



Participants of 1st One Week 4Q Training Course with Chairman PAEC

Progress of 4Q HRD Training Programme			
No.	Venue	Duration	Participants
1.	DGRE, PAEC HQs [I01-1]	15-19 April 13	33
2.	KCP, Khushab [B01]	22 May – 4 June 13	18
3.	PIEAS [I02]	24 June - 5 July 13	50
4.	SES [I01-2]	19-23 August 13	32*
5.	DGRE [PGDPCL0B3]	27 May – Sept.13	23
6.	AEMC, Lahore [L01]	16 – 27 Sept.13	36
7.	SES [I03]	4 -19 November 13	64
8.	KCP, Khushab [B02]	16 Dec 13—3 Jan. 14	62
9.	KINPOE, Karachi [K01]	30 Dec.13 - 10 Jan. 14	49
10.	CHASCENT, Kundian [C01]	27 Jan. - 7 Feb. 14	77
11.	Hostel H-8 [NOC-B11]	10—14 Feb. 14	53
12.	SES [I04]	17—28 Feb. 14	74
13.	CPC, D G Khan [D01]	10—21 March 14	65
14.	Hostel H-8 [NOC-B12]	24—28 March 14	55
15.	PINSTECH [I05]	31 March – 11 April 14	85
16.	Peshawar [P01]	21 April – 2 May 14	33
17.	Lahore [L02]	12 – 23 May 14	36
18.	Hostel H-8 [NOC-B13]	3 May – 24 June 14	20
19.	KCP, Khushab [B03]	23 June – 10 July 14	22
20.	NIAB, Faisalabad [F01]	4 – 15 August 14	24
21.	PINSTECH [I06]	18 -30 Aug. 14	77
22.	CHASCENT, Kundian [C01]	1. – 12 Sep 14	80
23.	KINPOE, Karachi [K02]	15 – 26 Sep. 14	68
24.	SES [I07]	13—24 Oct. 14	81
25.	CHASCENT, Kundian [C03]	15 - 26 Dec 14	71
Total (* Same participants as in course 1)			1,256

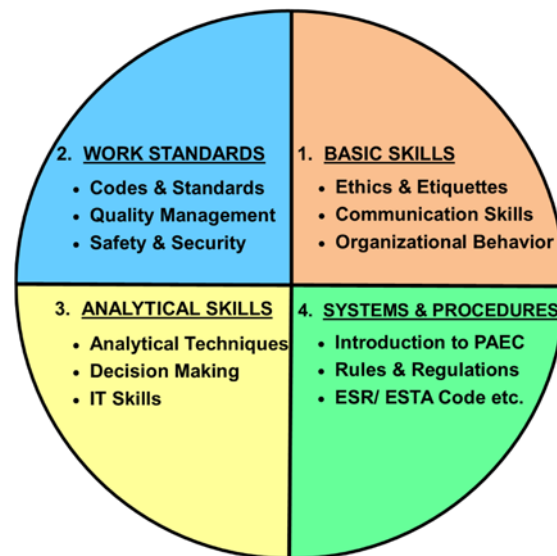
For Further Information

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“60 years ago I knew everything But now, I know nothing. Education is a progressive discovery of our own ignorance” *(Will Durant)*



4-QUADRANT HRD PROGRAMME OF PAEC

4Q HRD PROGRAMME

1. OBJECTIVE

To groom all PAEC officers in SPS-8 and SPS-9 in basic and analytical skills, work standards and PAEC systems & procedures during initial years of their service to help increase their capability and productivity.

2. THE 4Q SYSTEM

The contents proposed for this training Programme are divided into four quadrants (4Q diagram).

3. POINT SYSTEM

The total points for each quadrants will be calculated based on **two points per day** of training received by the recipient in that quadrant. There is a minimum point requirement from each quadrant as shown below. The remaining points could be obtained from any one or more Quadrant(s). The eligibility requirement for consideration for promotion will be **50 days (100 points) of successful training**. However, this will take a few years to progress. The requirement prior to 2018 is given below.

4Q Point System					
Promotion Year	2014	2015	2016	2017	2018
Q1	4	8	13	17	21
Q2	3.5	7	10.5	14	17.5
Q3	3.5	7	10.5	14	17.5
Q4	3	6	8	11	14
Q-wise minimum	14	28	42	56	70
Any Quadrant	6	12	18	24	30
Total	20	40	60	80	100

"Wisdom is the lost property of the believer. Wherever he can find it, he is more worthy of it".

(Al-Hadith)

4. SCOPE

Successfully meeting the requirements of the 4Q programme will be mandatory for promotion to SPS-10. The trainings may be started from SPS-8.

5. REQUIREMENT

Only training received after joining PAEC will be considered for scoring points under 4Q programme. The record of points earned by the officer will be maintained by MIS Division and will be presented at the time of promotion.

The trainings may be obtained in the form of lectures, workshops or seminars. Such activities shall be organized at various PAEC centres. The officers can score points by participating in such trainings outside PAEC. However, in that case the points scored will be decided by a committee approved by the competent authority. Test will be administered at the end of the training courses.

6. ACCEPTABILITY

The progress and effectiveness of the 4Q programme will be reviewed in the meetings of the Commission for further improvements.

7. RESPONSIBILITY

Heads of the Establishments are expected to ensure participation and the officers are responsible for successful completion of the 4Q programme. Directorate of HRD/ Establishment Division will ensure before processing the cases for promotion that the officer has successfully completed the 4Q programme requirements.