

GOVERNMENT OF PAKISTAN
MINISTRY OF COMMERCE

Islamabad, the 15th September, 2022

Subject: **GUIDELINES (2021) FOR SELECTION OF STAFF FOR POSTS
IN COMMERCIAL SECTIONS IN PAKISTAN'S MISSIONS
ABROAD**

Reference Policy Notification No. 3(5)/2009-TO-II for posting of staff in Pakistan's Trade Missions dated 6th October, 2021.

2. Eligible officials are requested to submit their application form to TO-II section by 19th September, 2022.
3. The officials who have already submitted their application are not required to submit it again.

Encl: As Above



(Ali Nawaz Channa)
Section Officer (TO-II)

Distribution:-

1. Data Base Administrator, Ministry of Commerce, Islamabad (with the request to upload the same on the Ministry website).
2. All Assistant Private Secretaries, Assistants, Stenotypists, Data entry Operators, UDCs, Drivers, Qasids, Naib Qasids, Daftaries and Farashs.
3. Notice Board of A-Block & Kohsar Block.

APPLICATION FORM FOR COMMERCIAL ASSISTANT

Name: _____

Designation: _____ Phone No: _____

Father's / Husband's Name _____

Date of Birth _____ Domicile _____

Marital Status _____ N.I.C. No. _____

Number of Children: _____

Date of Joining Govt Service _____

Date of absorption in Ministry of Commerce: _____

Present posting / BPS _____ Date of appointment in present Grade _____

Qualifications _____

Previous foreign postings: (Yes/No)

If yes, indicate place and tenure of Postings: _____

Previous Deputation: (Yes/No)

If yes, indicate place and tenure of deputation: _____

Residential Address: _____

Declaration (to be signed by the Official)

I certify that the information mentioned above is true and correct to the best of my knowledge. If found otherwise I may be liable to disciplinary proceedings as well disqualification from the selection process.

Signature _____

Date: _____

**APPLICATION FORM FOR DRIVER, MESSENGER-CUM-DRIVER &
SECURITY GUARD**

Name: _____

Designation: _____ Phone No: _____

Father's / Husband's Name _____

Date of Birth _____ Domicile _____

Marital Status _____ N.I.C. No. _____

Number of Children: _____

Date of Joining Govt Service _____

Date of absorption in Ministry of Commerce: _____

Present posting / BPS _____ Date of appointment in present Grade _____

Qualifications _____

Previous foreign postings: (Yes/No)

If yes, indicate tenure Postings: _____

Previous Deputation: (Yes/No)

If yes, indicate tenure of deputation: _____

Residential Address: _____

Driving License issuance date: _____ Type: _____

Issuing Authority: _____

Declaration (to be signed by the Official)

I certify that the information mentioned above is true and correct to the best of my knowledge. If found otherwise I may be liable to disciplinary proceedings as well disqualification from the selection process.

Signature _____

Date: _____

GOVERNMENT OF PAKISTAN
MINISTRY OF COMMERCE



No. 3(5)/2009-TO-II

Islamabad, the 6th October, 2021

Subject: GUIDELINES (2021) FOR SELECTION OF STAFF FOR POSTS IN COMMERCIAL SECTIONS IN PAKISTAN'S MISSIONS ABROAD

In exercise of the powers conferred by the President of Pakistan under SRO-278(1)/2000 dated 25-05-2000 and in pursuance of Establishment Division's concurrence conveyed vide Office Memorandum No.7/5/2003-CP-II, dated 14-07-2006 and Ministry of Commerce's Notification No. 17(1)/2000-Admn-I, dated 20th July 2006 and in continuation of letter No. 3(5) 2009-Admn-II, dated 29th March, 2010, dated 28th November, 2014, 20th February, 2019, 19th March, 2019 & 15th October, 2019 the Secretary Commerce has been pleased to approve following revised criteria for selection of staff for posting abroad:

There shall be two categories of Pakistan-origin staff in the Missions abroad. It shall comprise the following:

- i. Commercial Assistants (Assistant Private Secretaries / Assistants / Stenotypist / Data Entry Operators / UDC); and
- ii. Drivers / Messenger-cum-Drivers (Driver / Dispatch Rider / Qasid / Naib Qasid / Daftary/Frash).


2. The posts from BPS-11 to 16, in Commercial Sections of Pakistan's Missions abroad, shall be called Commercial Assistants (CAs). These shall be divided on weighted average as per sanctioned strength amongst the following categories of staff of the Ministry of Commerce. Furthermore, allocations of stations shall be made on merit / performance in selection process:

S.No.	Categories of Pakistan-origin Staff	Sanctioned Strength	Weighted Average Share in total posts of CAs
i.	Assistant (BS-15/16) DEO (BS-14) UDC (BS-11)	Assistants = 90 DEOs = 02 UDC = 31 Total = 123	49%
ii.	APS (BS-16) Stenotypist (BS-14)	APSs = 56 Stenotypists = 71 Total = 127	51%

A. Selection Process for the Commercial Assistants:

3. The selection process of Commercial Assistants will comprise two steps i.e. Written Test and Interview. The weightage of different components of selection process will be as under:

S. No.	Description	Weightage
i	Written Test	60%
ii	PERs	5%
iii	Higher Qualification	5%
iv	Interview	30%


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Section Officer
Ministry of Commerce
Islamabad

4. In the written test, following skillset will be evaluated:-

- a. Secretariat Instructions related to office procedures and file work;
- b. Budgeting and Accounting in missions abroad (FMMA and EMDF)
- c. Proficiency in English Language and Communication Skills;
- a. Basic understanding of international trade; and
- a. Proficiency in Typing and using Computer (Word, Excel, Power Point, Internet Browsing and data mining).

