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PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN
MINISTRY OF FINANCE AND REVENUE
(FINANCE DIVISION)
[Financial Monitoring Unit]

NOTIFICATION

Karachi, the 21st February, 2024

S. R. O. 348(I)/2024.—In exercise of powers conferred by the clause (d) of sub-section (2) of section 5 read with the section 44 of the Anti-Money Laundering Act, 2010 (VII of 2010), the National Executive Committee is pleased to approve following amendments in the FMU's Staff Service Regulations, 2016, namely:—

In the aforesaid Regulations.—

(1) In Sub-Regulation 1.4.—

- (i) The words “per policy” shall be inserted before the word “approved”; and

(677)

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- (ii) The comma (,) and words "in consultation with the Finance Division" at the end shall be omitted.
- (2) In Sub-Regulation 2.9.—
 - (i) The words "by GC" shall be replaced with "under these Regulations"; and
 - (ii) The word "provided" shall be inserted before the words "in Appendix-A".
- (3) In Regulation 5.—The term "NEC" with forward slash "/" shall be omitted.
- (4) A new Sub-Regulation shall be inserted as "7.1 Following methods shall be used for making appointment in FMU against vacant posts:—"
- (5) The Nos. (i), (ii) and (iii) shall be replaced with 7.1.1, 7.1.2 and 7.1.3;
- (6) A new No. 7.1.4 shall be inserted with the text "Appointment on Daily Wage basis";
- (7) A new No. 7.1.5 shall be inserted with the text "Appointment on Contract basis";
- (8) The following paragraph after existing No. (iii) shall be omitted;

"The appointment on contract shall be made in accordance with instructions issued *vide* Establishment Division O.M.No. 6/2/2000-R.3, dated 06-05-2000 as amended from time to time."
- (9) In the Sub-Regulation 7.2.—
 - (i) The words "Federal Government's" shall be omitted;
 - (ii) The first bullet shall be replaced with No. 7.2.1
 - (iii) The second bullet shall be replaced with No. 7.2.2, the text with commas "salary, appointment mode," shall be omitted and the words "pay scale" with comma (,) shall be inserted
 - (iv) The third bullet shall be replaced with No. 7.2.3
 - (v) The fourth bullet shall be replaced with No. 7.2.4

- (vi) The fifth bullet shall be replaced with No. 7.2.5 and the words "or all" shall be inserted after the words "subject to any"
- (10) The No. 7(b) with paragraph as per following text shall be omitted;

"7(b) **Head-hunting.**—Head-hunting method can also be used to encourage suitably qualified, skilled and competent people to apply for a position when advertised;"
- (11) The No. 7(c) shall be replaced with 7.3
- (12) The No. 7(d) shall be replaced with 7.4; the Nos. (i), (ii) and (iii) shall be replaced with 7.4.1, 7.4.2 and 7.4.3; and in the existing No. (iii), the words "His character and antecedents have been verified" shall be replaced with "His security clearance from appropriate security agency / agencies up".
- (13) In the Regulation 8.—
 - (i) In the table, two new columns shall be added after the column "For appointment to posts in" as under:

FMU Grade	Equivalent BPS
FMU-8	21
FMU-7	20
FMU-6	19
FMU-5	18
FMU-4	17
FMU-3	16
FMU-1 & 2	1-15

- (ii) In the column "Appointing Authority", the words "Prime Minister" shall be replaced with "Federal Government in consultation with the SBP" against Sr. No. 1;
- (iii) In the column "Appointing Authority", the words "Prime Minister" shall be replaced with "GC" against Sr. No. 2;
- (iv) In the column "Appointing Authority", the forward slash (/) and words "Secretary Finance" shall be omitted against Sr. No. 3;

- (v) The entries against Sr. No. 4 under all columns as per following detail shall be omitted;

Legal Expert	Chairman GC / Secretary Finance
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- (vi) In the column "Appointing Authority", the forward slash (/) and words "Secretary Finance" shall be omitted against Sr. No. 5;
- (vii) In the column "Appointing Authority", the words "Chairman GC / Secretary Finance" shall be replaced with DG (FMU) against Sr. No. 6;
- (viii) In the column "For appointment to posts in", the word "Supporting" shall be changed as "Support" against Sr. No. 8;
- (ix) In the column "Appointing Authority", the words "Director (FMU)" shall be replaced with DG (FMU) against Sr. No. 8;
- (x) In the Sub-Regulation 8.1, the text "annexed" shall be inserted after the words "appointment in FMU are" and the text "Appendixes" shall be replaced with "Appendices".
- (14) In the Regulation 11.—
- (i) The word "expert" shall be replaced with "personnel";
- (ii) The word "professional" shall be replaced with "appropriate";
- (iii) The words "mutually extendable" with commas (,) at the start and end shall be inserted after the text "not exceeding two years" and
- (iv) The words "eligibility criteria as per" shall be inserted in place of "as prescribed *vide* Establishment Division's O.M.No. 6/2/2000-R.3, dated 06-05-2000 amended from time to time with the detail at"
- (15) In the Regulation 13.—
- (i) The word "by" shall be replaced with "under"; and
- (ii) The word "intimated" shall be replaced with "advised".

