

**INSTITUTIONAL REFORMS**

**REFORMS AGENDA**

**DECEMBER 2020**

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I. Federal Government entities reduced from 441 to 324

- Entities categorized into 3 main classifications to streamline functions: Executive Departments, Autonomous Bodies, Constitutional Bodies
- **204** Autonomous Bodies Notified
- **84** Executive Bodies Notified
- Cabinet Implementation Committee upgraded to Cabinet Committee on Institutional Reforms

## STATUS/TIME

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.1 E-governance

- All Ministries have reached level 2 of automation process
- Ministries expected to reach level 4, eliminating paper usage
- NITB has acquired E-Suite
- Electronic submission of Summaries for Prime Minister, Cabinet and Committees

## STATUS

- Done
- Pending due to Covid'19 complications

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.2 Upgradation of Websites/Web portals

- All ministries advised to update and standardize portals and websites to advised 3G templates
- 33 Ministries have achieved this goal, remaining are being assisted by NITB to achieve target

## STATUS

- Likely to be achieved in **January 2021**

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.3 Management Position Scales Policy

- New MP Scales Policy notified to attract new talent from private sector
- Positions for Senior Leadership positions
- Cabinet Committee formed to convert existing BPS posts into MP and SPP Scales Posts
- Ministry of Railway has abolished 75 existing posts in lieu of four MP Scales posts.

## STATUS

- Notified on 22nd June, 2020
- 9 seats conversion approved

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.4 Public Financial Management Law (PFM)

- **Delegation of financial powers to line Ministries/Divisions**
- One-line indicative budget ceiling given to Principal Accounting Officer (PAO) established
- Methods of clearance by Budget Wing of Finance Division eliminated
- Revised system of Assignment Accounts introduced
- PAO empowered to approve Assignment Accounts for projects under his control

## STATUS

- Notified on 22nd June, 2020
- 9 seats conversion approved

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.4 Public Financial Management Law (PFM) contd.

- **Abolition of FA Organization and arrangements of additional expenditure**
- Makeshift arrangement introduced till finalization of CFAO system
- Budget Wing finalizing arrangements in accordance to PFM Act

## STATUS

- Notified on 22nd June, 2020
- 9 seats conversion approved

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.4 Public Financial Management Law (PFM) contd.

- **TORs (MTBF, Annual Budgeting, Expenditure planning & monitoring)**
- Medium term budgetary strategy presented to Cabinet with basis for budget estimates for next year (FY 2021)
- Quarter wise release policy for current and development expenditure for PAO facilities
- Introduction of midyear budgetary review report to be laid before National Assembly

## STATUS/TIMELINE

- Implementation in 2021
- February 2021/each financial year



# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

### I.4 Public Financial Management Law (PFM) contd.

- **Appointment of CFAOs**
- Budget Wing has drafted roles and functions of office of CFAOs according to Section 28 of PFM Act, 2019
- 24 posts of CFAOs already available in different Ministries/Divisions

## STATUS

- CFAOs currently working in majority of Ministries

# I. REORGANIZATION OF FEDERAL GOVERNMENT

## REFORMS

## STATUS

### I.4 Public Financial Management Law (PFM) contd.

#### Revision of Financial Controls and Budgeting

- Section 42 of PFM Act, 2019 states that all instruments and rules have to be reviewed and made consistent with PFM Act.
- Included is Revised System of Financial Control and Budgeting
- Process of revision has been initiated with technical assistance of EU

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan Railway

- Comprehensive Restructuring plan approved by the Federal Cabinet
- Regulatory functions to be carved out from current PR to create independent body
- Division into 5 companies:
  - Infrastructure - ML-I
  - Freight - Passenger

### STATUS

- October, 2020
- Transition into regulatory body

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan Railway contd.

- Private sector to operate freight and passenger trains
- PR to own and maintain infrastructure
- PR to recover wheeling charges
- Management to be insulated from the Ministry with clear delineation of responsibilities
- Freight services to be given preference with use of automation & technology

### STATUS/TIME

- October 2020
- Recovery from private operators

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan Railway contd.

