

Government of Pakistan
Revenue Division
Federal Board of Revenue
(Admn/HR Wing)

C.No.25(14)HRM.IR-IV/2021

Islamabad, the 26th January, 2023

To: All Directors General/Chief Commissioners IR

Subject: **Observance & Implementation of 2% Disability Quota**

In continuation of Board's letter of even number dated 02.01.2023 followed by reminder dated 11.01.2023 on the above subject, I am directed to convey that in order to implement order dated 19.10.2022 passed by Hon'ble Islamabad High Court, Islamabad in Writ Petition No.1949/2021, a meeting of officers of FBR and Establishment Division has been held **at 11.10am on 20.01.2023** under the chairmanship of Additional Secretary-I, Establishment Division. After detailed discussions, the following clarifications have been given by the Establishment Division:-

- (i) **2% Disability Quota** shall be calculated on the over-all total sanctioned strength of all posts (BS-1 to 22) in each department/office across-the-board, irrespective of the fact whether these posts are reserved for initial recruitment or through promotion. However, this quota can be filled up after excluding the strength of operational/field posts i.e. cadre posts of IRS (to be filled by FPSC through CSS Exam), Inspectors/IROs, Sepoy & Drivers or any other post, if any, on which a person having any kind of disability cannot perform field functions at-all.
- (ii) Once the quota is calculated as per (i) above, it shall be filled against any post/grade irrespective of any specific cadre or provincial/regional quota by simply counting the heads.
- (iii) The persons with any kind of disability (having Disability Certificate from the authorized department of Federal/Provincial Government) either specifically appointed against 2% disabled quota or otherwise, will be counted and included in the over-all working strength against disabled quota.
- (iv) The over-all HR Plan for observance & implementation of 2% Disability Quota should be uploaded on the website of FBR, **within a week positively**.

2. In order to enable the Board to place a consolidated HR plan on FBR's website within a week, all Heads of IR field formations are requested to kindly ensure submission of data on the enclosed format, **within three days positively, failing which the concerned ADCIR/DCIR(Hqrs) shall be held responsible on account of non-compliance of the Court's orders.**

Encl: **As above**


(Uzma Munir)
Chief(Management/HR-IR)

CC: SA to Chairman, FBR/
Member(Admn/H), FBR
Additional Secretary-I, Establishment Division, Islamabad
Chief (Management/HR-Customs), FBR
All Secretaries/Second Secretaries of Admn/HR Wing, **for strict compliance.**
Web-Master, PRAL for uploading this letter on the website of FBR.

S.#	Name of posts (BS-1 to 22) with BPS	Total sanctioned posts per Budget/NIS	2% share of total posts mentioned at column(3)	No. of posts proposed for exclusion as per Para 1(i) of letter	Net 2% share (4-5)	Actual working strength of disabled persons, as per Para-1(iii) of letter	Gap of 2% quota (6 -7)	No. of total vacant posts against initial recruitment quota (as on 20.01.2023)	No. of posts (BS-1 to 15) against which ongoing recruitment process is yet to be finalized (if still pending)	Number of posts to be filled against 2% disabled quota on finalization of ongoing recruitment process (if still pending).
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)

Note: Each Directorate General/LTO/CTO/MTO/RTO is required to submit consolidated data covering the whole Directorate General/office.