- (16) In the Regulation 17.—

- (i) The term "NEC" with forward slash "/" shall be removed; and
- (ii) The sentence "The GC shall approve such proposals recommended by the DG (FMU) from time to time." shall be inserted:

(17) In the Regulation 19.—The sentence "As admissible to Civil Servants working under Federal Government" shall be rephrased as "In the same manner as admissible to civil servants working under Federal Government as per FMU Pay Scales".

(18) In the Regulation 20.—The sentence "As admissible to Civil Servants working under Federal Government" shall be rephrased as "In the same manner as admissible to civil servants working under Federal Government as per FMU Pay Scales".

(19) In the Regulation 24.—The phrase "as per Federal Government Policy with the approval of NEC/GC" shall be replaced with "shall be revised with the approval of GC in the same proportion as and when Federal Government announces such revisions".

(20) In the Regulation 30.— The text "Fund" shall be replaced with "funds".

(21) In the Regulation 32.— The text "basic pay" shall be replaced with "gross salary".

(22) A new Regulation shall be inserted as per text "32A Conveyance Advance.- Total maximum entitlement shall be the amount equivalent to the lowest market price of 1000 cc car. The DG FMU is authorized to prescribe necessary procedural guidelines in this respect."

- (23) In the Sub-Regulation 33.1.—

- (i) The phrase "as per Federal Government Policy with the approval of NEC/GC" shall be replaced with "policy approved by GC".
- (ii) A proviso shall be inserted as per text "Provided that this shall be applicable retrospectively upon the employees already working in FMU at the time of approval of these Regulations."

(24) A new Sub-Regulation shall be inserted as per text "33.3 The DG FMU shall devise detailed policy / procedures in accordance with the policy approved by GC to implement this CPF scheme in FMU."

(25) The Regulation 36 with the text "TA/DA allowance as admissible to Federal Government employees" shall be omitted.

(26) In the Regulation 43.— In the table, the column with FMU Grades shall updated as under:

(FMU-8)

(FMU-7)

(FMU-6)

(FMU-5)

(FMU-4)

(27) In the Sub-Regulation 44.1.—

(i) The word "running" shall be inserted before the words "basic pay"; and

(ii) The phrase "admissible to the Federal government Employees" shall be replaced with "per FMU pay scales".

(28) A new Sub-Regulation shall be inserted as per text "44.4 Cost of transporting personal effects as per Federal Government Policy."

(29) In the Regulation 46.— The phrase "or his spouse at the Station of Duty" shall be replaced with "during service".

(30) In the Regulation 49.—

(i) The text "confirmed" shall be omitted; and

(ii) The phrase "as per Federal Government Employees Revised Leave Rules, 1980" shall be omitted

(31) In the Sub-Regulation 50.2.—

(i) The word "authorized" shall be replaced with "accumulated"; and

(ii) A new sentence as per stated text shall be inserted at the end as per text "The DG FMU may devise appropriate SOPs for this purpose."

(32) In the Regulation 51.—

(i) The figure "10%" shall be replaced with "15%"; and

(ii) The term "OPD" shall be inserted before the words "medical treatment".

(33) In the Regulation 53.—

(i) The text "and in that case the entitlement of hospitalization and other medical expenses and allowances shall be discontinued" shall be omitted;

(ii) The text "from an appropriate Insurance / Takaful Company" shall be inserted at the end of first sentence; and

(iii) A new proviso shall be inserted as per text "Provided that in case of prolonged illness or chronic diseases of any employee, FMU shall bear the cost of hospitalization if the Medical Insurance limit of such employee is expired. The DG FMU is authorized to devise procedural guidelines in this respect."

(34) In the Sub-Regulation 50.2.— Only the number of this sub-regulation shall be omitted whereas, the text shall be retained as a Proviso.

(35) In the Regulation 67.—

(i) The word "permanent" appearing in the heading and before the word "transfer" shall be omitted; and

(ii) A new Sub-Regulation shall be inserted as per text " 67.3 Cost of carrying personal effects as per Federal Government Policy".

(36) In the Appendix-A.—

(i) The word "such" shall be replaced with the word "relevant";

(ii) The word "Board" with forward slash (/) shall be inserted before the word "Committee";

(iii) The words "and recommend" shall be inserted after the words "will assess";

(iv) The words "and personal evaluation rating" shall be omitted;

- (v) The phrase "to next grade through an interview keeping in view the vacancy position" shall be replaced with "as per criteria as detailed below";
- (vi) The following policy for promotion shall be inserted:-
1. "Consideration by the Promotion/Selection Board/Committee.-
 - (a) The Promotion/Selection Board/Committee shall consider an employee for promotion in order of seniority in accordance with these Regulations.
 - (b) While considering cases of employees on the panel, the Promotion/Selection Board/Committee concerned shall adhere to the following guidelines, namely:-
 - (i) performance evaluation reports shall be given due importance but shall not be the sole criterion for promotion to higher posts;
 - (ii) An employee superseded will not be considered for promotion unless he/she has earned PER(s) for one full year.
 - (iii) Posts carrying basic pay scale FMU-6 are generally supervisory posts. Supervision can be effective only if the supervisor has the relevant experience. These officers are also required to make contribution to policymaking. For promotion to these posts, therefore, an officer must fulfill qualifying service, eligibility threshold, qualifications, training, relevance of experience, quality and output of work and integrity.
 - (iv) Posts carrying basic pay scale FMU-7 are senior management posts. It is, therefore, essential that in addition to the relevance of experience these officers must also have a sufficient variety and width of experience. For promotion to these posts, an officer must fulfill qualifying service, eligibility threshold, qualifications, experience, quality and output of work and integrity, and trainings.
 - (v) The Promotion/Selection Board/Committee should also give due consideration to the nature of duties and posts previously held by the officer.