- 4 freight trains already running and operational
- Tender for 8 additional freight trains floated
- 6 passenger trains currently operating through private companies
- Hiring of HR Advisor from private sector finalized
- Procurement of face-recognition underway
- Initiation of process to hire consultants for establishment of Pension Fund

### STATUS/TIME

- October 2020
- Number to be gradually increased
- 120,000 pensioners currently, expenditure Rs. 30 billion

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan Railway contd.

- Karachi Circular Railway reinvigorated after 20 year hiatus
- ML-I plan approved and phase-I implementation to take place
- Automation: Railways Planning Portal installed to manage development projects
- HR MIS software and ERP being developed in consultation with PITB
- App for automated bookings to be launched shortly

### STATUS

- October 2020
- Soon to be initiated
  
- Tender is being finalized

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan International Airlines

- Comprehensive two-tier restructuring plan being pursued aggressively by new management:-
  - I. Organizational restructuring to include:
    - HR rationalization
    - Shedding off of non-core activities to focus on core business
    - Routes rationalization
    - Network expansions through code sharing

### STATUS

- Progress being made on all mentioned initiatives and significant achievements demonstrated by management over the last 2 years.

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan International Airlines contd.

- I. Organizational restructuring to include:
- Fleet modernization
  - Corporate collaborations
  - Cost cutting and continued automation

### STATUS

- Progress being made on all mentioned initiatives and significant achievements demonstrated by management over the last 2 years.



## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan International Airlines contd.

##### II. Balance sheet restructuring proposal:

- Government of Pakistan to assume financial liabilities off of PIA balance sheet
- This will enable PIA to mobilize long and short-term capital from financial market on strength of improved balance sheet
- It is assumed that liabilities of Rs.457.1 billion are currently on PIA balance sheet

### STATUS

- October 2020
- Soon to be initiated
  
- Tender is being finalized

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.1 Pakistan International Airlines contd.

- Committee set up for financial restructuring has met 6 times
- Broad contours of proposal finalized
- Proposal to be submitted to ECC and Cabinet for approval

### STATUS

- Currently in-process

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.3 Pakistan Steel Mill

- GoP planning revival of Pakistan Steel Mill without transfer of full ownership
- Core operating assets of Mill to be transferred to a wholly owned subsidiary under Scheme of Arrangement in which partnership of Private Strategic Investor will be invited
- Cabinet Committee on Privatization has constituted a Committee to examine this proposal in holistic manner

### STATUS

- Currently in-process

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.3 Pakistan Steel Mill contd.

- This Committee has approved transaction structure which will now be considered by CCOP.
- Financial advisers working on various aspects of proposal: assets, liabilities and shareholdings planned to be offered etc.
- Privatization Commission directed to consult prospective investors and share findings so that marketable transaction structure is finalized

### STATUS

- Currently in-process

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR)

- Comprehensive reform agenda to restructure FBR which is broadly focused on 3 areas:
- (a) end-to-end automation of business processes
- (b) functional and organizational restructuring
- (c) Improved human resource management

### STATUS

- Implementation of initiatives to be regularly monitored against timelines set

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR) contd.

A list of initiatives completed so far:

- New appointments have been made against Chief Information Officer, FBR and CEO, PRAL to lead the automation process in Bureau.
- MoU has been signed with NADRA and similar arrangements are being extended to other agencies for 3<sup>rd</sup> party data integration.
- Automation of Export Duty Drawback payments has been implemented.

### STATUS

- Tax Refunds of more than Rs. 250 billion paid to exporters

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR) contd.

A list of initiatives completed so far:

- Maloomat Tax-Ray app has been launched to provide information to taxpayers about their assets and withholding deductions.
- ICT based survey for Sales Tax Registration has been launched.
- Online taxpayer's complaint and feedback system has been implemented
- Simplification of Income Tax Return for salaried persons and small retailers (SMEs) has been completed.

### STATUS

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR) contd.

A list of initiatives completed so far:

- Online duty import calculator has been introduced.
- E-office software has been introduced in organization.
- The automation of Approvals system under Export Promotion Scheme has been completed
- Authorized Economic Operator Program to facilitate trusted trade partners has been implemented.
- TIR Multi Modal Automation has been developed and deployed w.e.f 12<sup>th</sup> December 2020.

