

PLACEMENT OF PDP OFFICERS

4.1 Salient Features of Placement Policy Approved by the Prime Minister

4.1.1 In order to benefit from the higher education and enhanced skills acquired by the officers, it is importance that they are placed / posted at proper assignments by matching their qualification. Keeping this fact in view, CSRU devised a placement policy for the officers trained under PDP and ELDP. A Summary was submitted to the Prime Minister on August 13, 2005 for approval of the policy. The Prime Minister accorded his approval to the placement policy on August 25, 2005.

4.1.2 Salient points of the placement policy are reproduced below: -

- 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 would go to the parent organization of the participant, from where the individual had applied. This was considered in consonance with the concept of establishing the “Need” and fulfilling it through “capacity building” for the organization.
- c. In order to follow the “bottom up approach” for Devolution, the priority within departments has been given to the Districts, the Provinces and then the Federal government.
- d. The second priority in placement has been given to up-grade the existing public sector training institutions in the country. The knowledge, acquired by the officers, would be of immense value to bring about a qualitative change in the training delivery as well as the training institutions. The following proposals have been incorporated 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.
 - (4) 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.

- e. The tenure of 3 year posting, as already provided in the rules, would be ensured.
- f. No participant must be allowed to be posted on deputation to multinational donor agencies, for at least 5 years.
- g. No participant will decline / represent against his/her posting.

4.2 Placement Procedure

4.2.1 CSRU circulated the abovementioned placement policy to all the Federal Ministries / Division and Provincial Departments for implementation. Efforts were also made to provide list of scholars to their parent organizations at least a month ago, so that they may plan their posting / placement before the officers arrive back after training. The Federal / Provincial Government organizations were requested to provide a copy of the posting order to the CSRU. The parent organizations have complete freedom to use the services of their officers and CSRU do not interfere in the posting process.

4.2.2 It has been due to persistent efforts of CSRU that the officers have returned back to Pakistan after completing training. A reasonable pressure has been maintained on the officers, by applying scholarship policies evenly and allowing no deviation, so that they fulfill their contracted obligation and serve with the government at least five year after training. CSRU considers that the parent organizations should play a proactive role to use the services of the officers in an effective manner and keep them motivated, so that any temptation to leave the government and join a donor or private sector organization may be neutralized.

4.3 Resume Book

For better marketing of the PDP officers and providing information to the Ministries / Divisions and Provincial Departments, CSRU has prepared a digital resume book and floated it on the website. The resume book is being continuously updated as and when new information is received from the officers. CSRU intends to make the resume book interactive in the future, so that the officers may update / modify information in the real time.