- (c) Subject to availability of a post for the time being reserved for promotion, an employee shall be considered for promotion and after such consideration, he shall be recommended for:-
- (i) promotion; or
 - (ii) acting charge; or
 - (iii) deferment; or
 - (iv) supersession.
- (d) The consideration as well as recommendations of an employee for acting charge shall be made in accordance with the manner of consideration of an employee for promotion.
2. Approval of recommendations by the appointing authority.-
 - (a) The recommendations made by the Promotion/Selection Board/Committee shall have no effect unless approved by the appointing authority concerned.
 - (b) In case an employee is recommended for promotion by the Promotion/Selection Board/Committee conditionally and such recommendations have been approved by the appointing authority, the promotion of such an employee shall be notified after the required conditions are fulfilled.
 - (c) The appointing authority shall have the powers to approve or reject or remand back the recommendations of the Promotion/Selection Board/Committee.
 - (d) In case of rejection or remand back of any particular recommendations, the appointing authority shall record reasons for doing so.
 - (e) Recommendations of the Promotion/Selection Board/Committee duly approved by the appointing authority if not actualized shall lapse after one year reckoned from the date of such approval by the appointing authority and such cases shall require re-submission for consideration by the Promotion/Selection Board/Committee concerned,

provided that the delay in such actualization is attributable to the employee recommended for promotion.

3. Eligibility criteria for consideration for promotion.—

- (a) The minimum criteria for consideration of promotion to various posts shall be:—
- (i) fulfillment of length of service for promotion to any particular grade has been specified in the table provided hereunder;
 - (ii) satisfactory completion of mandatory number of weeks of training specified in the table provided hereunder;
 - (iii) possession of qualification and experience and other conditions as prescribed in the Appendix-C;
 - (iv) fulfillment of other terms and conditions for the time being in force.
- (b) The above minimum criteria in no way shall vest the right whatsoever for promotion to a particular post.

4. Conditions for deferment.—On consideration for promotion in order of seniority, an employee shall be recommended for deferment, if:-

- (a) the officer does not meet the eligibility criteria as contained in para-3 above;
- (b) the officer has not submitted Part-I and Part-II of his/her performance evaluation report (PER) form to his/her reporting officer;
- (c) the Promotion/Selection Board/Committee considers that service record of the employee is incomplete in any aspect;
- (d) the Promotion/Selection Board/Committee wants to further watch performance of the employee for any reason to be recorded in writing;

Provided that period of performance to be watched under this clause shall not exceed twelve months;

- (e) disciplinary or departmental proceedings are pending against the employee:

Provided that this clause shall not be applicable in cases, where on the date of consideration of the employee for promotion, such proceedings are pending for more than a year and the delay has not been caused by any reason attributable to the employee;

- (f) the employee is for a period of not less than one year on deputation to a foreign government or international agency irrespective of whether it is located abroad or within the country:

Provided that this clause shall not be applicable to those employees who have been appointed or nominated for deputation to international organizations against reserved and specified posts, as defined in the relevant rules and are representing Government of Pakistan therein;

- (g) the employee is availing *ex-Pakistan* leave including extra-ordinary leave or study leave as well as similar leave within Pakistan for a period of not less than one year;
- (h) the employee who has availed *ex-Pakistan* leave including extra-ordinary leave or study leave as well as similar leave within Pakistan for a period of not less than one year and have not earned one full year PER on return from such leave;
- (i) an inquiry, investigation, case or a reference is pending against the employee in Anti-Corruption Establishment, Federal Investigation Agency, National Accountability Bureau or such other organization by whatever name called for:

Provided that this clause shall not be applicable in such cases, where on the date of consideration of an employee for promotion, such an inquiry, investigation, case or reference is pending against him for more than three years and the delay has not been caused by any reason attributable to the employee;

- (j) the employee has not submitted his/her annual declaration of assets forms for the last five years; or
- (k) there is any other reason to be recorded in writing by the Promotion/Selection Board/Committee as the case may be.

5. Conditions for supersession- An employee shall be recommended for supersession, if.—

- (a) he/she does not meet the requisite threshold for promotion to a particular grade;
- (b) subject to the provisions of para-14, he/she fails thrice for any reason to attend the mandatory training; or
- (c) there is any other reason which shall be recorded in writing by the Promotion/Selection Board/Committee as the case may be.

6. Consideration of promotion in case seniority is sub-judice.—

- (a) An employee whose seniority is sub-judice may be considered for promotion, subject to final outcome of the court case.
- (b) The promotion if approved under (a) above shall be considered a temporary promotion and the juniors so promoted on the basis of a sub-judice seniority shall be assigned seniority as per final court orders and in case no vacancy remains available in the cadre, the junior most shall be reverted to lower grade, as the case may be.