### STATUS

- w.e.f December 16th 2020
- w.e.f 12th December 2020



## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR) contd.

A list of initiatives completed so far:

- Importers access to Transit Trade Portal via website has been implemented.
- Online Anti-Smuggling and Confiscation of goods portal has been introduced.
- Integrity Management Cell has been established w.e.f 11-9-2020.
- Number of Board Members has been approved for reduction from 14 to 11 w.e.f 1<sup>st</sup> January 2021.

### STATUS

- w.e.f December 16th 2020
- w.e.f 1st January 2021

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.4 Federal Board of Revenue (FBR) contd.

- Restructuring exercise of field formations is underway. Initiatives completed so far include:
  - Large Taxpayers' Office (LTO), Corporate Tax Office (CTO) & Medium Taxpayer's Office (MTO) have been re-organized on functional basis.
  - Two new field formations have been established namely LTO – Multan and CTO – Multan.

### STATUS

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.5 Capital Development Authority

- report on the restructuring of the CDA was presented and approved by the Federal Cabinet.
- cabinet gave two months' time to Ministry of Interior and CDA for its implementation.
- The case went into litigation
- Ministry of Interior is reviewing the entire scheme for its implementation.

### STATUS

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.6 Strengthening of AGP Office

- Multiple consultative meetings held with AGP office on ways to strengthen functioning of this vital office
- Report has been prepared with proposed delineated
- The Ministry of Finance and Auditor General have finalized six-pronged reform program on basis of report prepared by Advisor in collaboration with AGP staff and Finance Secretary
- Draft law amending the old Act has been vetted by Law Division and to be presented to Cabinet for consideration and approval

### STATUS

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.7 Competition Commission of Pakistan

- Report on strengthening and restructuring of CCP was submitted to Cabinet
- Composition of Commission completed after notification of Chairperson and two members
- Seat of one member remained vacant due to non-joining by one of two newly notified members.
- Court cases against CCP being vigorously pursued; Lahore High Court recently vacated stays in number of cases in favour of CCP.

### STATUS

- March 2020
- July 2020
- Process of filling up vacancy underway

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.7 Competition Commission of Pakistan contd.

- SRO regarding payment of defined revenue share by other regulatory authorities to CCP has also been issued which will help solve financial issues of the Commission

### STATUS/TIME

- 27th November 2020

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.8 Securities and Exchange Commission of Pakistan

- Policy Board of SECP has been revamped
- It is chaired by private sector expert rather than Finance Secretary and includes eminent members
- SECP has taken a number of initiatives to achieve: financial inclusion, automation, enabling business environment and market development

### STATUS/TIME

- 27th November 2020

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.8 Securities and Exchange Commission of Pakistan

These steps include:

- Introduction of framework for fully automated Secured Transaction Registry (STR) for unincorporated entities
- Digitalization of IPO processes
- Introduction of growth Enterprise Market (GEM) at Pakistan's Stock Exchange
- Introduction of the concept of Regulatory Sandbox in insurance sector, non-banking finance companies, capital market and corporate sector, in line with global best practices.

### STATUS/TIME

- 27th November 2020



## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.8 Securities and Exchange Commission of Pakistan contd.

These steps include:

- Incorporation and licensing of the first ever corporate restructuring company, and
- Launching of two Exchange Traded Funds at Pakistan's Stock Exchange for the first time.
- Complete end-to-end digitization of business processes is underway at SECP for which contract has been awarded in May 2020

### STATUS/TIME

- 27th November 2020
- First phase to be completed by December, 2021. Complete automation expected to be achieved by December 2022

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post

- A vision to transform Pakistan Post into a reliable, digitized postal and financial service for its customers has been put into place
- Previously PPOD's deficit was increasing with stagnant revenues
- This vision hopes to see PPOD become a self-reliant, profitable and sustainable organization

### STATUS/TIME

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post

Key objectives to be achieved with new vision for PPOD:

- Elimination of the deficit
- Conversion of manual processes into digital operations with emphasis on quality assurance
- Elimination of wasteful expenditure
- Introduction of new products / initiatives aligned with customer needs

### STATUS/TIME

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post

Initiatives undertaken to achieve vision:

- Same Day Delivery
- Mobile APP – Track & Trace System
- Introduction of Packaging Material
- Pick Up Service for bulk mail
- e-Commerce Initiative
- EMS Plus for delivery of parcel and packets at major overseas destinations in 72 hours.

