DOT Gazette

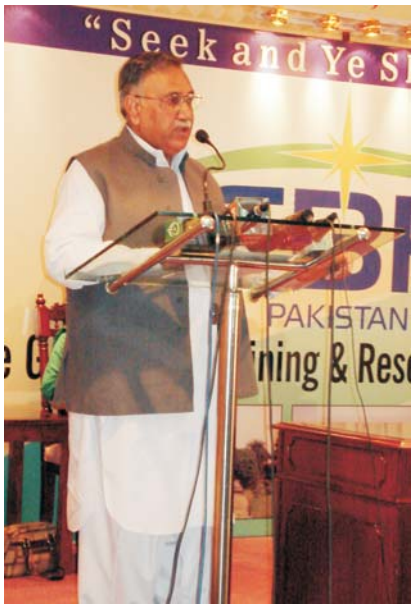
Study Tour of Afghan Revenue Department

A five days orientation course on Integrated Tax Management System (ITMS) was organized at DOT Lahore from 19th to 23rd July 2010 for fourteen officers of Afghan Revenue Department. Two international consultants in the area of revenue collection/reporting and legal affairs also formed part of the delegation. The opening ceremony was held in the afternoon on 18th July 2010 which was chaired by Mr Sohail Ahmad Chairman FBR.

Mr. Imtiaz Ahmed Khan, General Manger PRAL, and his technical team conducted this orientation course. The orientation program was kept flexible in accordance with the direction of Chairman FBR and the contents were suitably adjusted in order to meet the requirement of the participants, a gesture highly appreciated by the delegation. All efforts were made to make the course fully interactive and useful for all the participants.

Medium of instruction was mainly English to be followed by pushto translation. Main objective of the course was to impart training on different aspects of ITMS modules specifically related to taxpayer registration, tax payments, income tax return filing, broadening of tax base, integrated view of taxpayer and interface with Customs, Sales tax & third party data.

During each session, live demonstration of ITMS was given to the participants in which they took keen interest and found the system quite close to their requirements. Visits to the Data Processing Centre, Regional Tax Office, Lahore and National Bank of Pakistan main branch Lahore were also organized so that they should be able to have first hand knowledge regarding usage of ITMS at the actual work places. The FBR's concept of establishing Taxpayer Facilitation Centre in the banks was very much appreciated by the delegation and they considered it to be a land mark toward real implementation of tax payment system and alongside creation of facilitation environment for the taxpayers.



In addition to the study tours, the delegates witnessed the guard changing ceremony at Wahga Boarder Lahore and were deeply moved by the patriotic enthusiasm which led them also to chant slogans of "Pakistan Zindabad".

The course was concluded on 23rd July 2010, and after the Friday prayer closing ceremony was held. Former Director General (DOT), Syed Mohsin Akhtar, very kindly spared his precious time and graced the occasion as a Chief Guest. The representatives of Afghan delegation, Mr. Abdullah Parvani, Mr. Naser Majroh and Mr. Mukhtar Ahmed Gondal expressed their gratitude and appreciated wholehearted efforts of DOT faculty and Mr Imtiaz with his team for organizing a highly professional course and making their stay comfortable.

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EDITORIAL

The advent of new financial year entails great challenges at hand for the flood hit fledgling economy of the country. Recent flood are one of the biggest ordeals faced by this hapless country since inception. To meet this onorous challenge, FBR has put concerted efforts for uplift of the economy by collecting the due taxes efficiently.

For DOT, this quarter enlists mega events like holding of an international workshop on Integrated Tax Management System orientation for tax officers of Afghan Tax Administration, which was inaugurated by the Chairman FBR. DOT as always rose to the occasion and earned due acclaim by the foreign participants for conducting an efficacious course.

Visit of Mr. Taqi Sharif consultant World Bank has also left indelible marks on the working of DOT. He laid special emphasis on the training of officials from BS 7 to 15, who according to him are the real agents of change. His advice is being vigorously followed and courses are being accordingly designed to make them more in line with the international Best practices.

