DOTGazette

Developing Strategic Change Leadership

FBR Training Module-A for Officers in BS 20-21

Organized at Rausing Executive Development Centre LUMS, Lahore

The HRM Wing, CBR/FBR has initiated a number of training programs for upgrading the skills and knowledge of its workforce in the post reform period.

While Officers in BS 17-19 are undergoing I.B.A. (Institute of Business Administration, Karachi) related six days training on Computers and Communication / Presentation skills at DOT, Lahore senior officers of both Income Tax as well as Customs & Excise Group in BS 20-21 underwent a six days training program titled "Developing Strategic Change Leadership" at the Rausing Executive Development Centre, Lahore University of Management Sciences (LUMS) Lahore from 20-25th August 2007.

The six days training course was a strategic partnership between the University's Business School and its School of Economics.

Instructors from both these disciplines covered a series of topics related to broader economic and taxation issues facing the country along with comparison with countries successful in economic development. Discussions on the silent features of Pakistan's previous economic history, impact of globalization on development, study of comparative tax reforms underway in countries such as Malaysia, Peru and IRS (USA) etc. gave a fruitful insight into the future strategies for senior managers managing large public sector organizations.

The method of instruction employed included case studies, group discussions and class room lectures. The participants of the course were divided into six sub-groups for a presentation on the topic "Future Strategy For FBR" where each group presented a broad outline of future course of action for FBR incorporating the mission statement of FBR, the expectations of the taxpayers and the internal environment in FBR.

This training module is the first of two training modules developed by the Rausing Executive Development Centre for senior managers of the FBR. This first module was extremely useful in sensitizing the participants to a macroeconomic view of reforms underway at FBR and the resultant impact on the Pakistani economy.

Chairman FBR, Mr. M. Abdullah Yusuf addressed the participants of the course in the evening of 23rd August 2007. He highlighted the importance of training for all officers of FBR for effective management of the reform process as well as for the personal grooming of an individual. The present government had been extremely successful in overall economic management through raising the overall tax collection, incentives for foreign investment and raising the critical foreign reserves. The reforms in the FBR through introduction of Universal Self assessment Scheme, CARE , STARR and now the launching of Model Collectorates of Customs (MCC) were all aimed at revamping the old systems by introducing transparency, efficiency and client satisfaction.

He stressed upon the participants to derive the maximum benefit from the training outsourced to LUMS for reenergizing their skills and capabilities critical for the success of reforms underway.

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EDITORIAL

Come September and the muggy monsoon weather with accompanying humidity and insipidity of human spirit starts invading a typical Punjabi Summer.

The mood at our Directorate however, is quite contrary to the weather outside. The Specialized Training Program of the 34th Common Batch is in full swing and side by side, three batches of IBA related Capacity Building Programs also successfully concluded their the training in August. Previously in July, DOT had paid host to the first three IBA related Capacity Building Programs, thereby bringing to total six batches of IBA related trainings arranged for officers in BS-17 to 19 of both Revenue Services at DOT.

Remembering the birth of our Nation on its 60th Independence Day Anniversary, the Directorate organized a special function on the evening of 13th August. In order to go beyond the ritualistic celebrations, the Directorate organized a special viewing of the movie "JINNAH" to bring home the true message behind the Great Struggle leading to the biggest migration in modern day history.

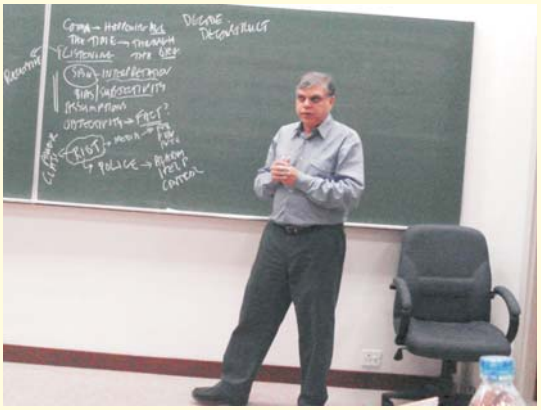
DOT Gazette also takes this opportunity to congratulate Director General, Mr. M. Muneer Qureshi on his re employment as DG DOT(DT)and hopes that the year ahead unfolds continued endeavors for excellence in training under his leadership.

We also congratulate Mr. **Salman Nabi** on his elevation to grade -22 and **Mr. Usman Khalid Mirza , DG (Inspection & Audit) on his appointment as Member (Direct Taxes) FBR.**

Pictorial-FBR Training Module-A for officers in BS 20-21 at LUMS, Lahore











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A Presentation at DOT (DT) on new Software developed by Customs Wing (CBR)

The reform restructuring of the tax administration in Pakistan is one of the top priorities of the Government of Pakistan. The main objective of this effort is to revisit and reengineer the organization and business processes in such a manner that the cost of doing business is brought down to an acceptable level while simultaneously ensuring that the interests of the stakeholders, including those of the state, are not jeopardized.



