

UTILIZATION OF PDP OFFICERS

5.1 Responsibility of the Parent Departments

5.1.1 Implementation of placement policy is responsibility of the parent / administrative departments. After completing training, the officers usually report back to the same organization from where they have proceeded on training. CSRU, therefore, considers that it is the primary responsibility of the parent / administrative organizations to utilize the officers' services effectively and keep them motivated.

5.2 Audit of Degrees

5.2.1 Recently, CSRU has conducted a complete audit of the first two cohorts (2004 and 2005) of the PDP. The key objectives of the audit were to find out the following: -

- a. Whether the officers have returned to Pakistan after training or not?
- b. The number of officers who have successfully completed the degree program.
- c. The number of officers who have failed to complete the degree program.
- d. The place of posting of the officers – whether they are working with their parent organization or outside their parent organization or working on deputation etc.

5.2.2 It is part of the PDP undertaking that the officers would “*submit such periodical reports as may be required by the training authority during the period of training and shall submit to authority as final report immediately on completion of the training*”. However, very few officers have fulfilled this obligation. Upto July 2007, CSRU received copies of the degrees from 43 officers only. Letters were written to 135 PDP scholars, who have completed their training, to submit a copy of degree to CSRU immediately. The letters were supplemented by telephone calls and email messages. After very hectic efforts, CSRU has been successful in collecting the information, conducted the audit of the degrees and traced the posting of officers. It is important that the parent organizations keep CSRU informed about the posting transfer of the PDP officers.

5.2.3 The result of the PDP audit has been very encouraging. The summary of the audit is given below: -

- a. Almost all the officers, who proceeded on training, have returned back after completing the training program.
- b. A large majority of officers, 168 (94.94%), have completed their degree programs, some with distinction and merit.
- c. Only a few officers, 8 (4.06%), have failed to complete their degrees mainly due to *Force Majeure* i.e. sickness etc. The details of such officers is placed at para 5.3.3. below.
- d. All the officers have completed degrees in the same subject for which the scholarship was awarded. There is only one case – Ms. Fiza Batool, an Income Tax officer – who changed her degree program at her own, without consulting CSRU.
- e. CSRU is still pursuing with 2 officers who have neither submitted their degrees nor sent any reply.
- f. Summary information of the completion of degrees is given below: -

Table 5.1: Summary Statement of Degrees collected by CSRU

| | |
|---|-----|
| Number of scholarships awarded during 2004-05 (First two Cohorts) | 178 |
| Copies of Degrees received by CSRU by September 2007 | 168 |
| Number of officers who have failed to complete the degree program | 08 |
| Status unknown | 02 |

5.3.3. A majority of the officers, who have failed to complete their degrees, belong to CBR i.e. Custom and Excise Group and Income Tax Group. CSRU is pursuing and encouraging these officers to complete the degrees as early as possible.

5.3.4 The officers, who have resigned after completing their degree program, have been advised through their administrative department (CBR) to deposit all the expenditures incurred on their education. The table on the next page provides detail of those officers, who have not completed their degree program as well as who have resigned or under disciplinary action.

Table 5.2: Detail of officers who have not completed their Degrees or Resigned

| Year / scholarship awarded | Degree Completed | Reply Not Received | Degree Not Completed | Under Disciplinary Action/Resigned |
|----------------------------|------------------|---|--|---|
| 2004 (109) | 103 | Mr. Muhammad Khalid, OMG (Status is unknown) | 1. Mr. Mirza Ali Khan, OMG 2. Syed Hamid Ali, Customs 3. Mr. Naureen Sana, Customs 4. Ms. Samina Qureshi, Sindh 5. Mr. Muhammad Tahir, Sindh | 1. Mr. Anser Ali, Income Tax 2. Mr. Nasruminallah Mian, Income Tax (Both the officers have completed degrees) |
| 2005 (69) | 66 | Mr. Irfan Ahmad, Foreign Office | 1. Mr. Junaid Jalil, Customs 2. Mr. Nadeem Ahsan, Customs 3. Mr. Fayyaz Ahmad Ch., Punjab | Mr. Khalid Ahmad Khan, Income Tax (The officer has completed the degree) |
| TOTAL | 169 | 2 | 8 | 3 |

5.3 Posting Analysis of PDP officers

- a. A large majority of the officers, 137 (77%) are working with their parent departments.
- b. Some officers, 29 (16.29%), are working on deputation outside their parent organization but within the government.
- c. A few officers, 3 (1.7%), have circumvented the surety bond and working on deputation with the donor agencies.
- d. A couple of officers, 4 (2.24%), have violated the undertaking and gone on long leave / study leave after completing their training.
- e. There are 5 officers, who though have completed or completing their degree programs, have resigned from service or disciplinary action is pending against them.

5.3.1 CSRU is closely observing the cases of violation and pursuing with the parent organizations to implement the undertaking and surety bond in letter and spirit. The Income Tax officers, who resigned after completing training, have been

served notices by Central Board of Revenue (CBR) to deposit all the expenditures incurred on their training.

5.3.2 Summary statement of posting of PDP officers who have completed training is given in the following table: -

Table 5.3: Summary of Posting Analysis of PDP Officers

| Service Group | Working with parent Org. | Deputation within Govt. | Deputation outside Govt. | Study / Leave | Resigned/ Disciplinary action | Total |
|----------------------|---------------------------------|--------------------------------|---------------------------------|----------------------|--------------------------------------|--------------|
| DMG | 08 | 05 | 02 | - | - | 15 |
| OMG | 05 | 07 | - | 01 | - | 13 |
| Secretariat | 01 | - | - | - | - | 01 |
| Customs | 24 | 04 | - | - | - | 28 |
| Income Tax | 31 | 03 | - | 01 | 03 | 38 |
| PAAS | 09 | 03 | 01 | -- | - | 13 |
| PSP | 09 | - | - | - | - | 09 |
| Railways | 02 | 01 | - | - | 01 | 04 |
| FSP | 05 | - | - | - | - | 05 |
| C & T | 09 | - | - | 01 | - | 10 |
| Information | - | 01 | - | - | - | 01 |
| Postal | - | 01 | - | - | - | 01 |
| Ex-cadre | 09 | 01 | - | 01 | 01 | 12 |
| Punjab | 09 | - | - | - | - | 09 |
| Sind | 05 | - | - | - | - | 05 |
| NWFP | 05 | 02 | - | - | - | 07 |
| Balochistan | 04 | - | - | - | - | 04 |
| AJK | 02 | 01 | - | - | - | 03 |
| Total: | 137 | 29 | 03 | 04 | 05 | 178 |