



GOVERNMENT OF PAKISTAN
AUDITOR-GENERAL OF PAKISTAN



No.129-HRM-I/MISC.

Islamabad, the 03rd November , 2025

From

Rashid Iqbal
Audit Officer (HRM-I)

To

- 1- Controller General of Accounts, CGA, Islamabad
- 2- Military Accountant General, MAG, Rawalpindi
- 3- Member Finance Pakistan Railways Board Islamabad, ,
- 4- Deputy Auditor General (FAO), AGP, Islamabad
- 5- Dy. Auditor General (SSA/RRA), AGP, Islamabad
- 6- Deputy Auditor General (A&C), AGP, Islamabad
- 7- Deputy Auditor General (DSA), AGP, Islamabad
- 8- Dy. Auditor General (C&EA), AGP, Islamabad
- 9- Deputy Auditor General (QAIM), AGP, Islamabad
- 10- Deputy Auditor General South, DAG South, Karachi
- 11- , Deputy Auditor General North Peshawar,
- 12- Deputy Auditor General, Central, Lahore
- 13- Director General to AGP, AGP, Islamabad
- 14- Director General (B&A), AGP, Islamabad
- 15- Director General (IT), AGP, Islamabad
- 16- The Director General Audit Social Safety Nets Islamabad, ,
- 17- Director General, Audit Power, Lahore
- 18- Director General, Audit Works Provincial Sindh Karachi,
- 19- Director General Audit Punjab Lahore, ,
- 20- Lahore, Railway,
- 21- Director General, Performance Audit Wing Lahore, 1st Floor Audit Complex Edward Road
Lahore
- 22- The DG Audit, , Local Govt Sindh Karachi
- 23- The Director General Audit Inland Revenue and Customs South Karachi, ,
- 24- Director General, Director General Audit Commercial Audit and Evaluation South Karachi,
Karachi
- 25- The Director General Audit Gilgit Baltistan Gilgit, ,
- 26- The Director General Audit Federal Government Islamabad, ,
- 27- The Director General Audit Works Federal Islamabad, ,
- 28- , Commercial Audit and Evaluation Islamabad,
- 29- The Director General Audit Climate Change and Environment Islamabad, ,
- 30- Director General Audit Defence Services North Rawalpindi, ,
- 31- The DG Audit, , Water Resources Lahore
- 32- The Director General Audit Local Governments the Punjab North Lahore, ,
- 33- The Director General Audit Postal and Telecommunication Services Lahore, ,

- 34- The Director General Audit Petroleum and Natural Resources Lahore, ,
 35- , The Director General Audit Inland Revenue and Customs Lahore,
 36- , Director General Audit Sindh Karachi,
 37- Director General Audit, Defence Services South Karachi,
 38- Director General, Director General Audit Local Government Khyber Peshawar,
 39- The Director General Audit Local Council Balochistan Quetta, ,
 40- The Director General Audit Local Governments the Punjab South Multan, ,
 41- The Director General Audit AJK Muzaffarabad, ,
 42- The Director General Audit Khyber Pakhtunkhwa Peshawar, ,
 43- The Director General Audit Balochistan Quetta, ,
 44- , Foreign and International Islamabad,
 45- The Rector Pakistan Audit and Accounts Academy Lahore, ,

SUBJECT: INCLUSION OF CERTIFICATION/QUALIFICATION/DIPLOMA IN THE INCENTIVE SCHEME OF DAGP

The Department of the Auditor General of Pakistan (DAGP) is striving for capacity building of its human resource in line with Goal 4 of the Strategic Plan 2023–26: “Capacity Building”. In this context, the Auditor-General of Pakistan has approved to include the following certification/qualification/Diploma in the incentive scheme of DAGP (to be pursued only within Pakistan and preferably in-person):

Certification/Qualification/Diploma
Certified Quality Auditor (CQA) by American Society of Quality (ASQ), USA
Certified Environmental Auditor (CEA) by National Registry of Environmental Professionals (NREP), USA
Chartered Financial Analyst (CFA) from CFA Institute, USA
Forensic Accounting Diploma from Institute of Forensic Accountants, USA
Certified Information Security Manager (CISM) from ISACA, USA
System Applications and Products (SAP)-Germany

2. Upon successful completion of a study programme (where only one time exam is involved) or on completion of a part/stage/level, as the case may be, the following cost components shall be reimbursed **only once**:

- i. Application/Registration/Admission Fee
- ii. Tuition Fee
- iii. Study Material Cost
- iv. Examination Fee/Exemption Fee
- v. Annual Student Subscription after which a part/stage/level was cleared

In addition to above, annual membership fee will also be reimbursed, subject to serving in the department (AGP HQ; CGA HQ; MAG HQ and field offices) for a year

3. If payment has been made in foreign currency, reimbursement will be in Pak Rupees, inclusive of all charges and taxes incurred on the transaction on the date of payment, as per the actual foreign currency to Pak Rupees conversion rate charged by the bank.

4. Prior permission from head of the department/competent authority is necessary for the employees before enrolling in any of the aforementioned study programmes. However, those who only have to claim membership will just submit their valid claims for reimbursement to the office administration where they are posted.

5. The heads of field audit and accounts offices are authorized for sanctioning the reimbursement claims from their own budget (or acquire budget from headquarter), meeting the condition at Para. 2 above, upon submission of original payment vouchers or authenticated online payment proof, under the following Object Heads of Accounts:

A03	OPERATING EXPENSES
A039	GENERAL
A03936	FOREIGN/INLAND TRAINING COURSE FEE.

6. If an officer, attending office regularly, applies for an NOC, he/she may be granted NOC, subject to fulfillment of other administrative and training criteria. The case of an officer on any kind of leave, except casual leave, may not be processed for NOC. However, if once an NOC has been granted, he/she may be allowed to sit in the exam irrespective of the nature of the leave. An NOC once granted will remain valid for the duration of the study programme, irrespective of the time it takes for completion. Requisite leave for appearing in the exam may be granted by the competent authority after assuring that exam fee etc. has been deposited by the officer and he/she is eligible for appearing in the exam. All the officers who have been granted NOCs are eligible to appear in the exam during the period of leave. However, if they pass the exam, they may claim reimbursement during the time they regularly attend office.

7. In case of any anomaly, it may be referred to HRM Wing, AGP HQ for clarification.



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