### STATUS/TIME

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post contd.

Initiatives undertaken to achieve vision:

- Electronic Money Order (EMO) (Doorstep Delivery)
- Opening of Postal Rest Houses for general public
- Plantation of 100,000 trees in the country as per assigned number

### STATUS/TIME

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post contd.

Initiatives undertaken to achieve vision:

- Plan of expansion of postal footprint through 125000 Franchise Post Offices
  - NADRA 15000 e-Sahulat Kiosks
  - Establishment of Digital Franchise Post Offices
- Foreign Remittance Initiative in collaboration with NBP at 500 locations

### STATUS/TIME

## 2. ORGANIZATIONAL RESTRUCTURING

### REFORMS

#### 2.9 Pakistan Post contd.

- Increasing trend of deficit has been reversed for the first time in the last 10 years due to new initiatives
- Revenue has increased from Rs.11.4 bn to Rs.16.00 bn with Rs.4.0 bn receivable in the Financial Year 2019-20
- Initiatives were implemented without any additional budgetary support

### STATUS/TIME

## 3. CIVIL SERVICE REFORMS

### REFORMS

### STATUS

#### 3.1 Induction and Recruitment

- Thorough deliberations held with Federal Public Service Commission, Establishment Division, Institutional Reforms Cell etc.
- It was suggested that the mode of Central Civil Services examinations be modified by including the following aspects:



## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.1 Induction and Recruitment

Modifications:

- Screening test
- Written Examination
  - Common exam of compulsory subjects for all candidates
  - Domain based exam of service specific elective subjects for specific occupational group
  - Optional exam of optional subjects for all candidates

### STATUS

- Summary in this regard has been sent to Establishment Division at Prime Minister Office
- This will come up for discussion at CCIR

## 3. CIVIL SERVICE REFORMS

### REFORMS

### STATUS

#### 3.1 Induction and Recruitment

Modifications:

- Psychological and psychometric assessment and computer literacy test
- Medical Examination
- Occupational group based semi structured viva voce

## 3. CIVIL SERVICE REFORMS

### REFORMS

### STATUS

#### 3.2 Training

- **Training at NSPP**
- National School of Public Policy to be made an apex body tasked with standard setting, monitoring and quality assistance of trainings
- Selection of participants, design, content and delivery of courses is to be devolved to the respective training institution

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.2 Training contd.

- **Training at NSPP**
- To attract officers with professionalism and competence, the selection method of the faculty, directing staff and the incentive structure of proposed Specialized Training Institutes will be brought at par with that of NSPP
- all the training institutes will be made autonomous with their own Boards of Governors drawn from the academia, policy practitioners, retired civil servants etc.

### STATUS

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.2 Training contd.

- **Training at NSPP**
- Linkages with leading universities and research organizations shall also be established

### STATUS

- This programme currently in process of being designed and implemented

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.2 Training contd.

- **Training for non and ex-cadre officials**
- Federal Cabinet decided that non and ex-cadre officers of federal government will undergo mandatory trainings for career development and grooming
- First phase, the government earmarked 9 ministries/divisions with directions to start trainings for its non and ex-cadre officers

### STATUS

- This programme currently in process of being designed and implemented

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.2 Training contd.

- **Training for non and ex-cadre officials**
- Trainings were initiated in some Ministries/Divisions but were halted due to Covid'19
- In the next phase, more ministries will be earmarked for expansion of the training program.

### STATUS

- This programme currently in process of being designed and implemented

## 3. CIVIL SERVICE REFORMS

### REFORMS

### STATUS

#### 3.2 Training contd.

#### Splitting of MCMC and NMC Training

- Cabinet has approved the splitting of tenure of MCMC and NMC trainings into two parts.
- To create a right balance of generic and domain-based knowledge and skill sets
- general/administrative part of training will be conducted by National Institute of Management (NIMs)



## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.2 Training contd.

#### Splitting of MCMC and NMC Training

- Specialized part will be handled by the respective Specialized Training Institutes (STIs).

