

## **SALIENT FEATURES OF PLACEMENT POLICY APPROVED BY THE PRIME MINISTER ON 25.08.2005**

- a. All placements would be made on the basis of merit and keeping in view the needs of the organization.
- b. The first priority in placement must go to the parent organization of the participant, from where the individual had applied. This will be in consonance with the concept of establishing the “Need” for the department and fulfilling the need through “capacity building” for the organization.
- c. In order to follow the “bottom up approach” for Devolution, the priority within departments, must go to the Districts, the Provinces and then the Federal government.
- d. The second priority in placement should go to up-grading the existing training institutions with-in the country. The knowledge, gained by the officers, will be of immense value to bring about a qualitative change in the training institutions. The following proposals are made in this regard: -
  - (1) Permanent posting of an officer to the training institutions, for 2-3 years.
  - (2) Temporary attachment with the training institutions, for 3 to 6 months for some research project, or helping in developing Case-Studies.
  - (3) Earmarked as a visiting faculty member for a specific subject.
- e. Individuals posted to their parent organizations will also organize training for their subordinates within the department, in order to transfer the knowledge and bring about a qualitative change internally.
- f. The tenure of 3 year posting, as already provided in the rules, would be ensured.
- g. No participant must be allowed to be posted on deputation to multinational donor agencies, for at least 5 years.
- h. No participant will decline / represent against his/her posting.