

**F. No.4/18/2021-FIA-Estt
GOVERNMENT OF PAKISTAN
MINISTRY OF INTERIOR**

Islamabad, the 16th April, 2021

From **Muhammad Bilal Younas,**
Section Officer

To The Director General,
FIA HQs,
Islamabad.

Subject:- **FIA ROTATION POLICY 2021**

I am directed to refer to the subject cited above and to enclose FIA Rotation Policy 2021 approved by the Competent Authority for strict compliance with immediate effect, please.


(Muhammad Bilal Younas)
Section Officer FIA/Estt

Government of Pakistan
Ministry of Interior

FIA Rotation Policy 2021

Federal Investigation Agency (FIA) was constituted under the FIA Act, 1974 to investigate offences committed in connection with matters concerning the Federal Government. Given the federal nature of the organization, FIA officers deserved to have been provided an equal opportunity to serve in various provinces/ zones in the country for their professional and organizational growth.

2. However, it has been observed that FIA Officers have not moved out of their choicest/ home provinces & cities for decades and in many instances for almost the entire length of their service. The practice of bringing extraneous influences to manage posting-transfers has nurtured a culture of cronyism, intercessions & corruption resulting in mediocrity and stagnation within the organization.

3. In order to permeate the organization with the core values of integrity, efficiency and commitment to service, this Rotation Policy is being put into place with immediate effect, which will enable the FIA officers to serve geographically, culturally and administratively disparate areas within the Country, through a transparent, objective and equitable framework.

4. This Rotation Policy will be governed by the following terms and principles:

- (1) From among all serving officers (Administrative, Investigation & Legal Cadre BS-16 to BS-20) or those who will be appointed/ promoted in future, such officers who had served an aggregate more than ten (10) years in a particular "province/ ICT & GB Zone" shall be transferred out of that "Province/ ICT & GB Zone" to serve the mandatory Rotation Period, required for that rank as given below:

| Rank | BPS | Mandatory Rotation Period on Appointment & Promotion |
|-----------------------------------|-----|---|
| Inspector or equivalent | 16 | 1 year outside the Zone in which officer has served over 10 years |
| Assistant Director or equivalent | 17 | 1 year outside the Province in which officer has served over 10 years |
| Deputy Director or equivalent | 18 | 2 years outside the Province in which officer has served 10 years (including the 1 year period served as AD if applicable) |
| Additional Director or equivalent | 19 | 3 years outside the Province in which officer has served over 10 years (including the 2 years period served as DD if applicable) |
| Director or equivalent | 20 | 3 years outside the Province in which officer has served over 10 years (including the 2 years period served as Additional Director if applicable) |

NB Posting at FIA Headquarters shall not be considered as posting outside the Province/ ICT & GB Zone:



- (2) All serving officers (Administrative/ Investigation/ Legal Cadre BS-16 to BS-20) who have not served more than ten (10) years aggregate in particular Province/ ICT & GB Zone” but have completed more than an aggregate of five
- (5) years at a particular Station (City) or Circle shall be transferred out of that Station (City) or Circle, as the case may be, for a minimum period of three (03) years.
- (3) While posting officers to new areas under this Rotation Policy, officers shall preferably be posted to such other Provinces, Zones, Station (City) or Circle, as the case may be, where they did not get a chance to serve earlier.
- (4) Repatriation of officers on completion of mandatory rotation period and consideration for further promotion shall be contingent upon performance evaluation during the period.
- (5) Before relinquishing charge, but no later than three days after issuance of transfer-notification under this Rotation Policy, every investigation & law-officer shall hand-over the case files, record & properties (duly acknowledged in writing by the respective Circle Incharge). Investigation officer shall also ensure that the information pertaining to the cases/ inquiries entrusted to him/ her is uploaded and saved in the Complaints & Case Management Systems, as per the respective SOPs.
- (6) There shall be no exceptions to mandatory rotation period on grounds of personal hardship or wedlock policy, etc. except for female officers.
- (7) The principles of this Rotation Policy shall not apply mutatis mutandis to Technical, Forensic, IBMS & CTW Officers.
- (8) Notwithstanding the Rotation Policy, competent authority can against any officer to any station for any special investigation or assignment, in view of the exigency. However, period of any special investigation or assignment, deputation or secondment, scholarship or leave, during the mandatory Rotation Period shall be deducted to calculate the completion of the period.
- (9) Any non-compliance with the principles & terms laid down in this Rotation Policy or any attempt to bring any extraneous influence by any officer transferred to serve mandatory Rotation Period will amount to “conduct unbecoming” as envisaged in Clause 2-(c) of Civil Servants (Directory Retirement from Service) Rules 2020. It may also entail proceedings under the Civil Servants (Conduct) Rules, 1964 in addition to other applicable laws & rules.
- (10) In case, implementation of the rotation policy results in non-availability or severe shortage of officers of a particular cadre or grade in any Province or Station (City) or Circle, the Secretary Interior Division shall have the power to limit application of the plicy in the particular province, Station (City) or Circle to the extent that its functioning is not adversely affected:

Provided that, in any case, in any case, the power under this sub-para shall be exercised in manner that an officer who has served for a longer aggregate period in that particular Province, Station (City) or Circle is transferred out and the officer with a lesser aggregate period is retained.

