

No. F.2(7)R.2/91-D-1355

Islamabad, the 28th August, 1991

OFFICE MEMORANDUM

SUBJECT:- IMPROVEMENT IN SERVICE STRUCTURE OF FEDERAL GOVERNMENT HEALTH SERVICES PERSONNEL.

The undersigned is directed to say that the President has been pleased to approve the following changes in the services structure of the Federal Government Health Services Personnel in order to provide better career opportunities :-

(i) General Cadre Medical Officers:

- (a) Total number of the existing posts of Medical Officers in BPS-17 & 18 shall be placed in the ratio of 60 : 40.
- (b) The posts in BPS-19 shall be 10% of the posts in BPS-18.
- (c) The posts in BPS-20 shall be 10% of the posts in BPS-19.

(ii)

Dental Surgeons Cadre: The same service structure as for general duty medical officers shall be adopted for Dental Surgeons.

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(iii)

Pharmacists Cadre: The same service structure as for general duty medical officers shall be adopted for Pharmacists.

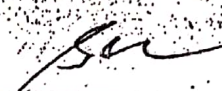
(iv)

Specialist Cadre: There shall be no change in the existing service structure.

(v)

Nursing Cadre:

- (i) 25% posts of staff/charge nurse in BPS-14


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Shall be placed in BPS-16 as Selection Grade. Graduate Nurses shall continue to be initially appointed in BPS-16.

(ii) In order to provide better opportunities to the Nursing Cadre :

- (a) 25% posts in BPS-16 shall be placed in BPS-17.
- (b) 20% posts in BPS-17 shall be placed in BPS-18.
- (c) 15% posts in BPS-18 shall be placed in BPS-19.
- (d) 10% posts in BPS-19 shall be placed in BPS-20.

(vi) Para Medical Staff: 33% posts of para medical staff in each cadre below BPS-16 shall be placed in selection grade two BPS above their existing basic pay scales and by one BPS above for those who are in BPS-16.

2. Ministry of Health and other Ministries/Division concerned are advised to initiate immediate action for implementation of the above improvements in consultation with Finance Division. While referring the matter precise calculations of the posts to be placed in higher B. P. S. may be provided through their F.A.'s wing. In cases where recruitment rules are not available or if available require amendment, the Establishment Division may also be consulted.

3. The above orders will be effective from the date, the Actions in para 2 above are finalized.

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(JAVID AHMAD KHAN)
JOINT SECRETARY (R-I)

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GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(REGULATIONS WING)

No.F.2(2)-R-2/2008 - 617

Islamabad, the 11th June, 2008

OFFICE MEMORANDUM

Subject: IMPROVEMENT IN SERVICE STRUCTURE OF FEDERAL GOVERNMENT HEALTH SERVICES PERSONNEL.

The undersigned is directed to refer to Ministry of Health's O.M.No.PF.879-MT/Per.I dated 6th June, 2008 on the subject noted above and to convey the concurrence of Finance Division in pursuance of the approval of the Prime Minister conveyed by Establishment Division vide their U.O.No.8/50/2008/R-1 dated 4-6-2008; for the amendment in para-1(i) of Finance Division's O.M.No.F.2(7)R-2/91-D-1355 dated 28th August, 1991. The said para shall now read as under:-

General Cadre Medical Officer:-

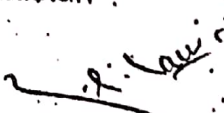
- a) Total number of the existing posts of Medical Officers in BPS-17 & 18 shall be placed in the ratio of 60 : 40.
- b) The posts in BPS-19 shall be 10% of the posts in BPS-18.
- c) The posts in BPS-20 shall be 10% of the posts in BPS-19.
- d) The posts in BS-21 shall be 10% of the posts in BS-20 or on a post, whichever is more.

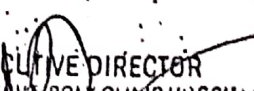
2. The above amendment shall take effect from the date when the post shall be filled in by an eligible person in the prescribed manner in accordance with the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973 and the specific rules which regulate the appointment to the post after necessary amendment in the recruitment rules.


Administrative Officer
Federal Government Polyclinic
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(Dr. Nadeem Shafiq Malik)
Deputy Secretary (R-1)
Telephone # 9262704

Ministry of Health,
Secretary,
Government of Pakistan
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GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.17/1/73-DV/R-5

Islamabad, the 10th April, 2014

OFFICE MEMORANDUM

Subject: - IMPROVEMENT IN SERVICE STRUCTURE OF FEDERAL GOVERNMENT HEALTH SERVICE PERSONAL

The undersigned is directed to refer to the Capital Administration & Development Division's O.M. No. F. 2-10/2013-E-II(FGPC), dated 13th November, 2013 on the subject noted above and to state that instead of incorporating the provisions of Service Structure's in Recruitment Rules, the method of placement of posts in higher scales in pursuance of Finance Division's O.Ms. 2(7)R.2/91-D-1355, dated 28-8-1991 and 2(2)-R-2/2008-619, dated 11-6-2008, may be continued.

