

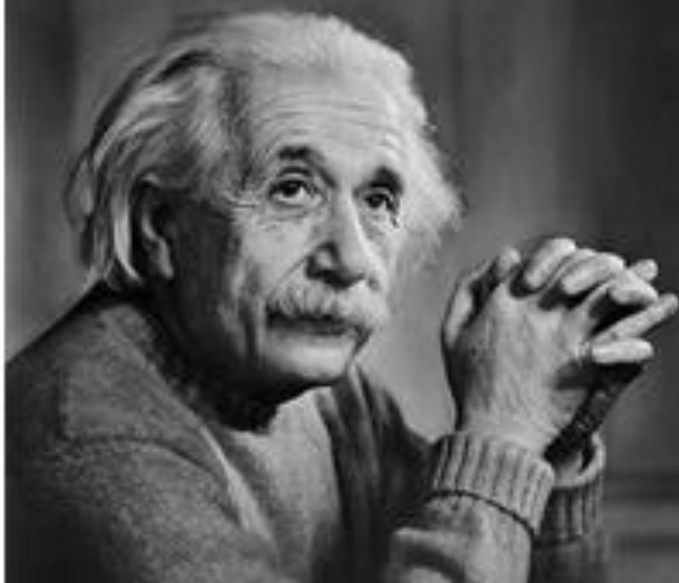
**Post 2015 National Consultation**  
**Post 2015: Strengthening Capacities and Building Effective Institutions**  
**12 December 2014 at Shamadan II, Serena Hotel, Islamabad**

# CIVIL SERVICE REFORM

Farrukh Moriani

If you can't explain it **simply**, you  
don't understand it well enough.

– Albert Einstein





DAD, I'M  
CONSIDERING  
A CAREER IN  
ORGANISED  
CRIME.

GOVERNMENT OR  
PRIVATE SECTOR?



WHAT DO YOU WANT TO BE  
WHEN YOU GROW UP, SON?

HEY, AS LONG AS  
I'M IN THE PUBLIC SECTOR,  
WHO CARES?

FEDERAL PAY  
TOPS PRIVATE  
WORKERS

BTW San Diego Union-Tribune  
© 2012-10



# Solutions



# National Commission for Government Reform

Merit

Tenure

Performance, not entitlement

Isomorphic Mimicry: Which is a bee,  
which is a fly looking like a bee?







Change the Performance Measurement System—the  
ACR!

Reduce discretion, increase disclosure

Good Luck!