In the Customs domain, this approach translates into the introduction of the modern framework for clearance which is based on the three principles comprising self-assessment, risk management and post clearance audit.

Customs audit is a process of verifying the compliance of the business with Customs legislation through an examination of accounts and other records of that business. Where a business is not complying fully with Customs requirements, Auditors will bring the matter to the attention of the management of the business and seek to have the issues resolved. Such resolution may involve the payment of unpaid duty or the refund of overpaid duty, and the amendment of accounting or control procedures which do not meet Customs requirements.

Application

To ensure that importers and exporters comply fully with all Customs legislation, an application has been developed by PRAL keeping in view the existing best practices of other countries to support the functions of PCA. The first version of application is ready to be tested in the pilot phase of PCA.

This application has Risk Management System to identify and select importers for audit after looking at their import data. It has comprehensive workflow system to send periodic legal notices as the audit proceeds. Audit team is also electronic monitoring so that no one can misuse the powers. Other generally used options like user registration, audit control of all activities etc. are also incorporated.





DOTGazette is one year old!

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60TH INDEPENDENCE DAY ANNIVERSARY CELEBRATIONS at DOT

The commemoration of our Independence Day is a sacred duty for any institution entrusted with task of imparting knowledge and skills to young inspiring Civil Servants. Such remembrance serves the important purpose of instilling the noble sentiments of service to the national through personal commitments. In order to deliver the true message behind the National level celebrations of this day, the Directorate organized an in-house function on the eve of 13th August, 2007 which featured the screening of the movie "JINNAH" in the Waheed Auditorium. The Director General, DOT Mr. Muhammad Muneer Qureshi, all faculty members, supporting staff and the probationary officers of 34th STP were present at the occasion.

Addressing the audience especially the young officers of 34th STP, the Director General highlighted the role of Quaid-e-Azam Muhammad Ali Jinnah and his commitment for securing a separate homeland for the Muslims of sub-continent. He stressed the need for young officers to realize the personal sacrifices and hardships that went into the creation of our country. For those who had witnessed the creation of this nationhood the blessings of independence and freedom still remained fresh. For young citizens of the country especially newly appointed Civil Servants, it was the need of hour to realize the importance of commitment to the trust reposed in them through their selection for the coved Civil Services of Pakistan.

The address was followed by the screening of the movie "JINNAH" by Mr. Jameel Dehlavi in the Urdue dubbed version of the movie was shown for easy comprehension by all viewers. The movie presents a historical and evocative depiction of the final days leading upto the creation of the Pakistan as seen through the eyes of the creator of the nation, Quaid-e-Azam Muhammad Ali Jinnah. The story unfolds that when Jinnah dies he is taken to heavenly ante room where a decision has to be made of his fate but his file goes missing and an angel then accompanies him to ask about his life on earth for deciding his fate in the life after.

This movie, then retracts Jinnah's life through his reminiscences into his past where he is shown as a fiery advocate for the cause of a separate nationhood for the Muslims. The crafty dealings of the Indian National Congress lead by Nehru and Ghandhi where they try their level best for withstanding Jinnah's legitimate demand for a separate nation for the Muslims is then shown through intriques in which Lord Mountbatton the last Viceroy also played a pivotal role. The human side of Jinnah where he losses his only daughter on account of her decision to marry a Non-Muslim and the role of Fatima Jinnah where she stands side by side her brother in the ordeal, following the creation of Pakistan is also from depicted very professionally in the movie.

In the final analyses the torturous scenes depecting the cold blooded murders of displaced Muslims on trains bound for Karachi were a clear reminder to all viewers as to the price of independence paid by some of our fellow brethren.

This screening of the movie was followed by dinner arranged for all officers as well as staff of the Directorate.



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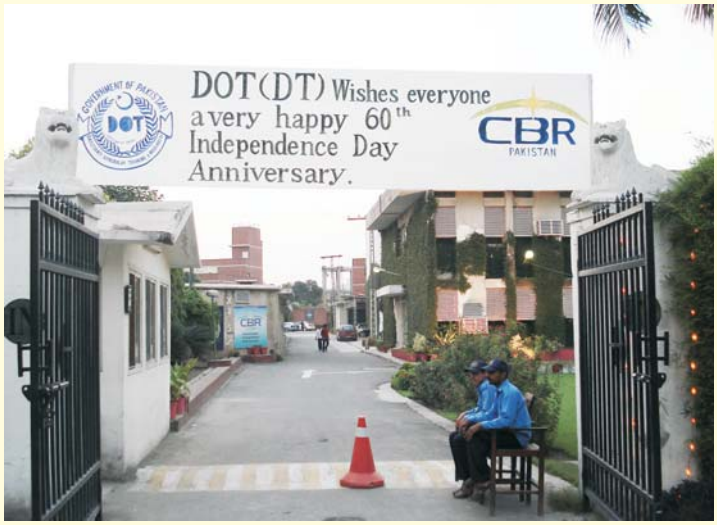
Pictorial-Independence Day Celebrations at DOT













