

GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT  
ESTABLISHMENT DIVISION

Islamabad, the 1<sup>st</sup> July, 2013

No.5/3/2002-T-IV

08 JUL 2013

M(A)

A.S (Rev. Div)

OFFICE MEMORANDUM

Subject:

DEPUTATION /EMPLOYMENT ETC OF GOVERNMENT SERVANTS WITH INTERNATIONAL ORGANIZATIONS /FOREIGN GOVERNMENTS / UNITED NATIONS SPECIALIZED AGENCIES.

Attention of all concerned is invited to this Division's O.M. No.5/3/2002-T-IV dated 18-09-2002 on the above subject (Copy enclosed for ready reference).

2. It has been noted with concern that while applying for employment with International Organizations, Government Servants some time, do not seek prior NOC/approval from Establishment Division which amounts to violation of the Establishment Division's O.M referred to above. Para 1(iv) of said O.M. reads;

*"No government servant shall approach the International Agencies/Foreign Governments, for seeking employment etc. directly".*

3. When such Government Servants seek approval of competent authority for deputation after receiving offer of appointment without fulfilling procedural requirement of obtaining NOC from Establishment prior to applying for the job, their cases are likely to be declined as per governing instructions which create embarrassing position not only for the concerned Government Servants but also for the Government of Pakistan before the International Organizations /UN Specialized Agencies.

4. In view of above, all referring Ministries/ Divisions/ Organizations are once again requested to adhere to the prescribed procedure/ instructions referred to above.

Encl: As above

All Ministries /Divisions

(Muhammad Shahid Dayo)  
Section Officer(T-IV)  
Tele: 9203663

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Pl. circulate to all field formations.

FBR eDOX Dy. No. 91357-2  
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on 08 JUL 2013

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For n/a as per direction

SS (Gen. Secy) 11/7/2013  
ASST

GOVERNMENT OF PAKISTAN  
ESTABLISHMENT DIVISION

F.N. 5/3/2002-T-IV

September 18, 2002

OFFICE MEMORANDUM

SUBJECT:- DEPUTATION / EMPLOYMENT ETC. OF GOVERNMENT SERVANTS WITH INTERNATIONAL ORGANIZATIONS / FOREIGN GOVERNMENTS/ UNITED NATIONS SPECIALIZED AGENCIES.

The undersigned is directed to refer to this division's O.M. No. 1/65/90-T-IV dated April 22, 1998, on the above subject and to say that the policy on employment with International Organizations/ U.N. Specialized Agencies has been reviewed. It has been decided that civil servants, who are selected by International Organizations/ U.N. Specialized Agencies, may invariably be treated as "on deputation" for a maximum period of five years, after obtaining clearance of the Special Selection Board and approval of the competent authorities (Chief Executive for officers in BS-19 and above; Establishment Secretary for officers in BS-17 & 18), with the following modifications/ conditions:

- i. *The policy shall also apply to the cases of deputation to foreign governments (both in Pakistan and abroad);*
  - ii. *The deputation shall be made initially for a period equal to the approved tenure of appointment offered by the borrowing international agencies / foreign government, subject to renewal;*
  - iii. *Surety bond shall be executed by the concerned government servant, that he will revert to the parent government/department on completion of the approved tenure of deputation and in case of default he will render himself liable to E& D proceedings for misconduct (un-authorized absence);*
  - iv. *No government servant shall approach the international agencies/foreign governments, for seeking employment etc. directly;*
  - v. *The government servant proceeding on deputation, under the above policy, shall vacate the government allotted residential accommodation, as per extant rules.*
2. The Competent Authority for officials in BS-16 and below/equivalent, shall continue to be the Administrative Secretary of the Ministry/Division.
3. All Ministries/Divisions/Provincial Governments are requested to ensure compliance of the above instructions.

*Sabina Qureshi*  
(SABINA QURESHI II)  
Section Officer  
PH: 920 3663

All Ministries/Divisions/Provincial Governments