7. Consideration of promotion of employees who were deferred/superseded.—

- (a) An employee deferred, except under para-4(d), shall be considered for promotion again after the reason on the basis of which the deferment took place ceases to exist;
- (b) The employee falling in the category mentioned in para-4(g) and (h) shall be considered for promotion only on return to a cadre post and earning at least one PER for full year before consideration for promotion;
- (c) The one full year PER referred in (b) above means a report of twelve complete months inclusive of period spent on mandatory trainings:

Provided that if an employee has not earned PER of complete one year (twelve months) and has earned only part PER in that year for reasons beyond his/her control, then his/her special report, for the period of deficiency, earned

subsequently shall be taken into account to complete the twelve months requirement for the purpose;

- (d) In a case where an officer has returned from deputation abroad or joined duty after availing leave of one year or more, but no PER is due in the present grade, his/her overall PER grading for the previous grade shall be counted, for the purpose of quantification in the present grade;

Provided that only such cases shall be covered under (d) above wherein an officer after such return from deputation abroad or leave has served for a period of one complete year reckoned from the date the officer assumes duty after such return till the date of holding the meeting of the Promotion/Selection Board/Committee, as the case may be:

Provided further that in such cases a satisfactory special report of the officer in present grade shall invariably be required but the same shall not be quantified under any circumstances;

- (e) The employee, once superseded for promotion para-5 shall be eligible for reconsideration only after he/she earns one more PER of one full year.

8. Consideration for promotion of officers who are on deputation abroad.—

- (a) Promotion of an employee on deputation to an international agency or foreign government abroad or within the country for a period not less than one year shall only be considered after the officer resumes duty.
- (b) Before consideration for promotion an officer upon his/her return from deputation shall be required to earn PER for the period specified in the table below:

S. No.	Period of Deputation	Minimum Period of PER
(i)	One year	Three complete months
(ii)	Between one to three years	Six complete months
(iii)	Above three years	Twelve complete months

- (c) In case the period of deputation is less than one year, the officer shall be considered for promotion, but he/she shall actualize his/her promotion on return from such a deputation.

- (d) Employees who have been appointed or nominated for deputation to international organizations against reserved and specified posts, as defined in relevant rules, and are representing Government of Pakistan therein shall be considered for promotion subject to fulfillment of eligibility criteria.

9. Consideration for promotion of employees who are on Leave.-

- (a) The employee having availed or availing *ex-Pakistan* leave or leave within Pakistan including extra-ordinary leave or study leave shall be considered for promotion by the Promotion/Selection Board/Committee, provided such leave is less than one year. However, on approval of recommendation of promotion by the appointing authority, the promotion shall be actualized on return from leave;
- (b) An employee having availed or availing *ex-Pakistan* leave or leave within Pakistan including extra ordinary leave or study leave for a period of not less than one year shall be required to earn a PER for one full year after the officer joins back:

Provided, that the training period shall also be included for the purpose of computation of twelve complete months period and evaluation.

Provided further, that one full year shall start from the date the employee joins back.

Provided further that the employees availing scholarships after a competitive process and through Technical Assistance Program shall only be required to produce the evidence of successful completion of the course and the provision under (b) above shall not apply to such cases.

10. Reservation of vacancies.—In case of deferment of seniors, particularly in lower grades, the Promotion/Selection Board/Committee may, as it may deem fit, recommend to reserve a vacancy or vacancies for future promotions in the grade for reasons to be recorded in writing.

11. Promotion to various posts.—

- (a) The posts in grades FMU-5, FMU-6 and FMU-7 shall be selection posts, while the posts in grades FMU-2, FMU-3 and FMU-4 shall be non-selection posts.

- (b) For selection posts, PERs shall be given due importance as prescribed under these Regulations. Dossier and collective judgment of the Promotion/Selection Board/Committee shall also be taken into account.
- (c) For non-selection posts, promotions shall be on seniority-*cum*-fitness, based on PERs score, successful completion of No. of weeks of training if so prescribed.

12. Efficiency index for promotion, deferment and supersession.—The minimum threshold of marks for promotion to various grades mentioned in table below:

S. No.	Grade	Aggregate Marks of Efficiency Index
i)	FMU-2	50%
ii)	FMU-3	50%
iii)	FMU-4	50%
iv)	FMU-5	60%
v)	FMU-6	65%
vi)	FMU-7	70%

13. Quantification of PERs, training evaluation reports and Promotion/Selection Board/Committee evaluation—

- (a) For the purpose of consideration by the Promotion/Selection Board/Committee, the PERs shall be quantified in accordance with the formula as under:
- (i) The overall gradings in the PERs are allocated the following marks:

S. No.	Overall Grading	Marks
i)	Outstanding	10
ii)	Commendable	8
iii)	Competent	7
iv)	Marginal	5
v)	Unsatisfactory	1

- (ii) If the overall grading in a PER is ambiguous e.g. placed between 'Good' and 'Average', the PER will be returned to R.O./C.O. for clarification.
- (iii) In case the assessment of the countersigning officer differs from that of the reporting officer in any PER, the

quantification will be based on the overall grading recorded by the countersigning officer.

