

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

107

No.1/3/2014-T-V

Islamabad, the 23rd September, 2015OFFICE MEMORANDUM**SUBJECT:- DETERMINATION OF INTER-SE-SENIORITY OF OFFICERS OF ALL OCCUPATIONAL GROUPS AND SERVICES**

The undersigned is directed to refer to the subject cited above and to convey the following decisions taken by the competent authority:-

- a. All cases pending or future of probationers / officers received for determination of seniority due to deferment will have seniority fixed with the batch, these probationers / officers undergo CTP and not their original CSS batch. Accordingly, all past cases that have been decided otherwise i.e., seniority fixed with original CSS batch will be reverted to bring these at par with the new policy issued vide Establishment Division O.M. No. 1/3/2014-T-V dated 05.03.2015.
- b. If a probationer is granted deferment after joining CTP with original CSS batch, his/her seniority will be fixed with the batch he/she undergoes / complete the CTP
- c. Marks of first attempt of FPOE minus marks of failed subject will be considered for the purpose of inter-se-seniority. The same principle is adopted in the CSS optional papers result. The illustration below explains the issue further.

Let us assume:-

- i) Total Marks of FPOE - 1000
- ii) Passing Marks - 50%

Paper	Total Marks	Marks Obtained	Remarks
A.	100	60	Passed
B.	100	60	Passed
C.	100	60	Passed
D.	100	60	Passed

Cont. .

E.	100	60	Passed
F.	100	60	Passed
G.	100	60	Passed
H.	100	60	Passed
I.	100	60	Passed
J.	100	30	Failed
Total	1000	570	Passed

141
106

iii) Total marks including marks of failed subject i.e J = 570

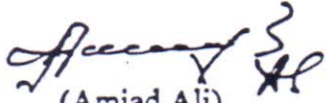
iv) Total marks excluding marks of failed subject i.e J = 540

v) In order to determine inter-se-seniority, 540 marks will be added to the CSS, CTP and STP marks. Hence, as already explained and as further illustrated in the column below, 1900 marks will determine an individual's seniority:-

Exams	Total Marks	Marks Obtained	Remarks
CSS	1400	800	Passed
CTP	500	300	Passed
STP	600	350	Passed
FPOE	1000	540	Failed in one subject in first attempt
Total	3500	1990	

2. Any OM / OMs in conflict with the above stated position is / are hereby superseded to this extent.

3. This issues with the approval of Secretary, Establishment Division.


(Amjad Ali)
Section Officer (T-V)
Ph No.9103578

All Concerned Ministries / Divisions / Departments.

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION
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140
IMMEDIATE
20

No.1/3/2014-T-V

Islamabad, the 5th March, 2015

OFFICE MEMORANDUM

SUBJECT: - DETERMINATION OF INTER-SE-SENIORITY OF OFFICERS OF ALL OCCUPATIONAL GROUPS AND SERVICES.

The undersigned is directed to refer to the subject cited above and to state that in continuation to this Division's O.M. No.1/3/2014-T.V dated 21.04.2014, it is clarified that inter-se seniority of probationers within a batch will be determined as per para 2 of the O.M. ibid from the date of insertion of Rule 6(2) in Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990 vide SRO 257(I)/2011 dated 15.03.2011.

2. With regard to queries received by this Division on determination of inter-se seniority of probationers who are allowed deferment from Common Training Program, the Competent Authority is pleased to inform that in such cases inter-se seniority of probationers, henceforth, will be fixed at the bottom of the batch with which the probationer undergoes CTP. It is further stated that while granting deferment a note to this effect should be clearly communicated to the probationary officer to bring it to his/her notice.

3. Any O.M. in conflict with the above stated rule position is hereby superseded.

This issues with the approval of Secretary, Establishment Division.


(Aisha Karamat)
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Ph No.9103578

All Ministries / Divisions / Departments.