### STATUS

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.3 Performance Management

##### Performance Contracts

- Prime Minister will enter into an Annual Agreement (Performance contracts) with his ministers to evaluate performance of ministers against agreed goals and objectives set.
- Peer Review Committee reviewed performance contracts of 40 ministries/divisions
- Under this scheme, the entire process of performance management will trickle down from Prime Minister to officers of the federal government in ministries/divisions and vice versa

### STATUS/TIME

- Approved by Prime Minister

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.3 Performance Management contd.

##### Revised Performance Evaluation Report (PER)

- Performance goals of the federal government officers working under each ministry will be aligned to and derived from these performance contracts
- Performance evaluation would be driven by a set of objectives / targets agreed between the officer and supervisor for the year.

### STATUS

## 3. CIVIL SERVICE REFORMS

### REFORMS

### STATUS

#### 3.3 Performance Management contd.

##### Revised Performance Evaluation Report (PER)

- Key performance indicators, measurable and verifiable would be used to determine whether the agreed goals have been achieved or not.
- Job Description and KPIs have been developed by the Ministries/Divisions in consultation with the Establishment Division.

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.3 Performance Management contd.

##### Revised Performance Evaluation Report (PER)

- Establishment Division expected to incorporate same indicators in revised PERs along with areas for development and Training Needs Assessment of the officer
- Guide to the Performance Report, 2004 being revised by Establishment Division to bring about the necessary modifications.

### STATUS

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.3 Performance Management contd.

##### Forced Ranking

- At time of evaluation, each division to have right to rank 20% officers as 'Outstanding', 30% as 'Very good', 30% as 'Good', and 10% each as 'Average' and 'Below Average'
- Outstanding officers to receive twice as much merit increase as average officers
- Officers falling below average will receive no merit increase.

### STATUS

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.3 Performance Management contd.

##### Forced Ranking

- Regarding allocation of government housing, priority would be given to the top 10%.

### STATUS

- Establishment Division submitted a summary which was approved. Establishment division has been tasked to implement it in letter and spirit.

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.4 Promotion Policy and Rules

- Civil Servants Promotion, (BPS-18 to BPS-21) Rules, 2019 have been notified
- Central Selection Board (CSB) has followed the rules in promoting officers to Grade 20 to 21 based on these rules
- Promotions challenged in Islamabad High Court, which upheld decisions taken by the CSB and concluded that that promotion is not a right and the judiciary has no grounds to interfere.

### STATUS

- January 2020



## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.5 Efficiency and Discipline Rules

- Prime Minister has approved some important amendments in the Civil Servants (Efficiency and Discipline) Rules, 2020.
- Changes have been made to complete the process within stipulated timeframes to stop lingering of inquiry process
- One tier of Authorised Officer from the process has been eliminated
- Plea bargain and voluntary return have been included in the definition of misconduct and now such civil servants can be proceeded against for first time

### STATUS

- Establishment Division will notify these rules

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.6 Retirement Rules

- Civil Servants Rules, 2020 have been notified which will enable the government to evaluate the performance of officers on set of principles
- Officers who have completed 20 years' service but whose performance has consistently been not satisfactory over a considerable period of time or are found guilty of corruption or are superseded by the Promotion Boards or Committee or have unbecoming conduct, will be retired.

### STATUS

- These rules to allow the Government to retain only the best performing officers of integrity and weed out the nonperforming and corrupt ones.

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.7 Rotation Policy

- Rotation Policy of PAS & PSP officers introduced in 2000 replaced with the Rotation Policy, 2020 under the Civil Servants Act, 1973
- Amendments aim to ensure all officers are provided opportunities to serve across the federating units, before they attaining highest levels in government

### STATUS

- The Establishment Division has issued a notification regarding the Rotation Policy, 2020 and it has been finalized after consultation with all the concerned governing entities

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.8 Technical Advisors (TAs)

- TAs hired to assist Ministers in-charge of technical ministries with technical and specialist expertise
- Federal Government approved posts of the Technical Advisors in various Divisions in MP Scales
- 2 out of 17 posts of Technical Advisors have been filled, including Ministry of Federal Education and Professional Training and Establishment Division

### STATUS

- Hiring process is going on and expected to complete in due course of time.

