

**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT (AVIATION DIVISION)
PAKISTAN METEOROLOGICAL DEPARTMENT**

No. HGA-1(124)/2015/

Islamabad, the 26th May, 2015

Subject: **POSTINGS / TRANSFER POLICY – PAKISTAN METEOROLOGICAL DEPARTMENT**

PMD being a technical and services oriented entity of the Federal Government requires specific criteria for postings / transfers of the officers / staff in order to deliver good governance. Although, general guiding principles on the subject matter given by the Establishment Division from time to time are being adhered to in letter and spirit. Yet, the departmental guidelines needs to be spelt out owing to specific job descriptions and for manning at all levels specifically in the remote and peripheral areas of the country where the Human Resource feels shy of serving and prefer to be retained in the urban stations and lucrative positions. Another aspect which continues haunting the management in the department is extraneous pressure / political influence which the employees are generally in habit of bringing forth for choice placements which in turn brings bad name to the department on one hand and deteriorate the functioning of the department on the other hand.

2. In order to address this trend, it is considered imperative to spell out certain policy guidelines for the management in order to bring further efficiency, discipline and work culture in the department for efficiency & better services delivery. The instant policy parameters have been formulated after in depth study of the government policy and due diligence at the departmental level. Salient features of the policy are as under:

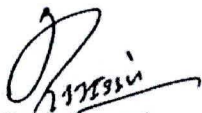
- All the new entrants in the service at the threshold level will be preferably placed at remote / hard / peripheral stations depending upon the vacancy / job requirements.
- The minimum tenure at the each slot shall be 2-3 years. After completion of mandatory tenure, the officers / staff will be considered for next placement on merit and case to case basis.
- On promotion, the officer / staff will be again circulated to hard stations keeping in view the vacancy position / professional requirement / merit.
- All the employees will have to serve all over Pakistan except class-IV servants as per service exigencies and job requirements.
- The officer on accomplishment of higher education from abroad will have to serve, any where in Pakistan on the basis of departmental choice / professional requirements / service exigency / slot availability.
- Compassionate cases will continue to be routed to the D.G PMD through proper channel for consideration / decision on case to case basis.

- The officers / staff will be preferably placed near to their place of domicile or province of domicile subject to availability of vacancy towards last leg of their service for post retirement settlement as a welfare measure.
- The person / employee in habit of bringing extraneous / political influence for placements shall be dealt under E & D, Rules sternly besides red entry in to his / her dossier.
- Female / disabled employees will be given due consideration of their family circumstances and disability while making placements
- The employees who have 10 years or more service in hard areas and their performance is up to the mark will be given priority for rehabilitation postings.
- While making the placement of officers, due consideration will be given to varied experience required to be imparted to each officer for his career progression in line with the policy of Establishment Division / Government of Pakistan.
- Posting orders once issued will neither be annulled nor modified except for errors, omission and discrepancies.

p.57/c.

3. The said policy parameters were discussed threadbare by Senior Joint Secretary / DG (Met) with the Secretary Aviation who has very kindly approved it.

- Note: (The term remote area / hard area shall include station in Balochistan province, GB area, Chitral / Dir and Parachinar. Remote areas of Sindh province and AJK).



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