

WORKING PAPER

Subject: - **Abolition of posts in the Federal Government and freezing of recruitment of Support Staff.**

The Federal government has recorded an increase of 35 percent in its number of employees during the last decade rising from 492,000 to 663,000 ¹ (**Annex-I**). The annual salary bill has risen three times during this period from Rs.89 billion to Rs.260 billion, while the pension bill is becoming unmanageable as its growth is much faster than the increase in salary bill². The Government structure is too lopsided with 95 percent of the employees falling in Grades 1-16 and accounting for 85 percent of the total salary bill while the officers form only 5 percent of the total employees. The Government has recently formed a Pay and Pension Commission to examine the pay structure and reform the pension system.

2. In the meanwhile, a review of the sanctioned and actual posts occupied in the Federal Government reveals that the vacancy ratio for the last five years has averaged about 10 percent. The latest survey shows that there are 81,479 vacancies in the Secretariat and attached departments (**Annex-II, III and IV**). In addition, there are 115,909 unfilled posts in the autonomous bodies. Of the total vacant posts in the Secretariat and attached departments as many as 71,737 are in BPS 1-16 grades.

3. It is proposed that in the first phase the Finance Division may be advised to abolish these 71,737 posts in BPS 1-16 grades and freeze fresh recruitment in BPS 1-16 grades. Any justification for exceptions to

¹ The number of employees of the Federal Government that were directly affected by devolution was 50411. Thus the base number for comparative purposes should be adjusted to 441000. On this basis the expansion in the Federal Government employees during the last decade would be 50 percent .

² The total pension bill in 2019-20 was Rs 342 billion (civilian 82; Military 260). In 2009-10 it was Rs 75 billion— almost five times compared to salary bill which was Rs 89 billion in 2009-10 and has risen only three times.

this policy would be examined first by the Establishment and Finance Divisions and then placed before the Cabinet Implementation Committee (CIC) of Reorganizing the Federal Government for final decision. One of the general guideline to be followed is that the ratio of supporting Staff i.e. Private Secretaries, Superintendents, Assistants, Steno typists, Clerks, Drivers, Qasids and similar other staff) to officers in each attached department should be brought down to an average of 4:1 in the first phase and then to 3:1 that was prescribed and approved by the Government in 2001.³

4. In the next round, the CIC may carry out this exercise in respect of the autonomous bodies and Corporations. Priority would be given to a review of the manpower deployment in the Distribution companies under Power Division.

5. The above proposal was discussed with Adviser to PM on Finance who concurs with it.

³ Table V (page 21) of the Report of the Committee on Restructuring and Rightsizing of the Federal Ministries/Divisions, Government of Pakistan Planning Commission April 2001. The Report proposed the staff officer ratio to 2.5 after enhancement of computer skills.

**Expansion in the Federal Government Employees
(Secretariat and Attached Departments)**

Year	Sanctioned Posts
2008-09	491,860
2013-14	500,382
2017-18	660,657
2018-19	663,234

ANNEX II**Federal Government Employment 2018-19
(Secretariat, Attached Department and Autonomous Bodies)**

	Sanctioned			Filled-in			Vacant		
	Officers	Staff	Total	Officers	Staff	Total	Officers	Staff	Total
Secretariat Total	5,769	21,494	27,263	4,302	18,510	22,812	1,467	2,984	4,451
Attached Departments	30,890	605,081	635,971	22,615	536,328	558,943	8,275	68,753	77,028
Autonomous Bodies	80,346	434,828	515,174	68,459	330,806	399,265	11,887	104,022	115,909
Total	117,005	1,061,403	1,178,408	95,376	885,644	981,020	21,629	175,759	197,388

ANNEX III

Secretariat and Attached Department Employees

	Secretariat			Attached Department			Grand Total		
	Officers	Staff	Total	Officers	Staff	Total	Officers	Staff	Total
Sanctioned	21.16%	78.84%	27,263	4.86%	95.14%	635,971	5.53%	94.47%	663,234
Filled - In	18.86% of total filled	81.14% of total filled	83.7% of total	4.05%	95.95%	87.9%	4.63%	95.37%	581,755
Vacant	32.96% of total vacant	67.04% of total vacant	16.3% of total	10.74%	89.26%	12.1%	11.96%	88.04%	81,479

ANNEX IV

Sanctioned and Filled Posts in Each Division

S.No.	Division	Sanctioned Strength			Actual Working			Vacant		
		BS1-16	BS17-22	Total	BS1-16	BS17-22	Total	BS1-16	BS17-22	Total
1	Aviation	76	19	95	61	15	76	15	4	19
2	Cabinet	738	136	874	641	94	735	97	42	139
3	Climate Change	140	52	192	108	34	142	32	18	50
4	Commerce	364	93	457	347	73	420	17	20	37
5	Communications	90	22	112	87	20	107	3	2	5
6	Defence	367	78	445	340	52	392	27	26	53
7	Defence Production	170	36	206	164	27	191	6	9	15
8	Economic Affairs	428	115	543	367	82	449	61	33	94
9	Establishment	843	179	1022	630	139	769	213	40	253
10	Federal Education & Professional Training	119	33	152	105	21	126	14	12	26
11	Foreign Affairs (total)*	1983	545	2528	1725	455	2180	258	90	348
12	Finance	1060	492	1552	967	387	1354	93	105	198
13	Housing & Works	154	31	185	138	21	159	16	10	26
14	Human Rights	226	45	271	175	35	210	51	10	61
15	Industries & Production	287	73	360	247	48	295	40	25	65
16	Information and Broadcasting	409	36	445	359	28	387	50	8	58
17	Information Technology and Telecommunications	118	24	142	95	21	116	23	3	26
18	Inter Provincial Coordination	251	59	310	179	36	215	72	23	95
19	Interior	479	136	615	444	75	519	35	61	96
20	Kashmir Affairs & Gilgit Baltistan	90	28	118	77	21	98	13	7	20
21	Law & Justice	451	82	533	371	50	421	80	32	112

22	Maritime Affairs	149	42	191	115	32	147	34	10	44
23	Narcotics Control	99	20	119	95	18	113	4	2	6
24	National Food Security & Research	180	57	237	142	35	177	38	22	60
25	National Health Services Regulations & Coordination	205	83	288	182	64	246	23	19	42
26	National History & Literary Heritage	95	23	118	88	17	105	7	6	13
27	National Security	17	11	28	16	7	23	1	4	5
28	Overseas Pakistanis and Human Resource Development	260	53	313	210	33	243	50	20	70
29	Parliamentary Affairs	160	35	195	132	34	166	28	1	29
30	Postal Service (now Communication)	41	11	52	26	8	34	15	3	18
31	Petroleum and Natural Resources	268	101	369	226	56	282	42	45	87
32	Planning, Development & Reform	641	331	972	497	260	757	144	71	215
33	Poverty Alleviation and Social Safety (ex-Statistics)	71	12	83	54	8	62	17	4	21
34	Power	123	40	163	85	33	118	38	7	45
35	Privatisation	66	11	77	63	8	71	3	3	6
36	Railways	190	50	240	151	50	201	39	0	39
37	Religious Affairs and Inter-faith Harmony	263	48	311	240	41	281	23	7	30
38	Revenue	35	11	46	26	7	33	9	4	13
39	Science and Technology	164	45	209	150	25	175	14	20	34
40	Textile (Now commerce)	144	33	177	114	25	139	30	8	38
41	States & Frontier Regions	122	29	151	108	16	124	14	13	27
42	Water Resources	29	16	45	17	9	26	12	7	19
	Totals	12165	3376	15541	10364	2520	12884	1801	856	2657