Convening of "Train the Trainer programme" under the auspices of DG HRM also remains the hall mark of the present quarter. Mrs. Raana Seerat DG HRM presided over the concluding session and graced the occasion.

Finally, commencement of 37th STP marks the ushering in of the core activity of DOT. We formally welcome the new batch and hope that their exuberant and energetic quest for knowledge will be satiated at DOT.

Pictorial - study tour of Afghan Revenue department









RESEARCH REPORTS OF 36th SPECIALIZED TRAINING PROGRAMME

Research activity has been initiated with a new resolve to enhance the investigative skills and knowledge of the new recruits. Probationary officers of 36th STP were divided into five research syndicates to prepare comprehensive research study reports. These reports were widely acclaimed in financial newspapers. Following topics were selected and pursued for carrying out research.

1. Informal Economy in Pakistan
2. Accountability in Public Sector of Pakistan
3. Is VAT Implementation Viable in Pakistan?
4. Broadening of Tax Base- A Panacea for the Economy of Pakistan.
5. Scope and Development of Industrial Clusters in Pakistan.

Inauguration of Development Projects

On 18th July 2010 Chairman Federal Board of Revenue, Mr. Sohail Ahmad inaugurated the construction of sport complex and 24 apartments in the premises of Directorate General of Training and Research (IR), Lahore. Ground breaking ceremony was attended by a team of senior officers from Federal Board of Revenue and DOT faculty.

Sports complex will comprise of indoor Swimming Pool, Badminton court, Squash court etc. Construction of sports complex has been initiated to provide latest and maximum facilities to the young probationary officers. Similarly 24 apartments consist of category V residential accommodation which will fulfill the housing requirement of officials posted in DOT in the name of Allama Iqbal apartments.