5. The Written test on the above mentioned topics will be conducted in Pakistan Institute of Trade and Development (PITAD), Islamabad. The passing marks for the written exam will be 50%. The Interview shall be conducted by the Departmental Selection Committee which comprises the following members:

i.	Joint Secretary (HR)	Chairman
i.	Joint Secretary (A&F)	Member
i.	Deputy Secretary (Trade Offices)	Member/Secretary

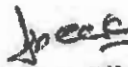
B. Selection of Driver, Messenger-cum-Driver and Security Guard:

6. Driver/ Messenger-cum-Driver would be selected on the basis of seniority-cum-fitness and should have a valid driving license that is at least 05 years old. The fitness of Drivers/MCD shall be ascertained by Driving Test, basic working proficiency in English and understanding of GPS (Google Maps).

7. Security Guard would be selected on the basis of seniority-cum-fitness.

8. The Selection and interview shall be conducted by the Departmental Selection Committee which comprises the following members:

- i) Deputy Secretary (TOs) Chairman
- ii) Section Officer (General) Member
- iii) Section Officer (TO-II) Member/Secretary


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C. Tenure and Number of Postings:

9. A staff member shall be posted abroad for a period of three (03) years. On the expiry of which he/she shall return to the Headquarters i.e. Ministry of Commerce. There will be no transfer of such staff from one Commercial Section to another after completion of their normal tenure.

10. The tenure of posting shall preferably be linked with the academic year of the host country.

11. The maximum number of foreign postings an official can avail during his/her career will be two.

12. First only those eligible candidates shall be considered, who have not availed any foreign posting in their careers. Once such candidates are not available, postings would be offered to eligible candidates who have availed only one posting in their careers.

13. The intervening period between two postings shall be at least three years at time of application.

14. No extension shall be granted on any grounds except for following unavoidable circumstances such as non-availability of replacement.

15. In order to facilitate the staff in exceptional cases i.e. pregnancy and illness of any member of family etc. the staff may be allowed to stay after relinquishment of charge and at

their own expense till a maximum of one month, subject to the approval by the Secretary, Ministry of Commerce.

16. The officials selected shall give an undertaking that they would not request for any type of leave (full/half/without pay) on any grounds after completion of their tenures and would not apply for nationality/permanent settlement in the country of posting, specially but not limited to UK, USA, Canada and Australia etc. They would affirm through affidavit that in case of unauthorized absence/missing of the official/family member of the official, MOC reserves the right to do a summary trial and impose major penalties under E&D Rules in addition to cancellation of official passport and/or request to host government to repatriate the delinquent official.

D. Minimum Length of Service in Ministry Commerce:

17. In cases of new recruitment or absorption in Ministry of Commerce, a minimum of five years (05) of service in the Ministry of Commerce shall be mandatory for all cadres. The period of leave without pay shall be deducted.

18. For second posting the official must serve in Ministry of Commerce for at least 3 years after returning back to Pakistan from first posting (excluding leave without pay and deputation etc.)

E. Timeframe and Procedure for Selection Process:

19. Whenever possible, the selection process for the posts falling vacant for the given period will be initiated within six months.

20. After the Selection, there would be a four (4) Weeks training at the PITAD for Commercial Assistants.

F. Medical Fitness:

21. The staff selected along with his family members accompanying him should be medically fit, this would be established by a Medical Fitness Certificate from authorized Civil Surgeon. If a person is not found medically fit in Medical Examination, his/her case may again be considered for foreign posting after a period of one year subject to medical fitness.

G. Security Clearance:

22. No staff will be posted abroad without security clearance.

H. Ineligibility Conditions:

23. The presence of one or more of the following conditions shall render the official ineligible for the purpose of posting abroad:-

- a. Officials against whom there are disciplinary proceedings pending.
- b. Officials who are beneficiaries of Plea Bargain/National Reconciliation Ordinance (NRO) with reference to any corruption charges.
- c. Officials who do not have completed their respective Performance Evaluation Reports (PERs) for the last 05 years at the time of interviews with minimum average of 'GOOD' PERs.
- d. Officials who were previously posted against any of the posts in the Missions but were recalled on account of poor performance/disciplinary grounds.
- e. Officials whose age is more than 56 years on the closing date of application.
- f. Official whose intelligence clearance report is not satisfactory.
- g. Any official who tries to maneuver his/her selection.

This issues with the approval of Secretary Commerce.


(Abeer Dilawar)
Section Officer
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Section Officer