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PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN
MINISTRY OF INFORMATION AND BROADCASTING

NOTIFICATION

Islamabad, the 21st April, 2025

S. R. O. 929(I)/2025.—In exercise of the powers conferred under sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973), read with Section 5 thereof, the Prime Minister of Pakistan, as authorized by the President of Pakistan, is pleased to make the following rules, namely:—

1. **Short title, commencement, and application.**—(1) These rules shall be called the Information Group (Posting Abroad) Rules, 2025.

(2) These Rules shall come into force at once.

(3) These rules shall apply to civil servants in service of Information Group.

2. **Definitions.**—In these rules, unless the subject or context otherwise requires,—

(a) “Act” means the Civil Servants Act, 1973 (LXXI of 1973);

(1489)

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- (b) "information service abroad" means a civil servant in service of Information Group appointed to a post of Press Attaché, Press Counselor or Minister Press, as the case may be, in Pakistan's Mission abroad; and
- (c) "competent authority" means authority competent to make appointment to a post in Pakistan's Mission abroad.

3. **Fundamental principles of the selection process.**—(1) The competent authority shall ensure that the selection process is transparent, merit-based, and free from undue discretion.

(2) Transparency and merit shall be evident in all procedures and practices adopted for selection.

(3) The selection process shall be initiated for the posts of Press Attaché (BS-18), Press Counsellor (BS-19), and Minister Press (BS-20) that are either vacant or likely to become vacant within the next six months.

4. **Eligibility criteria.**—The following conditions to be eligible the condition shall be in addition to the conditions as set out in **Form-I**, namely:—

- (a) the officer must hold the same grade as the post being filled;
- (b) the officer must have a consistently good service record, with no average or adverse Performance Evaluation Reports (PERs) in the last five years;
- (c) officers in the promotion zone within the next two years are not eligible;
- (d) officers retiring within four years are ineligible for consideration;
- (e) officers must have completed a mandatory three-year stay in Pakistan following any previous foreign posting;
- (f) for the post of Press Attache (BS-18), the officer must have at least three years of regular service in BS-18;
- (g) officers who have availed two foreign postings (whether within the Information Group or otherwise) are not eligible for a third posting;
- (h) officers with disciplinary actions pending or ongoing inquiries are not eligible for selection.

5. Composition of Scrutiny Committee and Special Selection Board.—The following shall be the committees for selection of officers for Information Service Abroad, namely:—

(I) **Scrutiny Committee.**—The Scrutiny Committee shall shortlist officers based on the eligibility criteria. It shall comprise the following members:

- (a) Joint Secretary (Chairperson);
- (b) Director General (DG) Internal Publicity (Member);
- (c) Director External Publicity (Member); and,
- (d) Section Officer, Information Group (SO IG) (Secretary).

(II) **Special Selection Board.**—The Special Selection Board (SSB) shall interview candidates shortlisted by the Scrutiny Committee on the basis of PER's grading and training quantification as per structured formula. The Special Selection Board shall ensure the alignment of documented capabilities with candidates' actual personality, communication skills, and subject knowledge. It shall comprise the following members:

- (a) Minister for Information and Broadcasting (Chairperson);
- (b) Secretary, Information and Broadcasting (Member);
- (c) Additional Secretary/Joint Secretary (Member);
- (d) Secretary/Additional Secretary, Establishment Division (Member);
- (e) Secretary/Additional Secretary, Foreign Affairs (Member);
- (f) Executive Director General, External Publicity Wing (Member *cum* Secretary)

6. Evaluation method and selection process.—(1) Officers declared eligible by the Scrutiny Committee shall be further evaluated on the basis of PER's & Mandatory Trainings or FPOE (if applicable).

(2) The assessment of the scrutiny committee shall have 60% weightage, distributed as follows:

- (a) overall Grading of Performance Evaluation Reports (PERs) (Last Five Years): 30%;
- (b) Mandatory Trainings (MCMC, SMC, NMC) or FPOE (if applicable) : 30%.

Explanation:

- In case any officer has not completed MCMC, 30% weightage of FPOE score shall be taken into account.
- In case a Senior Officer, has not had the opportunity to undergo SMC or NMC, 30% weightage shall be determined based on their previous trainings, respectively.

(3) A merit list, following the assessment of the scrutiny committee, shall be prepared and all the candidates shall be invited to appear for interview before the Special Selection Board for final assessment and interview.