- (iv) In case where there is a second countersigning officer, the quantification will be based on the overall grading recorded by the second countersigning officer.
- (v) Where two or more performance evaluation reports were initiated in a calendar year, the marks for that year shall be quantified as the sum of the weighted averages of these PERs.
- (vi) Where an officer, appointed to a higher post on acting charge basis, is considered for regular promotion to that post, the PERs earned during his acting charge appointment will be added to the PERs earned in the lower post for calculating average marks.
- (b) The marks for PERs shall be computed separately for each grade/level of posts carrying the same grade and a weighted aggregate score will be worked out as follows:
 - (i) For each calendar year earning 02 or more PERs *vide* para 13(a)(v) above, part reports in a calendar year will be quantified on the basis of weightage average proportionately, instead of their arithmetic mean/average, to determine the yearly score of PERs;
 - (ii) To calculate the PER scores in a Grade, the average of all the yearly scores will be taken;
 - (iii) Weightage will be applied to the PER score and training score for computing the aggregate score, as per para 13(a), (f) & (i).
 - (iv) The following deductions shall be made in the total marks worked out:

For, each major penalty imposed under the Govt. Servants (Efficiency and Discipline) Rules, 1973	5 Marks
For each minor penalty imposed under the Govt. Servants (Efficiency and Discipline) Rules, 1973	3 Marks

For adverse remarks deductions be made for such remarks only as were duly, conveyed to the officer concerned and were not expunged on his representation, or the officer did not represent	1 Mark per PER containing adverse remarks
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Provided that the deduction of marks due to penalty or adverse remarks shall be done only once *i.e.* when an employee's case comes up for consideration for promotion to the next higher grade. Once the officer has been promoted to the higher grade no deduction shall be made subsequently.

- (c) Exemption from Training.- If an employee is exempted from trainings on the basis of attaining a certain age or on medical grounds as given in para-14, his/ her training score will not be calculated and the 30 marks of the training shall be placed at the disposal of the Promotion/Selection Board/Committee, as the case may be.
- (d) Endorsement of Quantification Score.- To maintaining 100% accuracy in the process of quantification of the PERs, following process shall be adopted:
 - (i) the quantification sheets shall be signed by the official designated to do so, besides its countersignature by a responsible supervising officer; and
 - (ii) that any incorrect quantification identified during the course of inspection of re-verification shall be treated as an act of inefficiency and misconduct punishable under the Efficiency and Discipline Rules, besides liability under the criminal law.
- (e) For the purposes of promotion up to the grade of FMU-4, the PERs shall have the weightage of hundred percent.
- (f) For the purposes of promotion, the following quantification method as per below table shall be followed:
 - (i) PERs in respect of the last five years for promotion to the grade FMU-5; seven years for promotion to the grade FMU-6; and five years for promotion to the grade FMU-7, shall be quantified;

(g) the marks mentioned in the table below shall be allocated for quantification of PERs, training and Promotion/Selection Board/Committee:

S. No.	Factor	Marks
1.	Quantification of PERs	70%
2.	Evaluation by Promotion/Selection Board/Committee	30%

(h) The following objective assessment form shall be placed before the Promotion/Selection Board/Committee along with panel proforma of every officer for objective evaluation. The Promotion/Selection Board/Committee shall assess each officer on the panel on the basis of parameters and attributes as given in the respective objective assessment form for promotion:

FINANCIAL MONITORING UNIT (FMU)
GOVERNMENT OF PAKISTAN

CONFIDENTIAL

Employee's Name _____ Seniority No. _____
Division _____ Present Grade _____

S. No.	Parameters / Attributes	Total Marks (30)	Marks Assigned
1.	Output and quality of work Proficiency/productivity/objectivity/effectiveness Dossier and documentary evidence	3	
2.	Variety and Relevance of Experience Leadership/Routine Postings; Deputation	3	
3.	Professional Expertise Organization/methodical/reliability under pressure; knowledgeable / level headedness. Based on dossier and career profile; Trainings	3	
4.	Personality Profile (As known to the Board Members primarily on the basis of dossier/documentary evidence)	3	
5.	Conduct, Discipline, Behavior Observation by RO/CO during the last 05 years OR as known to the Board Members primarily on the basis of dossier/documentary evidence	3	
6.	Leadership Functional ability / confidence / decision-making; based on dossier, PERs, Trainings	3	
7.	Estimated Potential for Middle/ Higher Management Based on PERs, Trainings; Management Skills, Ability to	3	

	take decisions, Strategic Thinking, Leadership Qualities, Drive for Results and Accomplishments in the grades FMU-6 and FMU-7 in policy formulation and implementation.		
8.	Integrity/ General Reputation / Perception Professional Ethics/Conduct; On the basis of PERs, Trainings /Opinion of the Board primarily based on the dossier/documentary evidence.	3	
9.	Commitment to Public Service; Devotion to duty/drive/motivation based on PERs, Career Profile, Dossier	3	
10.	Teamwork; Communication / motivation / interpersonal relations based on career profile, PERs, Trainings	3	
Total Marks		30	
Overall Category			

(i) the Promotion/Selection Board/Committee, as the case may be, shall apply its collective judgment to determine the fitness for promotion to the posts in grades FMU-5, FMU-6 and FMU-7 as per parameters given in the objective assessment form and shall award marks to an officer and place him in category A, B or C in accordance with the classification given in the following table:-

Category	Marks
A	21 to 30
B	11 to 20
C	01 to 10

(j) in such cases whereby an officer was not required to undergo mandatory training, weightage of PERs shall be 50% and marks out of 50% shall be awarded by the Promotion/Selection Board/Committee; and

(k) in case, an officer has been appointed in the present grade, his/her PERs of the present grade shall be given the total weightage assigned to the PERs in the table under clause (f) above.

