

**CIVIL SERVICE REFORMS TO MEET  
THE NEED OF RESTRUCTURED  
ECONOMY AND GOOD  
GOVERNANCE**

**ESTABLISHMENT DIVISION**

**PAKISTAN DEVELOPMENT FORUM APRIL, 2005**

# CIVIL SERVICE REFORMS SEQUENCE OF PRESENTATION

- VISION
- MISSION
- OBJECTIVE
- STRATEGY
- SCOPE
- IMPLEMENTATION & MONITORING SET-UP

# CIVIL SERVICE REFORMS

## VISION

A MOTIVATED AND EFFICIENT CIVIL SERVICE  
SERVING THE PEOPLE OF PAKISTAN

# CIVIL SERVICE REFORMS

## MISSION

- A COMPETENT, ACCESSIBLE, RESPONSIVE AND MOTIVATED CIVIL SERVICE
- TRANSPARENCY AND ACCOUNTABILITY
- MERIT BASED INDUCTION, SUSTENANCE AND GROWTH

# CIVIL SERVICE REFORMS

## OBJECTIVE

- TO CREATE A QUALIFIED AND PROFESSIONAL CIVIL SERVICE
- SENSITIZED TO THE NEEDS OF PEOPLE
- RESPONSIVE TO THE DEMANDS OF CHANGING SOCIO-ECONOMIC ENVIRONMENT
- TRAINED FOR INNOVATIVE DECISION-MAKING AND POLICY FORMULATION
- GEARED TO DEVELOP STRATEGIC AND TACTICAL VISION IN SPECIALIZED FIELDS

# CIVIL SERVICE REFORMS

## STRATEGY

- RESTRUCTURING
- PROFESSIONAL DEVELOPMENT
- REWARDING PERFORMANCE

# CIVIL SERVICE REFORMS SCOPE

- RECRUITMENT (FPSC)
- THE NATIONAL EXECUTIVE SERVICE (NES)
- CAPACITY BUILDING
- COMPENSATION AND RESPONSIBILITY
- ATTRITION

# NATIONAL EXECUTIVE SERVICE (NES) CONCEPT

A CADRE OF

PROFESSIONAL AND RESPONSIVE CIVIL SERVANTS

CAPABLE OF

FORMULATING AND IMPLEMENTING PROACTIVE

PUBLIC POLICY

# NATIONAL EXECUTIVE SERVICE

## STRUCTURE

- AN ALL-PAKISTAN SERVICE FOR STAFFING POLICYMAKING POSITIONS IN
  - ECONOMIC MINISTRIES/DIVISIONS
  - SOCIAL SECTOR MINISTRIES/ORGANIZATIONS
  - REGULATORY MINISTRIES/ORGANIZATIONS
  - PROVINCIAL/DISTRICT GOVERNMENTS

# NON-NES OFFICERS

- CONTINUE TO GROW VERTICALLY IN THEIR RESPECTIVE GROUPS
- NES WILL NOT DEPRIVE ANY OCCUPATIONAL GROUP OF A RESERVED CORRIDOR OF VERTICAL GROWTH

# CAPACITY-BUILDING

## OBJECTIVE

TO STRENGTHEN THE CAPACITY OF CIVIL  
SERVANTS TO PREPARE THEM FOR THE  
CHALLENGES OF CHANGING SOCIO-  
ECONOMIC MILIEU

# CAPACITY-BUILDING

## PROPOSED TRAINING PROGRAMMES THROUGH WORLD BANK FUNDING

- SHORT TERM : EDP FOR BS 20-21
- MEDIUM TERM : PDEV FOR BS17-19
- LONG TERM : THROUGH NSPP

# LINKAGE OF COMPENSATION WITH RESPONSIBILITY

- ANY CIVIL SERVICE REFORM PROCESS WOULD LACK IMPETUS WITHOUT ADDRESSING THE ISSUE OF COMPENSATION
- COMPENSATION MUST BE LINKED TO RESPONSIBILITY AND PERFORMANCE
- JOB DESCRIPTIONS
- PAY SCALES

# ATTRITION

- PROMOTION ONLY ON THE BASIS OF SENIORITY AND LENGTH OF SERVICE HAS LED TO COMPLACENCY AND DECLINE IN PERFORMANCE LEVELS
- SYSTEM OF PERFORMANCE EVALUATION REQUIRES MORE OBJECTIVE ASSESSMENT PARAMETERS

# IMPLEMENTATION & MONITORING SETUP: CIVIL SERVICE REFORM UNIT (CSRU)

- CIVIL SERVICE REFORM UNIT IN THE ESTABLISHMENT DIVISION
- TORs OF CSRU
  - SUPPORT EVOLUTION OF RESTRUCTURING
  - CARRYOUT AND/OR OUTSOURCE STUDIES TO SUPPORT PAY AND COMPENSATION REFORMS
  - IMPROVE QUALITY OF TRAINING AND PROFESSIONAL DEVELOPMENT
  - PROPOSE MODERNIZATION OF THE CADRE SYSTEM AND REFORMATION OF SYSTEM OF OCCUPATIONAL GROUPS
  - MONITORING AND EVALUATION OF CIVIL SERVICE REFORMS.

# STAKEHOLDERS

- Federal Government
- Provincial Governments
- Local Governments
- Services Groups and Government Servants
- Civil Society Organizations
- General Public
- Donors

# DETERMINANTS OF SUCCESS

- Ownership by the stakeholders
- Inclusion of all categories of Government servants in the reform process
- Sustainability of recommendations

THANK YOU