



21st May 2014

Ch. Nisar Ali,
Federal Minister,
Ministry of Interior,
Islamabad.

Sub: Complaint on NADRA Chairman's Vacancy Criteria advertised on 8 May 2014

Dear Sir,

Transparency International Pakistan has received a complaint on NADRA Chairman's Vacancy selection criteria advertised by the Ministry of Interior, on 8 May 2014. **Annex-A**

According to the complainant, the educational qualification of minimum Master's Degree, is a discriminatory requirement, as the government officers who join civil or military service after graduations are deemed to be eliminated due to this condition.

Whereas, according to the National Database and Registration Authority Ordinance, Section 7, the minimum Masters qualification is not prescribed. The applicants from the civil and military services, who apply for the post, which is MI Scale, needs 24 years minimum service experience, and out of the minimum 2 years in BPS 21. Also according to NADRA Ordinance retirement age is 65 years, and the age limit of 55 years restricted in the advertisement also is to eliminate qualified and experienced officers of civil and military services.

The 3 years contract appointment of Chairman NADRA being made by the Ministry of Interior, means a 62 years applicant can also be appointed as Chairman NADRA.

A special provisions has been stated for Phd and young as preferable, seems to be out of context.

The MI is a highest post of Civil Service, equivalent to BPS 22, and inexperienced person of only 10 years experience can not serve the purpose as head of the most important department. The post of chairman requires vast administrative experience, which a ten years experienced person can not justify.

The Minister is requested to follow the principles of merit based appointments in selection of Chairman NADRA, set by the Supreme Court in the Constitution Petition No. 30 of 2013, para 27 of the Order dated 6-6-2013

27. The Code of Practice should provide foundations for transparent merit-based public appointments. All public appointments must be governed by the overriding principle of selection based on merit, out of individuals who through abilities, experience and



qualities have a proven record that they best match the need of the public body in question.

Kindly examine the complaint and try to follow the principle of “Zero tolerance against Corruption” , and ensure that appointment of Chairman NDRA is made observing requirements of MI Scare and the National Database and Registration Authority Ordinance, Section 7, and if needed, the post of Chairman NADRA may be re advertised properly.

TI Pakistan is striving to have transparency in procedures and Rule of Law in Pakistan, which is the only way to eliminate corruption and have good governance in country.

Regards,


Sohail Muzaffar
Chairman

Copies forwarded for information and appropriate action under the mandate vested, to,

1. Secretary to the Prime Minister, for information of the Prime Minister, , Islamabad.
2. Syed Khurshid Shah, Leader of Opposition and Chairman PAC, National Assembly Islamabad,
3. Chairman NAB, Islamabad.
4. Registrar, Supreme Court Pakistan.



SC(MC)999/2014
THURSDAY, MAY 8, 2014



VACANCY ADVERTISEMENT FOR THE POST OF CHAIRMAN NADRA

The Ministry of Interior, Federal Government invites applications for the position of Chairmen NADRA from eminent professionals of known integrity and competence as per following eligibility criteria:-

Education:	At least a Master in the field of computer science, engineering, statistics, demography, law, business management, finance, accounting, economics, civil or military administration, or the field of registration. A PhD in an IT related field and or an MBA from a World class University would be a plus.
Work Experience:	At least ten years experience in the relevant fields, indicated above. The role requires innovative use of National IT Database to build cross cutting solutions in sectors such as health care, education and social protection and a high degree of collaboration with multiple Government departments. The ideal candidates must have a demonstrative capability to work with multiple government agencies, build and manage a team of innovative technology professionals and interface with the IT industry.
Age:	55 years (Maximum) on the date of publication of advertisement. Younger candidates will be preferred.
Pay Package:	M.P-1 Scale.
Period of Appointment:	Three years on contract.
General Instructions:	<ol style="list-style-type: none"> Persons having requisite expertise and qualifications should submit their applications and CV alongwith attested and verified copies of degrees, copies of testimonials duly vetted by the institute attended and recent 4 x photographs alongwith verified / attested copy of CNIC to the under signed within 15 days of publication of this advertisement. The applicants working in Government/Semi Government Department or Autonomous Body should submit their applications through proper channel. Only shortlisted applicants will be invited for interview/selection process. Incomplete application/documents or those received after the due date will not be entertained. The candidates shall not be entitled for any TADA while appearing for interview/selection process.

(AFTAB ALAM)

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