

**MINUTES OF THE 34TH MEETING OF THE CABINET IMPLEMENTATION
COMMITTEE (CIC) FOR REORGANIZING THE FEDERAL GOVERNMENT
HELD ON 07-05-2020**

The 34th meeting of the Cabinet Implementation Committee (CIC) was held on 07-05-2020 at 02:00 p.m. in Institutional Reforms Cell (IRC), the P.M. Office. It was chaired by Mr. Mohammad Shehzad Arbab, Special Assistant to the Prime Minister on Establishment. The list of participants is annexed. The agenda of the meeting was as under: -

- i. Abolition of posts in the Federal Government and freezing of recruitment of Support Staff.
- ii. Proposals for Restructuring Federal Ministries and Divisions.

Agenda item No.i: Abolition of posts in the Federal Government and freezing of recruitment of Support Staff.

2. The background of agenda was that the number of the employees in the Federal Government has been increased consistently during the last decade and due to this the annual salary bill has increased by three folds during this period and pension bill is becoming unmanageable. Secondly, the structure of the Federal Government is lopsided with 95% employees in Grades 1-16 consuming 85% of the salary bill while only 5% of employees are officers in Grades 17 and above. Thirdly, a review of the last five-year data reveals that vacancy ratio in the Federal Government has remained on average at 10%. According to the latest survey, 81,479 posts are vacant in the Secretariat and Attached Departments and among them the number of posts vacant in Grades 1-16 are 71,737. Considering this it was proposed by the IRC to the Committee that all the vacant posts in Grades 1-16 should be abolished. In addition, there should be a freeze on fresh recruitment in Grades 1-16 in the Federal Government. It was also suggested that initially the ratio of supporting staff to officers in each Division and Ministry should initially be brought down to 4:1 and then to 3:1. The same exercise will then be carried in the Executive Departments and Autonomous Bodies.

3. The issue was thoroughly deliberated upon and all the allied aspects of the agenda were discussed in detail and at the end the members of the Committee reached a consensus.

Agenda Item No.ii) Proposals for Restructuring of Federal Ministries and Divisions

4. The discussion on the agenda was postponed and the Committee directed that Secretaries of Establishment, Finance, Cabinet and Law Divisions should thoroughly study the proposal and present their detailed comments in next meeting on the proposal.

DECISIONS:

- I. The Committee directed the Finance Division to abolish all posts that have remained vacant for more than one year in BPS 01-16 in all Ministries, Divisions and Executive Departments.
- II. The Committee directed Secretaries of Establishment, Finance, Cabinet and Law Divisions to thoroughly study and present detailed comments on the proposal of restructuring of the federal Ministries/ Divisions in next meeting.

5. The meeting ended with a vote of thanks to and from the Chair.

**List of participants of the 33rd Meeting of Cabinet Implementation Committee
held on 07-05-2020**

- i. Dr. Ishrat Husain, Advisor to the PM on Institutional Reforms & Austerity, Islamabad through Zoom Video Conferencing.
- ii. Mr. Mohammad Shehzad Arbab, Special Assistant to the Prime Minister on Establishment, Islamabad
- iii. Mr. Nadeem Babar, Advisor to the PM on Petroleum, Islamabad.
- iv. Dr. Safdar Sohail, Special Secretary, Cabinet Division, Islamabad.
- v. Dr. Arshad Mahmood, Additional Finance Secretary (Exp), Finance Division, Islamabad.
- vi. Mr. Awais Manzur Sumra, Additional Secretary, Establishment Division, Islamabad.
- vii. Mr. Rafatullah Burki, Member, Management Services Wing, Establishment Division, Islamabad.
- viii. Mr. Muhammad Umer Aziz, Joint Secretary, M/o Law & Justice, Islamabad.
- ix. Mr. Qamar Zaman, Joint Secretary, Institutional Reforms Cell (IRC), Islamabad.
- x. Mr. Attiq Hussain Khokhar, Director General, Management Services Wing, Establishment Division, Islamabad.
- xi. Ms. Lubna Said Ghias, Deputy Secretary (Coord), Establishment Division, Islamabad.
- xii. The Deputy Secretary, IRC, Prime Minister's Office, Islamabad.