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Chairman FBR's Address to the Officers of Capacity Building Program organized by IBA, at DOT on 23rd Aug, 2007



The 6th batch of IBA related Capacity Building Program for officers from BS-17 to 19 commenced at the Directorate from 20th August 2007. The six days training module was a part of series of seven IBA related Capacity Building Programs of six days each. Five batches of officers have already successfully completed their training organized by IBA's Center for Executive Development [CEC], Karachi. The focus of these trainings was to improve the Computer related skills and Communication and Presentation skills of the CBR work-force through structured and uniform training modules. The uniformity of this program through application of same module for all batches of officers ensured maximum utilization of the training modules.

The Chairman, Central Board of Revenue, Mr. Muhammad Abdullah Yusuf who has always assigned a high priority to the training of work-force of CBR, graciously took time out of his busy schedule to address the 6th batch of this training module on 23rd August, 2007.



Welcoming the Chairman, CBR Mr. Muhammad Muneer Qureshi, Director General, DOT highlighted the importance of this segment of Capacity Building organized in collaboration with IBA, Karachi. He emphasized the importance of this training in preparing the work-force for discharge of their duties in the newly created reform units. A trained work-force, he added, would also act as an effective deterrence against tax evasion. This training was also symbolic of the present government's renewed commitment to tax reforms. He hoped that training programs such as this would enhance the capacity of officers for future challenges such as improvement in tax to GDP ratio.

Although the reforms process in CBR had been implemented since the year 2001, it was only under the inspiring leadership of the present Chairman aided by a motivated team consisting of dedicated members, such as Member [HRM], Mr. Muhammad Talha that the reforms were making a real headway.

In the end he wished the officers undertaking the training at Directorate the best of luck in their future assignments and hoped that the training at Directorate would assist them in their future job performance.

Member [HRM], Mr. Muhammad Talha in his speech highlighted the role of HRM Wing, CBR in facilitating the reform process through

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providing requisite training opportunities for the work-force of CBR. He further added that the above IBA related training was a part of series of trainings designed in consultation with the Directorate for upgrading the skills and capabilities of officers. The importance attached to these Capacity Building Programs was reflected by the presence of Chairman, CBR today at DOT. Side by side with this training program, HRM Wing, CBR had simultaneously arranged a one week training program at LUMS, Lahore for senior officers of CBR in Grade 20- 21. He stressed the need to improve the training culture in CBR by taking the training programs seriously in all earnest.

In the end, he thanked the Directorate for providing all the necessary infrastructure and support to IBA, Karachi in organizing the above training.

Chairman, CBR in his address reflected on the importance of training in the life of a tax professional. He highlighted the importance of training as an opportunity to get away from the routine and to step back, think and devote oneself to imbibing knowledge and skill. He underlined the importance of training as one of the most important task assigned to the reform team in CBR. A budget of 10 million dollars had been allocated to the training of the entire work-force at CBR comprising of indigenous trainings, training outsourced to the premier training institutes of Pakistan such as IBA, Karachi and LUMS, Lahore as well as opportunities for training abroad.

He then lauded the role of Directorate General of Training & Research [Direct Taxes] in imparting training to officers as well as officials of CBR. DOT was not only a premier national institution but also had the necessary ingredients to become an International level training institution by utilizing the resources at the disposal of Central Board of Revenue. He impressed upon the officers that a trained work-force was the best work-force capable of handling the challenges ahead. In both experience and education the officers of Central Board of Revenue are second to none. The collaboration with training institutions such as IBA and LUMS would add quality to the training initiatives of the field formations underway.

In the end, he stressed upon the officers under-going training to avail their training program fully by enhancing their skills and by their renewed commitments to reforms at personal as well as at the institutional level.









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Islamic calligraphy



Islamic calligraphy is the art of stylized writing. This art form has most often employed the Arabic script. Calligraphy is especially revered among Islamic arts since it was the primary means for the preservation of the Qur'an before the advent of the printing press.

Calligraphy has arguably become the most venerated form of Islamic art because it provides a link between the languages of the Muslims with the religion of Islam. The holy book of Islam, the Qur'an, has played an important role in the development and evolution of the Arabic language, and by extension, calligraphy in the Arabic alphabet. Proverbs and complete passages from the Qur'an are still active sources for Islamic calligraphy.

The traditional instrument of the Arabic calligrapher is the 'qalam,' a pen made of dried reed; the ink is often in color, and chosen such that its intensity can vary greatly, so that the greater strokes of the compositions can be very dynamic in their effect.

A variety of media have been employed for presenting calligraphy. Before the advent of paper, papyrus and parchment were used for writing. The advent of paper revolutionized calligraphy. While monasteries in Europe treasured a few dozen volumes, libraries in the Muslim world regularly contained hundreds and even thousands of volumes of books

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