test Committee
3. Selection Panel

### Appointing Authority

The concerned administrative secretary shall be the Appointing Authority for these cases.

### Third Party Validation

The administrative department may get a third-party validation of the process conducted within 6 months of completion of the recruitment process.



# GOVERNMENT OF KHYBER PAKHTUNKHWA FINANCE DEPARTMENT

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Finance Department Civil Secretariat Peshawar <http://www.finance.gov.pk> <https://www.facebook.com/GovtPK> [twitter.com/GovtPK](https://twitter.com/GovtPK)

NO. FD (SOSR-1) 6-1/2014-18  
Dated Peshawar the: 01-04-2019

To:

- 1 All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
- 2 The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
- 3 The Secretary to Governor, Khyber Pakhtunkhwa.
- 4 The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- 5 The Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
- 6 The Secretary Finance Merged Area Secretariat, Peshawar.
- 7 All Heads of Attached Departments in Khyber Pakhtunkhwa.
- 8 All Divisional Commissioners in Khyber Pakhtunkhwa.
- 9 The Registrar, Peshawar High Court, Peshawar.
- 10 The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
- 11 The Chairman, Services Tribunal, Khyber Pakhtunkhwa.
- 12 The Accountant General, Khyber Pakhtunkhwa.

Subject: REVISION OF MANAGEMENT POSITION SCALES (MP-I, MP-II, MP-III).

Dear Sir,

I am directed to refer to the subject noted above and to state that in pursuance of Government of Pakistan, Finance Division's Office Memorandum No.F.3(2)/R-4/2011 dated 14-07-2017 and with the approval of Provincial Cabinet, the Government of Khyber Pakhtunkhwa Finance Department has been pleased to approve revision of Management Position (MP) salary package with immediate effect as given below:-

Description	MP-I					
	2			3		
	Existing Rates			Revised Rates		
1	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	289,300	22,000	355,300	433,950	33,000	532,950
House Rent	101,000	-	142,000	101,000	-	142,000
Utilities	13,100	-	16,200	19,650	-	24,300
	MP-II					
Basic Pay	121,000	18,150	193,600	181,500	27,225	290,400
House Rent	66,000	-	110,000	66,000	-	110,000
Utilities	5,500	-	8,800	8,250	-	13,200

P.T.O



	MP-I	MP-II	MP-III
Basic Pay	24,700	32,100	42,900
House Rent	33,600	44,000	55,000
Utilities	3,850	5,000	6,775

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 remain the same as per existing rates given below.

MP-I	Rs.95,810/-
MP-II	Rs.77,430/-
MP-III	Rs.65,080/-

The following perquisites and facilities admissible to the MP Scale holders in terms of Finance Division's O.M No.3(7)R-4/98 dated 18-08-1998 and 01-09-1998, adopted by Government of Khyber Pakhtunkhwa vide circular letter No:FD(SR-I)6-1/2000 dated 18-05-2002 and this Department's notification No:FD(SOSR-I)6-1/2014-18 dated 5.4.2018 are also still operative:-

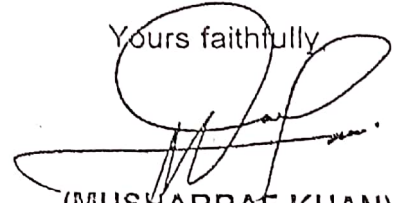
S.No.	Description	MP-I	MP-II	MP-III
1	TA/DA on domestic official tour	As admissible to civil servants of the highest grade	As admissible to the civil servants of the BPS-21.	As admissible to civil servants of BPS-20
2	TA/DA on official duty abroad	As admissible to civil servants in Category-I	As admissible to civil servants in Category -II.	As admissible to civil servants in Category-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	One month's basic pay for each completed year of service.	One month's basic pay for each completed year of service

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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 of payment of one month's basic pay in lieu thereof.

3. The Finance Department Govt: of Khyber Pakhtunkhwa letter No:FD(SOSR-1)6-1/2013 dated 4.2.2014 is hereby withdrawn ab-initio.

Yours faithfully



(MUSHARRAF KHAN)

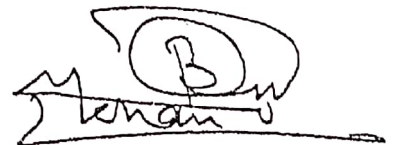
Add: Secretary (Regulation)

NO. FD (SOSR-1) 6-1/2014-18

Dated Peshawar the: 1<sup>st</sup> April, 2019

Copy for information & necessary action to the:-

1. The Director, Treasuries & Accounts, Khyber Pakhtunkhwa.
2. All the District Comptroller of Accounts in Khyber Pakhtunkhwa.
3. The Director, Local Fund Audit, Khyber Pakhtunkhwa, Peshawar.
4. The Director, FMIU, Finance Department.
5. The Treasury Officer, Peshawar.
6. The Secretary, Board of Revenue, Khyber Pakhtunkhwa.
7. All the District Accounts Officers in Khyber Pakhtunkhwa / Merged Areas.
8. Manager, Govt. Printing Press Department, Khyber Pakhtunkhwa
9. All the Section / Budget Officers in Finance Department.
10. The Private Secretary to Minister for Finance, Khyber Pakhtunkhwa.
11. The Private Secretary to Secretary / P.As to Special Secretary / Additional Secretaries / Deputy Secretaries in Finance Deptt, Peshawar.



(BARKAT KHAN)

Section Officer (SR-1)