

**MINUTES OF THE 31st MEETING OF THE IMPLEMENTATION COMMITTEE
FOR REORGANIZING THE FEDERAL GOVERNMENT
HELD ON 16-4-2020**

The 31st meeting of the Implementation Committee was held on 16-4-2020 at 02:00 p.m. in Institutional Reforms Cell (IRC), the P.M. Office. It was chaired by Dr. Ishrat Husain, Advisor to the Prime Minister on Institutional Reforms and Austerity. The list of the participants is **Annexed-I**. The agenda of the meeting was as under:

- i. Plan for restructuring of CAA by Secretary Aviation.
- ii. Update by Establishment Division on Career Planning and Training of Officers to cater for the need for specialist officers by various Divisions.
- iii. Update by Establishment Division on revision of Job Description in the Federal Secretariat.
- iv. Update by Establishment Division on creation of HRMIS
- v. Proposal by IRC of Civil Awards for officers in the Federal Government.

Agenda item No. i: Update on restructuring of CAA by Secretary Aviation.

2. To begin with, the representatives of Aviation Division and the Authority stated that on 26-03-2019 (Case No.290/2019), the Federal Cabinet approved National Aviation Policy 2019, and later in another decision, Federal Cabinet decided on 30-07-2019 to bifurcate regulatory and commercial services functions of the CAA. In light of these decisions the Ministry and the CAA have devised a comprehensive plan for restructuring of CAA. They also presented a comparison between the system in vogue and the international best practices. The representative also informed the committee that the input from all stakeholders including the employee unions has also been obtained and has been incorporated in the proposals. The proposal outlined short term and long-term plan to implement the Federal Cabinet Decision. The representative highlighted the pros and cons of the various options and requested the advice of the for further action. (**Annex-II**).

4. Different aspects of the restructuring plan were discussed and analyzed. The Committee made it clear that the Division should take due care of the employees' concerns in any such activity. The Committee also made it clear that the end goal as enshrined by the Cabinet decision is the complete separation of commercial and regulatory functions under two separate entities. The Committee quite manifestly sensitized the Division about the inherent perils of

keeping both operation and regulation under single control. Only under a neutral and independent regulator, a level playing field is possible for both public and private aviation operators. The Committee further advised the Division, that it was free to design its own implementation plan keeping in view this ultimate goal. It should though avoid the need for any intermediate legislation.

Agenda item No.ii: Update by Establishment Division on career planning and training of officers to cater for the need of specialists by various Divisions

5. The Representative of the Establishment Division informed the Committee that so far, the Division has taken two steps in this regard. The first is that the officers who come back from the foreign training will report to Establishment Division for their posting, and due consideration to this training aspect will be accorded, while posting them in accordance with their training. The second step is that the Division is also now posting the new intake of officers of OMG on the basis of their domain qualification in the relevant ministries. The Committee also observed that Foreign Trainings Committee should be chaired by the Establishment Division instead of EAD. The present disconnect between acquisition of foreign training and utilization of the knowledge acquired in postings has to be reversed and this has to be done by Establishment Division.

Agenda item No. iii: Update by Establishment Division on revision of Job Description for the Federal Secretariat

6. The agenda was deferred.

Agenda item No. iv: Update by Establishment Division on creation of HRMIS

7. The representative of the Establishment Division informed the Committee that the task has been assigned to Punjab Information Technology Board (PITB) and is actively in progress. He further stated that initially they are going to digitize all relevant data for four cadres for which the Establishment Division is the custodian and the system will subsequently be replicated for the rest of Groups and ex-cadre officers. He further stated that the Division is also focusing upon the interconnectivity of all its wings enabling each to have an update information about the activities of the other wings when required. He also informed that in each wing they will nominate a focal person for the purpose.

Agenda item No. V: Proposal by IRC for Civil Awards for officers in Federal Government

8. The representative of IRC proposed that the system for Civils Awards for serving officers needs to be refined to promote innovation and excellence. The Chair further stated that in this regard, the erstwhile Secretary Cabinet had agreed to reform the process and streamline it to include the nominated civil servants in the lists recommended for civil awards. The representative of the Cabinet Division informed the committee that at present there are three different committees for the awards and the Division will consider constitution of the fourth one for public service. The Chair directed the Establishment Division to accordingly coordinate with Cabinet Division in this domain and desired that the new scheme be started from the current year.

DECISIONS:

- I. The Committee directed the Aviation Division to present the final restructuring plan for CAA, in line with the directions of the Cabinet and the Committee about clear separation of regulatory and commercial functions, along with clear time lines, in the next meeting.
 - II. The Committee recommended that Foreign Training Committee (FTC) meetings are to be chaired by the Establishment Division instead of EAD. Foreign Training should form an integral part of the Career Planning and placement of officers.
 - III. The Committee recommended Establishment Division to expedite the process of the digitization of the Division.
 - IV. The Committee directed the Establishment Division to streamline and revise the process for grant of awards to current government servant in coordination with Cabinet Division.
10. The meeting ended with a vote of thanks to and from the Chair.

List of participants of the 31st Meeting of Implementation Committee
held on 16-04-2020

- i. Dr. Ishrat Husain, Advisor to the PM on Institutional Reforms & Austerity.
- ii. Mr. Shafqat Mahmood, Minister for Federal Education & Professional Training.
- iii. Syed Fakhar Imam, Federal Minister for National Food Security & Research, Islamabad.
- iv. Mr. Nadeem Babar, Advisor to the PM on Petroleum, Islamabad.
- v. Mr. Mohammad Shehzad Arbab, Special Assistant to the Prime Minister on Establishment, Islamabad.
- vi. Mr. Hassan Nasir Jamy, Secretary, Aviation Division, Islamabad.
- vii. Dr. Safdar Sohail, Special Secretary, Cabinet Division, Islamabad.
- viii. Mr. Awais Manzur Sumra, Additional Secretary, Establishment Division, Islamabad.
- ix. Mr. Abdul Sattar Khokhar, Senior Joint Secretary, Aviation Division
- x. Dr. Nawaz Ahmad, Senior Joint Secretary (Exp), Finance Division, Islamabad.
- xi. Ms. Amna Warsi, Aviation Division, Islamabad.
- xii. Ms. Ayasha Warsi, Aviation Division, Islamabad.
- xiii. Mr. Muhammad Umer Aziz, Joint Secretary, M/o Law & Justice, Islamabad.
- xiv. Mr. Qamar Zaman, Joint Secretary, Institutional Reforms Cell (IRC).
- xv. Ms. Lubna Said Ghias, Deputy Secretary (Coord), Establishment Division, Islamabad.
- xvi. The Deputy Secretary, IRC, Prime Minister's Office, Islamabad.