(Muhammad Nasir Saad Anwar)
Section Officer
Tel: 9206512

Capital Administration and Development Division,
(Mr. Altaf Hussain Gilal,
Section Officer (Estt-II),
Government of Pakistan,
Islamabad)

Administrative Officer
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No.F.2-10/2013-E-II (FGPC)
Government of Pakistan
Cabinet Secretariat
Capital Administration & Development Division

Islamabad, the May 7, 2014

From: Mureed Hussain Jasra
Section Officer (Estt-II)

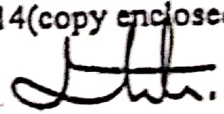
To: Executive Director,
Federal Government Polyclinic (FGPC),
Islamabad.

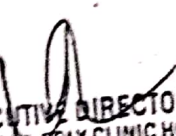
SUBJECT: IMPROVEMENT IN SERVICE STRUCTURE OF FEDERAL GOVERNMENT
HEALTH SERVICE PERSONAL

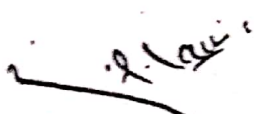
I am directed to refer to your letter No.FGPC.1/45/2014, dated 20-02-2014 on the above noted subject and to state that Establishment Division vide their U.O.No.17/1/79-DV/R-5, dated 10-04-2014 has stated that instead of incorporating the provisions of Service Structure's in Recruitment Rules, the method of placement of posts in higher scales in pursuance of Finance Division's O.M.No.F.297/R-2/91-D-1355, dated 28-08-1991 may be continued.

2. It is therefore requested to submit the cases of placement of Medical officers in higher grade to SO (promotion) in accordance with Finance Division's O.M.No.F.297/R-2/91-D-1355, dated 28-08-1991 and Establishment Division's O.M.No.17/1/79-DV/R-5, dated 10-04-2014 (copy enclosed).


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(Mureed Hussain Jasra)
Section Officer (Estt-II)


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**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**

No. 7/1/2017-CP-8

Islamabad, the 12th July, 2018

OFFICE MEMORANDUM

**SUBJECT: - REQUEST FOR PROVISION OF MINUTES OF THE CENTRAL
SELECTION HELD ON 9TH TO 12TH JANUARY, 2018.**

The undersigned is directed to refer to Capital Administration and Development Division's O.M dated 09th July, 2018 on the subject noted above and to forward herewith a copy of requisite minutes of CSB held in January, 2018 in respect of Dr. Shahina Niazi, Ex-Medical Officer (BS-19).

(Rana Suhail Akhtar)
Section Officer (CP-VIII)
Ph: 9103477

Enclosed as above.

**Capital Administration And Development Division,
Mr. Feroze Khan,
Section Officer (Promotion),
Government of Pakistan,
Islamabad.**

*Pl. forward it to Exec. Director polyclinic
for record.*

13/07/2018.

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*Pl. also forward it to
Establishment Division for provision
already made.*

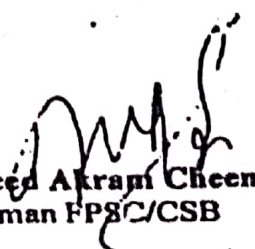
CONSIDERATION OF THE CASE OF DR. SHAHINA NIAZI, RETIRED MEDICAL OFFICER (BS-19) TO THE POST OF MEDICAL OFFICER BS-20, POLYCLINIC, CADD, IN PURSUANCE OF FST ISLAMABAD'S ORDER DATED 28.11.2017 IN APPEAL NO. 632(R) CS/2014 IN M.P NO. 695/2016.

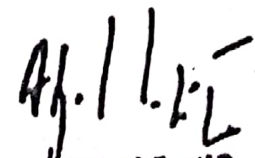
The Departmental Representative presented the record of the officer and apprised the Board that the case of Dr. Shahina Niazi, Retired, Medical Officer (BS-19) was placed before CSB in its meeting held on 11-14 & 27 February, 2013 and the Board recommended to defer her case with direction to CA&DD to frame the recruitment rules for placement of posts of Medical Officers in higher scales according to Finance Division guidelines and submit the item before the next meeting of the CSB. The officer retired on 12-11-2013.

2. The Departmental Representative apprised that the officer being aggrieved filed an appeal No 632(R)CS/2014 in the FST which passed Order on 18.11.2015 as under:

"Under the given circumstances, we are left with no option but to accept the appeal in hand and consequently to direct the respondents to consider / antedated the promotion of the appellant from BS-19 to BS-20 with effect from 11-13 February, 2013 i.e. the date when her case was placed before the CSB and she was deferred unjustifiably despite fulfilling all prerequisites for promotion. The process shall be completed within a period of two months from the date a copy of the judgment is received in the office of the respondents".

3. The Departmental Representative also apprised that the High Level Committee on FR 17(1) discussed her case on 28.12.2016 and recommended to place it before CSB. The Board reviewed the case in detail and found that it is a matter of placement in higher scale and reiterates that it is an extension of scale of pay for the purpose of monetary benefits only and it is not a promotion within the meaning of section 9 of the Civil Servants Act, 1973. Hence, the case does not fall in the purview of CSB and CADD may constitute a Departmental Promotion Committee for placement in higher scale immediately and place this case before it to implement the court order and streamline the process for future.


(Naveed Akram Cheema)
Chairman FPSC/CSB


(Afzal Latif)
Additional Secretary/Secretary to CSB