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.9 Compensation and Benefits:

- **Pay and Pension Commission** was constituted by Government under the chairmanship of Mr. Wajid Rana (Ex-Finance Secretary)
- To review the compensation and pension of the civil servants of Federal Government
- Ms. Nargis Sethi (Ex-Federal Secretary) has been assigned the Chairmanship of the Commission to review and rationalize the compensation structure of civil servants

### STATUS/TIME

- April 2020

## 3. CIVIL SERVICE REFORMS

### REFORMS

#### 3.9 Compensation and Benefits contd:

- Devising of mechanism for pension contributions and benefits.

### STATUS/TIME

- Commission will prepare its report within six months.

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.1 Amendments in Rules of Business

- Law and Justice Division has given its views on the proposed amendments in the Rules of Business (ROB)
- Some amendments relate to reorganizations of the Federal Government, which include definitions and;
- scope of the Autonomous Bodies, Executive Department and Constitutional Body

### STATUS/TIME

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.1 Amendments in Rules of Business contd.

- Schedule listing all autonomous bodies would be inserted in the ROB.
- Online portal being established by Law and Justice Division, which will act as a database of the existing legislation in the country.

### STATUS/TIME

- Proposals to now be discussed by CCIR
- Extensive reforms agenda is expected to be completed by the end of 2022.



## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.2 Appointment of Dual Nationals

- Proposals of the Task Force on Austerity & Restructuring of Government have been submitted for Cabinet approval and are currently with the Law Division.
- Once the division provides its feedback, further action may be taken on the matter.

### STATUS/TIME

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.3 Updating of ESTACODE

- Civil Establishment Code (ESTACODE) which deals with matters of posting, transfer and tenure of Civil Servants is revised occasionally but the rules remain un-implemented and are non-specific on a number of important subjects.
- Establishment Division to complete exercise of updating the ESTACODE
- Separate Establishment manual would also be issued.

### STATUS/TIME

- End of 2020

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.4 Upgradation of Establishment Division into an HRM Division

- Upgradation of existing Establishment Division into a Human Resource Management Division for the entire federal government
- HRM will collectively serve and regulate the practices relevant to all federal civil servants.
- Punjab IT Board is assisting the Establishment Division in digitization of the service records of all officers under the purview of the Division.

### STATUS/TIME

- End of 2020
- This exercise to then be extended to other occupational groups.

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.5 Regulatory Framework / Guillotine / Ease of Doing Business

- Committee headed by Adviser to the Prime Minister on Commerce and Investment is working on regulatory guillotine for “Ease of Doing Business”.
- Committee is looking at various laws, processes, rules and regulations to improve the ease and cost of doing business in Pakistan
- Reforms have been initiated and including amendments in Petroleum Rules, 2013 to simplify procedures & standardize zoning regulations.

### STATUS/TIME

- Amendment took place in January 2020

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.5 Regulatory Framework / Guillotine / Ease of Doing Business contd.

- The Council of Common Interests (CCI) made a decision for Single National Food Standards
- establishment of a Secured Transaction Registry to improve the access of credit to SMEs was also done
- simplification of the Commercial Electricity Connection

### STATUS/TIME

- January 2020
- January 2020
- March 2020

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.5 Regulatory Framework / Guillotine / Ease of Doing Business contd.

- The simplification of Company registration by the SECP also took place in April 2020.
- The elimination of a license fee for SMEs was finalized by the local governments of Khyber Pakhtunkhwa in July 2020 and in Punjab in October 2020.
- Initiatives to provide e-governance through online services have been in process throughout the year. Lastly, much work has been done with the private sector to simplify government regulations.

### STATUS/TIME

- April 2020

## 4. BUSINESS PROCESS RE-ENGINEERING

### REFORMS

#### 4.6 Reforms in PSDP allocation and releases

- Planning and Development Division has introduced a number of changes to simplify the processing, approval and implementation of development schemes.
- The secretaries of the Ministries/ Divisions have been empowered in expenditure approvals and process has been simplified.
- No unapproved scheme is included in the PSDP Budget allocation by Planning and Development Division.

### STATUS/TIME