14. Exemption from mandatory trainings.—

(a) Subject to provisions of para-5(b), an officer who is likely to retire within two years from service on attaining the age of superannuation shall be exempted from the mandatory trainings.

- (b) Promotion of an officer who is declared medically unfit to undergo trainings/travel by the medical board (to be nominated with the approval of the DG FMU) shall be deferred by the Promotion/Selection Board/Committee till the attainment of exemption age as provided in para (a) above.

15. Declining to proceed on mandatory training.—

- (a) The divisions concerned may make a request for deferment from training of an officer only once.
- (b) Any relaxation of para (a) above shall require specific approval of the DG FMU.

16. Communication of reasons of deferment and supersession.—The employees deferred or superseded shall, immediately after the recommendations of the Promotion/Selection Board/Committee have been approved by the respective appointing authority, invariably be informed about the reasons of their deferments and supersessions.

17. Guidelines and Responsibilities of the Administration Division.—While forwarding proposals for consideration of Promotion/Selection Board/Committee, the Administration Division shall follow the following guidelines:-

- (a) The Administration Division shall submit cases of promotion for placing before Promotion/Selection Board/Committee strictly in accordance with this policy.
- (b) The Administration Division shall ensure that documents related to the proposals for promotion are prepared with utmost care so that the information submitted to the Promotion/Selection Board/Committees complete and accurate in all respects and shall also ensure that:
- (i) Necessary forms, to be prescribed by the DG FMU, are signed by the Divisional Head concerned.
- (ii) Complete recruitment policy is furnished.
- (iii) ICP Charts/PER dossiers are complete. Explanation about the missing reports is available in the dossier and all necessary workings are accurately provided to the Promotion/Selection Board/Committee.
- (iv) Full particulars of officers are furnished in the seniority list, which is final after circulation, un-disputed, complete and duly authenticated.

- (v) Quantification of PER gradings is correct and quantification form is enclosed in respect of each officer on the panel.
- (vi) Number of clear vacancies is indicated.
- (vii) Training status of the officers on the panel is indicated in respect of each officer on the panel.
- (c) The representative of Administration Division who attends the meetings of the Promotion/Selection Board/Committees shall apprise the Promotion/Selection Board/Committees whether or not any departmental proceedings or investigations/trial by NAB, FIA, ACE etc. are pending against the employees whose cases are being considered by the Promotion/Selection Board/Committees.
- (d) Any benefit derived by any person in pursuance of a judgment, conviction or sentence passed under section 31A of the National Accountability Ordinance, 1999 declared by the Supreme Court as void *ab-initio*, shall not hold the field.
- (e) While forwarding proposals for consideration of Promotion/Selection Board/Committees the Administration Division shall provide the following additional details and certificates, namely:-
- (i) details of penalties, if any, awarded to the employees on the panel during the entire career;
- (ii) details of punishments under any criminal laws including National Accountability Ordinance, 1999, if any, awarded to the employees on the panel during the entire career;
- (iii) certificate to the effect that none of the employees on the panel derived any benefit in pursuance of National Reconciliation Ordinance, 2007 (NRO) in the entire career within the meaning of the Supreme Court of Pakistan judgment dated 16-12-2009 on NRO; and
- (iv) certificate to the effect that no punishment has been awarded to any of the employees on the panel under any criminal law including National Accountability Ordinance, 1999 in the entire career.

The minimum eligibility criteria for promotion of employees of FMU from a lower grade to the next higher grade

along-with composition of Promotion/Selection Board/ Committees are provided as under:-”

(vii) In the table.—

- (a) The column titled “Name of Board or Committee” shall be omitted;
- (b) Under the column “Promotion from to”.—
 - (i) against the Sr. No. 1, the term “FMU A” shall be replaced with “FMU 1”;
 - (ii) against the Sr. No. 1, “FMU B” shall be replaced with “FMU 2”;
 - (iii) against the Sr. No. 2, the term “FMU B” shall be replaced with “FMU 2”;
 - (iv) against the Sr. No. 2, the term “FMU 1” shall be replaced with “FMU 3”;
 - (v) against the Sr. No. 3, the term “FMU 1” shall be replaced with “FMU 3”;
 - (vi) against the Sr. No. 3, the term “FMU 2” shall be replaced with “FMU 4”;
 - (vii) against the Sr. No. 4, the term “FMU 2” shall be replaced with “FMU 4”;
 - (viii) against the Sr. No. 4, the term “FMU 3” shall be replaced with “FMU 5”;
 - (ix) against the Sr. No. 5, the term “FMU 3” shall be replaced with “FMU 5”;
 - (x) against the Sr. No. 5, the term “FMU 4” shall be replaced with “FMU 6”;
 - (xi) against the Sr. No. 6, the term “FMU 4” shall be replaced with “FMU 6”;
 - (xii) against the Sr. No. 6, the term “FMU 5” shall be replaced with “FMU 7”;
- (c) Under the column “Composition of the Board or Committee”.—