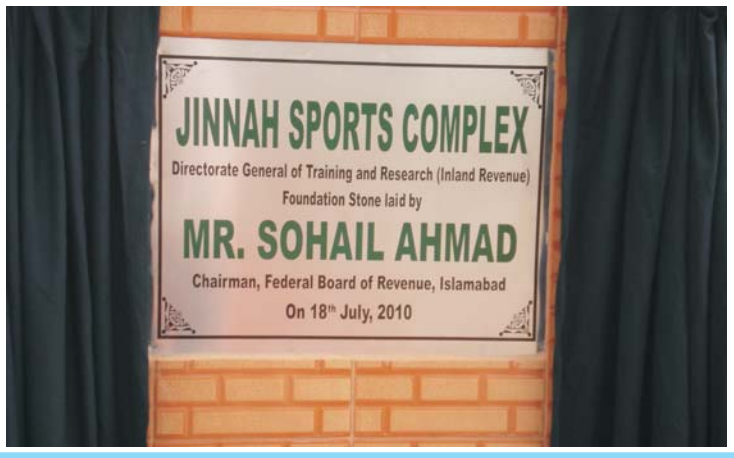












TRAIN THE TRAINER PROGRAMME

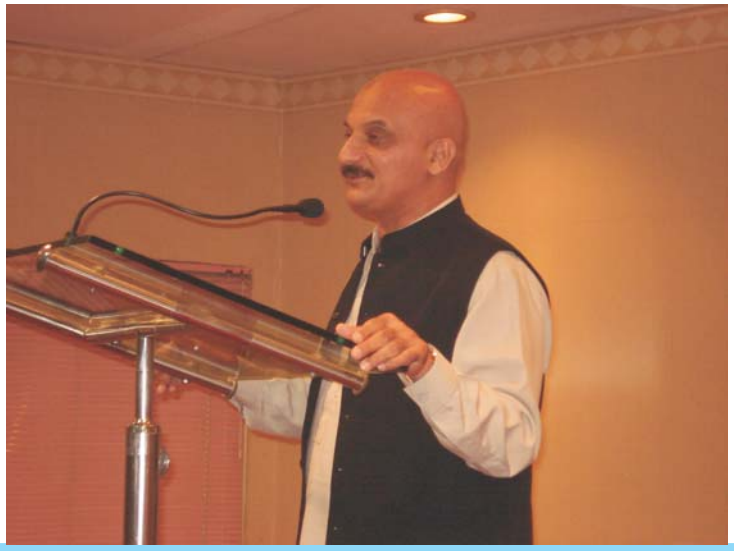
Over the years Directorate General of Training & Research has evolved in a progressive and efficient goal oriented organization and has accepted the challenges of changing times. Due to recent merger of Income Tax and Sales Tax Departments into Inland Revenue it is important to provide insight into the relevant laws and rules of Income Tax, Sales Tax and Federal Excise Duty to the officers and officials of both the departments, so as to equip them to discharge their responsibilities in an efficient manner. Although Board's interest and initiative in "Train the Trainer" is highly appreciable yet it is mentioned that the need for developing a select band of officers to act as trainers was also proactively anticipated by DOT. The first such batch to subsequently act as trainers was trained as far back as August 2009.Orientation Courses on Sales Tax and Income Tax were initiated in DOT during the financial year 2009-2010 where in 239 officers and 300 officials were given training. However, with changing work environment new course modules for the Income Tax, Sales Tax and Federal Excise Duty have been developed.





"Train the Trainer" programme primarily lays a special emphasis to update and refresh the officers with legal provisions of Income Tax and Sales Tax and it has been divided in two phases. In the first phase DOT has been entrusted with the task to organize a "Train the Trainer" course for officers belonging to both the streams i.e. the Income Tax as well as Sales Tax. In the second phase these officers will pass on their knowledge to the fellow officers and officials posted in the RTOs and LTUs. It will help to bridge the gap between required and existing skills and to improve the expertise in the reform process. TOT programme was organized for for five days i.e from 20.09.2010 to 24.09.2010. In this course 41 officers of Inland Revenue participated. Resource persons for the training course were Mr Akhtar Ali Naeem for Sales Tax Law and Mr Ikram ul Haq for Income Tax Law. TOT programme will not only increase the number of experts in different RTOs and LTUs but would also be cost effective.





TOUR OF MR. TAQI SHARIF OF WORLD BANK

Mr. Taqi Sharif consultant of World Bank visited Directorate General Training & Research (Inland Revenue), Lahore on 2nd of August 2010.

Detailed presentation was given on the working of DOT (IR), its infra-structure, ongoing training courses and future planned activities. He was taken around to have a personal look at the DOT premises, its lecture/class rooms, computer laboratory, library, auditorium and other facilities. He expressed satisfaction and appreciation for the state of art training facilities available at DOT.

He was also apprised of the international training events successfully convened at DOT (IR) including lodging and other aspects pertaining to training. He was also briefed on holding orientation courses for the officers and officials of income tax and Sales Tax. On this occasion prospects of distant learning techniques and twining arrangements with renowned world training institutes were also discussed. Mr Taqi Sharif laid special emphasis during discussion with the Director General DOT and the faculty on orientation courses on integration of taxes for officials of BS 7 to 15 at Lahore, Karachi and Islamabad.

While appreciating the DOT (IR) performance, he extended his thanks for organizing a meaningful tour and for giving presentation about the ongoing training activities in DOT.









TRAINING ACTIVITIES DURING THE PERIOD JULY-SEPTEMBER 2010

Directorate General of Training is fully cognizant of the changes taking place in the overall structure and policies of FBR and is fully geared to build the capacities of field formations. In the present challenging environment there exists a challenging task before us to create a motivated, vibrant, educated and skilled work force.

Financial year 2010-2011 has set in with new objectives and targets. Different training activities were initiated from the month of July. Four different one-day workshops were conducted on Finance Act 2010 for officers of BS 16 to 19. 49 officers from LTU and RTOs Lahore attended these workshops.

Training of officials is considered imperative for creating a motivated work force and efficient working environment. Three refresher courses on Income Tax law, Sales Tax law and Book keeping were organized for Audit officers, Auditors, Inspectors and UDCs/LDCs. Duration of each course was five days and 75 officials attended these courses.