7. Assessment by Special Selection Board.—(1) The Special Selection Board shall assess candidates based on the following parameters, each contributing following weightage, for a total of 40% (**Form-II**):

- (a) special aptitude (10%);
- (b) understanding of foreign media landscape (10%);
- (c) basic knowledge and skills related to MS Office and Social medial platforms (10%);
- (d) professional experience and accomplishments (5%);
- (e) communication skills, level of confidence, ability to convince (5%);

(2) Each member of the Special Selection Board shall independently evaluate the candidates based on these parameters. The final interview score shall be the aggregate of the marks awarded by all the members of Special Selection Board.

(3) The total marks for each candidate (**Form-III**) shall be calculated by combining the scores from:

- (a) Performance Evaluation Reports (PERs) grading (30%);
- (b) Mandatory Trainings (MCMC, SMC, NMC) or FPOE (if applicable) (30%); and

(c) the final interview conducted by the Special Selection Board (40%).

(4) The Special Selection Board's decision shall be based on cumulative scores, professionalism, and suitability for representing Pakistan abroad.

8. **Allocation of Stations.**—(I) Before the interview with the Special Selection Board, candidates shall submit a written statement specifying their preferences for all available stations in the Information Sections Abroad, ranked in order of priority.

(II) The allocation of stations shall be determined based on the candidates' stated preferences and their respective merit positions.

9. **Miscellaneous provisions.**—(1) These rules shall supersede all previous guidelines and policies related to foreign postings of Information Group officers.

10. **Residual Matters.**—In matters not covered under these rules, the rules, regulations and other instructions applicable to the civil servants or such other persons in the service of Pakistan of the same status and rank shall apply *mutatis mutandis*.

11. **Removal of Difficulties.**—If any difficulty arises in giving effect to any of the provisions of these rules, the Prime Minister may make such order, not inconsistent with the provisions of these rules, as may appear to him to be necessary for the purpose of removing that difficulty.

FORM-I**EVALUATION BY SCRUTINY COMMITTEE****ELIGIBILITY CRITERIA:**

- a. The officer must hold the same grade as the post being filled.
- b. The officer must have a consistently good service record, with no "average" or "adverse" Performance Evaluation Reports (PER) in the last five years.
- c. Officers who are in the promotion zone within the next two years shall not be considered.
- d. Officers retiring within four years shall not be considered.
- e. Officers who have not completed a mandatory three-year stay in Pakistan after a foreign posting are ineligible for another foreign posting.
- f. For Press Attaché (BS-18) posts, the officer must have at least three years of regular service in BS-18.
- g. A total of six years of posting(s) in the entire career against any of the foreign post are allowed.

S #	Name	(a)	(b)	(c)	(d)	(e)	(f)	(g)	Remarks
1.									
2.									
3.									
....									
....									

Director
External Publicity
(Member)

Director General
Internal Publicity
(Member)

Joint Secretary
(Chairperson)

FORM-II**EVALUATION BY SPECIAL SELECTION BOARD****EVALUATION CRITERIA:**

- a. special aptitude (10%);
- b. understanding of foreign media landscape (10%);
- c. basic knowledge and skills related to MS Office and Social medial platforms (10%);
- d. professional experience and accomplishments (5%);
- e. communication skills, level of confidence, ability to convince (5%);

S #	Name	(a)	(b)	(c)	(d)	(e)	Total
1.							
2.							
3.							
....							
....							

EDG EP-WING
(Secretary/Member)

Secretary/Add. Secretary
Establishment
(Member)

Secretary/Add. Secretary
Foreign Affairs (Member)

Addl. Secretary/ Joint
Secretary Information
and Broadcasting
(Member)

Secretary Information and
Broadcasting
(Member)

Minister for Information
and Broadcasting
(Chairperson)

FORM-III

AGGREGATE MARKS

Grand total will be calculated by adding:

- (a) PERs grading (30% weightage)
- (b) Mandatory Trainings (MCMC, SMC, NMC) or FPOE (if applicable) (30% weightage)
- (c) Marks by Special Selection Board (SSB) (40% weightage)

S #	Name	Scrutiny Committee (60%)		SSB (40 %)	Grand Total (100 %)
		PERs (30 %)	Trainings (30 %)		
1.					
2.					
3.					
....					
....					

EDG EP-WING
(Member/Secretary)

Secretary/Add. Secretary
Establishment
(Member)

Secretary/Add. Secretary
Foreign Affairs (Member)

Addl. Secretary/ Joint Secretary
(I&B)
(Member)

Secretary
(I&B)
(Member)

Minister for Information
and Broadcasting
(Chairperson)

[F. No. 2(6)/2023-IG.]

HAMMAD RAHIM,
Section Officer (IG).