- (i) against the Sr. No. 1, the word “Chairman” appearing at (a) shall be replaced with “Chairperson”;
- (ii) against the Sr. No. 1, the words “Deputy Secretary (AML)” appearing at (c) shall be replaced with “Rep of MoF not below BS-17”;
- (iii) against the Sr. No. 1, the term “FMU” within parenthesis “()” shall be inserted after the words “Deputy Director” at (d);
- (iv) against the Sr. No. 2, the words “Director FMU Chairman” appearing at (a) shall be replaced with “JS (IF) – Chairperson”;
- (v) against the Sr. No. 2, the word “Additional” appearing at (b) shall be omitted;
- (vi) against the Sr. No. 2, the words “Deputy Secretary (AML)” appearing at (c) shall be replaced with “Director (SBP)”;
- (vii) against the Sr. No. 2, the words “Deputy Director” appearing at (d) shall be replaced with “Additional Director FMU”;
- (viii) against the Sr. No. 3, the words “DG (FMU) Chairman” appearing at (a) shall be replaced with “JS (IF) – Chairperson”;
- (ix) against the Sr. No. 3, the words “Deputy Secretary (AML)” appearing at (c) shall be replaced with “Director (SBP)”;
- (x) against the Sr. No. 4, the words “Chairman GC / Finance Secretary Chairman” appearing at (a) shall be replaced with “DG (FMU) – Chairperson”;
- (xi) against the Sr. No. 4, the word “Additional” appearing at (b) shall be replaced with “Joint”;
- (xii) against the Sr. No. 4, the words “DG FMU Member/Secretary” appearing at (c) shall be replaced with “Director (National FATF Sectt.)”;
- (xiii) against the Sr. No. 4, a new line “d. Director FMU – Member/Secretary” shall be inserted;

- (xiv) against the Sr. No. 5, the words "Chairman GC / Finance Secretary Chairman" appearing at (a) shall be replaced with "Additional Secretary (IF) – Chairperson";
- (xv) against the Sr. No. 5, the words "Additional Secretary (IF), Member" appearing at (b) shall be replaced with "DG (FMU)-Member";
- (xvi) against the Sr. No. 5, the words "DG FMU Member/Secretary" appearing at (c) shall be replaced with "Director (SBP) – Member";
- (xv) against the Sr. No. 5, a new line "d. Director FMU – Member/Secretary" shall be inserted;
- (xvi) against the Sr. No. 6, the backslash (/) with text "Finance Secretary" appearing at (a) shall be replaced with "Chairperson";
- (xvii) against the Sr. No. 6, the line "c" shall be reworded as "DG (National FATF Sectt.) – Member";
- (xviii) against the Sr. No. 6, a new line "d. DG (NAB) or his Representative – Member" shall be inserted;
- (xix) against the Sr. No. 6, a new line "e. Executive Director (SBP)- Member" shall be inserted;
- (xx) against the Sr. No. 6, a new line "f. DG (FMU) – Member/Secretary" shall be inserted;
- (vii) After the table, an asterisk (*) with paragraph as per following text is inserted.—

"*The Quorum for the Promotion / Selection Board at S. No. 6 shall be four with mandatory attendance of Chairperson and DG (FMU). For the remaining Promotion/Selection Boards/ Committees, the quorum shall be three with mandatory attendance of Chairperson and FMU Representative."

(37) In the Appendix-B.—

- (i) In the table.—
- (a) A new column titled as "Remarks" shall be inserted;

(b) Under the column "Grade".—

- (i) against the Sr. No. 1, the term "FMU 6" shall be replaced with "FMU 8";
- (ii) against the Sr. No. 2, the term "FMU 5" shall be replaced with "FMU 7";
- (iii) against the Sr. No. 3, the term "FMU 4" shall be replaced with "FMU 6";
- (iv) against the Sr. No. 4, the entries under all columns as per following detail shall be omitted;

FMU4	Legal Expert	2
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- (v) against the Sr. No. 5, the term "FMU 3" shall be replaced with "FMU 5";
- (vi) against the Sr. No. 6, the term "FMU 2" shall be replaced with "FMU 4";
- (vii) against the Sr. No. 7, the term "FMU 2" shall be replaced with "FMU 4";
- (viii) against the Sr. No. 8, the term "FMU 1" shall be replaced with "FMU 3";
- (ix) against the Sr. No. 9, the term "FMU B" shall be replaced with "FMU 2";
- (x) against the Sr. No. 10, the term "FMU A" shall be replaced with "FMU 1";
- (xi) A new row at the end of table shall be inserted as per following detail:

8A	FMU 3	IT-Assistant	6	Contractual
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(c) Under the column "Sanctioned Posts".—

- (i) against the Sr. No. 3, the number "4" shall be replaced with "5";

- (ii) against the Sr. No. 5, the number "8" shall be replaced with "9";
- (iii) against the Sr. No. 6, the number "10" shall be replaced with "20";
- (iv) against the Sr. No. 8, the number "6" shall be replaced with "9";

(38) In the Appendix-C.—

- (i) Against the Sr. No. 2, the words "appointing authority" shall be replaced with "FMU" after the words "notified by the";

(39) In the Appendix-D.—

- (i) In the table.--

(a) Under the column "FMU SCALE".—

- (i) against the Sr. No. 1, the term "FMU 6" shall be replaced with "FMU 8";
- (ii) against the Sr. No. 2, the term "FMU 5" shall be replaced with "FMU 7";
- (iii) against the Sr. No. 3, the term "FMU 4" shall be replaced with "FMU 6";
- (iv) against the Sr. No. 4, the entries under all columns as per following detail shall be omitted;

