



Office of the
Auditor General of Pakistan
Audit House, Constitution Avenue,
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Date: February 17, 2020

**All PA&AS Officers of (28th CTP, 29th CTP,
30th CTP, 31st CTP, 33rd CTP, 34th CTP and
35th CTP)**

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

Occupational Groups and Services (Probation , Training and Seniority) Rules 1990 were promulgated and enforced w.e.f. 01.10.1990 .The rules ibid spell out the following criteria for fixation of inter se seniority:

- i. Marks obtained in the competitive examination of the FPSC .
- ii. Marks obtained in the initial training programme .
- iii. Marks obtained in the specialized training programme.
- iv. Marks obtained by qualifying the final passing out examination in the first attempt.

2- The Establishment Division vide its O.M. No: 1/3/2014-T-V dated: 21.04.2014 has further clarified that a probationer failing to qualify FPOE in first attempt will only have increment withheld while his seniority will not be effected so long as he/ she passes in second attempt. A probationer who fails to qualify FPOE in second attempt but does it in third attempt will be relegated to the bottom of the seniority list irrespective of aggregate marks obtained.

3- The Establishment Division vide its O.M. No: 1/3/2014-T-V dated: 05.03.2015 issued directives regarding the inter-se-seniority of the probationers who are allowed deferment from CTP that in such cases inter-se-seniority of probationers will be fixed at the bottom of the batch with which the probationers undergoes CTP.

4- The **Establishment Division** vide its **O.M No: 1/3/2014-T-V** dated: **23.09.2015** issued directives for determination of inter-se-seniority under which 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** and 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. Similarly Establishment Division vide its O.M. No: 2/3/2015-T-V dated: 15.03.2016 has clarified that whereby, a probationer who repeated CSS but not repeated CTP and directly joined STP of his/ her occupational group/ service, the length of service will be counted from the date of start of CTP of batch with which he/ she repeated the CSS and not his/ her previous CSS/ CTP. The length of service in previous group will not be considered for the purpose of promotion in new occupational group being non cadre service.

5- The relegation of seniority was contested in the Islamabad High Court in writ petition No: 2557 of 2017 and in pursuance to Islamabad High Court's judgment dated: 07.12.2017 read with short order dated: 31.10.2017 in writ petition No: 2557 of 2017, the Establishment Division vide its O.M. No: 5/6/2017-T.V dated: 01.02.2018 has clarified that Establishment Division O.M No: 1/3/2014-T-V dated: 23.09.2015 is effective which requires relegation of seniority of those PA&AS officers who obtained deferment from the CTP at the bottom of the CTP with which they have completed the CTP. It may be considered that in the light of Civil Servants Promotion (BPS-18 to BPS-21) Rules, 2019, the seniority list which is final after circulation, un-disputed, complete and duly authenticated showing full particulars of officers is an integral part of working papers for consideration of the promotion boards/ committees as the case may be.

6- In accordance with the rule position stated above, the inter-se- seniority of your batch has been revised. A revised seniority list of your batch is enclosed with detailed calculations. Observations about revised seniority (if any) with supporting rules, may please be conveyed to the undersigned within 14 working days of issuance of this letter failing which the enclosed seniority list will be considered as final. It may be considered that the enclosed seniority is based on the available data which is also called from Civil Services Academy, Lahore therefore the enclosed seniority is subjected to revision in case any case of deferment from CTP will be reported by the Civil Services Academy, Lahore.

Encl: as above

Copy to the Director General (HRM), AGP office, Islamabad with the request to intimate the concerned officers through E-mail.

Revised Inter-se-Seniority of 28th CTP in the light of Cabinet Secretariat S.R.O. No: 257(I)/2011 dated: 17.03.2011, Establishment Division's O.M. No: 1/3/2014-T-V dated: 23.09.2015

Sr No	Name of officer (M/s)	MARKS					FPOE Passed in attempt	Remarks for CTP
		CSS	CTP	AATI	FPOE Marks in 1st attempt	TOTAL		
1	Sajid Mehmood Raja	749.00	355.82	847.00	627.00	2,578.82	1	Deferment from 28th CTP was Allowed. CTP done with 29th CTP. The seniority is relegated to 29th CTP in the light of Establishment Division OM No: 1/3/2014-T-V dated: 23.09.2015 and Establishment Division O.M No. 1/3/2014-T-V dated 05.03.2015
2	Muhammad Ali Asif Gilani	746.00	346.81	767.00	678.00	2,537.81	1	-
3	Muhammad Amir Usman	757.00	373.70	729.00	651.00	2,510.70	1	-
4	Kamal Ghani	736.00	376.77	744.00	617.00	2,473.77	1	-
5	Ayesha Siddique	751.00	345.05	705.00	653.00	2,454.05	1	-
6	Bilal Ahmed	753.00	309.20	741.00	634.00	2,437.20	1	-
7	Altaf Ahmed Sheikh	694.00	322.08	788.00	626.00	2,430.08	1	Deferment from 28th CTP was Allowed. CTP done with 29th CTP. The seniority is relegated to 29th CTP in the light of Establishment Division OM No: 1/3/2014-T-V dated: 23.09.2015 and Establishment Division O.M No. 1/3/2014-T-V dated 05.03.2015
8	Tariq Ali Shah Jilani	712.00	353.30	709.00	653.00	2,427.30	1	-
9	Malik Zia Uddin Kasi	720.00	349.46	703.00	643.00	2,415.46	1	-

Sr No	Name of officer (M/s)	MARKS					FPOE Passed in attempt	Remarks for CTP
		CSS	CTP	AATI	FPOE Marks in 1st attempt	TOTAL		
10	Abdul Hameed	746.00	335.78	690.00	635.00	2,406.78	1	-
11	Ashfaq Ahmed Malik	748.00	348.51	700.00	600.00	2,396.51	1	-
12	Muhammad Aleem Akhter	757.00	311.36	689.00	638.00	2,395.36	1	-
13	Muhammad Umar Farooq	752.00	338.81	677.00	617.00	2,384.81	1	-
14	Ali Tariq	747.00	298.51	686.00	632.00	2,363.51	1	-
15	Fateh Muhammad Qureshi	705.00	330.88	707.00	614.00	2,356.88	1	-
16	Zulfiqar Ahmed Bajwa	746.00	332.82	639.00	624.00	2,341.82	1	-
17	Rana Shakeel Asghar	746.00	321.73	665.00	591.00	2,323.73	1	-
18	Irfan Bashir	746.00	313.72	697.00	523.00	2,279.72	2	One increment lost in the light of Cabinet Secretariat S.R.O. No: 257(I)/2011 dated: 17.03.2011