Legal Expert	FMU-4	35	45	Law graduate with at least second Division from HEC recognized local or foreign university. Candidate having higher qualification would be preferred.	Practical/applied experience of 07-8 years in the area of financial / criminal / international law.
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- (v) against the Sr. No. 5, the term "FMU 3" shall be replaced with "FMU 5";
- (vi) against the Sr. No. 6, the term "FMU 2" shall be replaced with "FMU 4";

- (vii) against the Sr. No. 7, the term "FMU 2" shall be replaced with "FMU 4";
- (viii) against the Sr. No. 8, the term "FMU 1" shall be replaced with "FMU 3";
- (ix) against the Sr. No. 9, the term "FMU B" shall be replaced with "FMU 2";
- (x) against the Sr. No. 10, 11, 12 & 13, the term "FMU A" shall be replaced with "FMU 1";

(b) Under the column "ACADEMIC QUALIFICATION".—

- (i) against the Sr. No. 1, the words "16 years education" within parenthesis "(" shall be inserted after the words "Post Graduate or equivalent Degree";
- (ii) against the Sr. No. 1, the words "or equivalent CGPA" shall be inserted after the words "Second Division";
- (iii) against the Sr. No. 1, the words "or Fellow Member of a recognized Professional Accounting Body" shall be inserted after the words "recognized by HEC";
- (iv) against the Sr. No. 2, the words "16 years education" within parenthesis "(" shall be inserted after the words "Post Graduate or equivalent Degree";
- (v) against the Sr. No. 2, The text with backslashes "/" Law / IT" shall be inserted after the word "Economics";
- (vi) against the Sr. No. 2, the words "or equivalent CGPA" shall be inserted after the words "Second Division";
- (vii) against the Sr. No. 3, the words "16 years education" within parenthesis "(" shall be inserted after the words "Post Graduate or equivalent Degree";

- (viii) against the Sr. No. 3, The text with backslashes “/ Law / IT” shall be inserted after the word “Economics”;
- (ix) against the Sr. No. 3, the words “or equivalent CGPA” shall be inserted after the words “Second Division”;
- (x) against the Sr. No. 3, the words “or Associate Member of a recognized Professional Accounting Body” shall be inserted after the words “recognized by HEC”;
- (xi) against the Sr. No. 5, the words “16 years education” within parenthesis “()” shall be inserted after the words “Post Graduate or equivalent Degree”;
- (xii) against the Sr. No. 5, The text with backslashes “/ Law / IT” shall be inserted after the word “Economics”;
- (xiii) against the Sr. No. 5, the words “or equivalent CGPA” shall be inserted after the words “Second Division”;
- (xiv) against the Sr. No. 5, the words “or awarded with Final Examination Certificate from ICMAP / ICAP/ Membership of ACCA” shall be inserted after the words “recognized by HEC”;
- (xv) against the Sr. No. 6, the words “16 years education” within parenthesis “()” shall be inserted after the words “Post Graduate or equivalent Degree”;
- (xvi) against the Sr. No. 6, The text with backslashes “/ Law / IT” shall be inserted after the word “Economics”;
- (xvii) against the Sr. No. 6, the words “or equivalent CGPA” shall be inserted after the words “Second Division”;

- (xviii) against the Sr. No. 6, the words “or awarded with Final Examination Certificate from ICMAP / ICAP/ Membership of ACCA” shall be inserted after the words “recognized by HEC”;
- (ix) against the Sr. No. 8, the words “16 years education” within parenthesis “()” shall be inserted after the words “Post Graduate or equivalent Degree”;
- (xx) against the Sr. No. 8, The text with backslashes “/ Law / IT” shall be inserted after the word “Economics”;
- (xxi) against the Sr. No. 8, the words “or equivalent CGPA” shall be inserted after the words “Second Division”;

(40) In the Appendix-E.—

(i) In the table.--

(a) A new column titled as “Date of Promotion” as per following detail shall be inserted before the column “Remarks”:-

Date of Promotion
31.07.2018
12.01.2018
12.01.2018
12.01.2018
15.06.2017
15.06.2017
15.06.2017

(b) New rows as per following detail shall be inserted at the end of table:

(43) In the Appendix-I.—

- (i) In the heading of table, the word “ENTITLEMENT” shall be inserted at the start;

(44) In the Appendix-J.—

- (i) In the table.—

(a) Under the column “FMU Grade”.—

- (i) against the Sr. No. 1, the words “Director General” shall be replaced with “FMU-8”;
- (ii) against the Sr. No. 2, the words “Director and Additional Director” shall be replaced with “FMU-6 and FMU-7”;
- (iii) against the Sr. No. 3, the words “Junior Officer to Deputy Director” shall be replaced with “FMU-3 to FMU-5”;
- (iv) against the Sr. No. 4, the words “Staff FMU - B” shall be replaced with “FMU-2”;

(b) Under the column “Gross Daily Allowance (Rs.)”.—

- (i) against the Sr. No. 1, the figure “7,900” shall be replaced with “11,850”;
- (ii) against the Sr. No. 2, the figure “6,800” shall be replaced with “10,200”;
- (iii) against the Sr. No. 3, the figure “5,800” shall be replaced with “8,700”; and
- (iv) against the Sr. No. 4, the figure “4,050” shall be replaced with “5,000”;

[No. FMU/243/444/2024.]

ASSAD FARMAN ALI,
Deputy Director.