Computer Training Level II was organized for officials of RTO Gujranwala and Lahore in which 142 officials participated. More over System Application Products (SAP) training was organized for 64 officers and officials. IT related training course was also conducted for 33 PRAL staff members regarding Tax Facilitation.

With the creation of Inland Revenue Service DOT is committed to help prepare the skilful work force and for that DOT faculty has taken the initiative to organize wide spectrum of training activities.









37th Specialized Training Programme

37th specialized training programme commenced with the registration of probationary officers on 6th October, 2010. Young officers started arriving in the Directorate General of Training and Research (IR) early in the morning with loads of luggage. They are going to stay here for the next six months or so therefore they seemed prepared for the upcoming task. After completion of registration process hostel rooms were allotted to our young officers through ballot. Training Handbooks were also distributed among them and were briefed about the training rules, different facilities and Do's and Dont's at campus. DOT faculty and the probationers assembled in Waheed Auditorium for the welcome ceremony. Mr Abdul Wadood Khan, Director General DOT and Mr Sheraz Mirza Director DOT addressed the officers. In their welcome address the Director General and the Director emphasized the need for capacity building and professional training vis- a vis its paramount importance for a successful career and their overall effectiveness in the discharge of their official duties. The Director also laid stress on observing discipline as a key to learning during the training period. In his address the Director General DOT



dilated upon the mission, vision and values of Federal Board of Revenue and explained that these principles have been carefully and earnestly chalked out to guide the officers in their future professional career. Young officers were very inquisitive about their training and stay at DOT, therefore they were given ample time by the faculty of DOT to ask questions. After the function the officers dispersed for a break to meet again on 18th, October for regular commencement of the session.









Message of the Director General DOT(IR)

It is great to see so many young and enthusiastic probationary officers of 37th specialized training programme entering the Inland Revenue service of Pakistan. I am convinced that you will come across great professional and training opportunities here at DOT which makes it far more than a mere threshold between a training institution and the real world rather a stepping stone to your future practical life as dedicated and professionally sound Inland Revenue Officers

Directorate General of Training & Research (IR) has always served as alma mater and ace training institution in the realm of taxation and finance. Success of an organization largely depends on the worth and quality of its human resource. DOT recognizes this fact and therefore, attaches great significance to the training and capacity building of the workforce the serving officers and officials as well as the fresh entrants into service. A well trained and skilled workforce is a prerequisite for enhanced organizational development. Directorate General is continuously reviewing, updating and modernizing its training programmes to keep pace with the changes and developments occurring at the national and global level.

I would like the probationary officers to make optimum use of training facilities and amenities available at DOT to fully equip themselves with requisite skills essential for a successful and meaningful career in tax management and administration. Increased focus on achieving excellence in the field of public finance and taxation would be the hall mark of the upcoming specialized training programme. Simultaneously and equally research activity is also of paramount importance and provides a very potent, effective and useful backup to support and maintain an ideal level of professionalism and administrative expertise integrally related and useful in discharge of their revenue collection, auditing, intelligence and investigative obligations entrusted by the Federal Board of Revenue. More over, in today's world progress and development in every field of life is heavily dependent on the research activity being carried out in diverse areas. We must all



understand and realize the momentous task that lies ahead of all and therefore my advice to the young officers is that they must come up to the expectations and fully align themselves with the vision and mission of the Federal Board of Revenue.

Message of the Director DOT(IR)

Directorate General of Training is platform for the probationary officers to acquire essential knowledge, skills and expertise in tax management. An enabling environment has been created for preparing the trainee officers to face challenges that lie ahead for them in the field formations. Our country needs dedicated revenue officers who display highest standards of professionalism.

During their stay at DOT the officer of 37th STP shall be taught law relating to income Tax, sales tax and federal excise. Besides accounting principles, examination of accounts, information processing along with practical application of these subjects will come to trainee's aide when they would assume responsibilities as Tax Officers.

They will be studying in the most modern environment, conducive for grooming skills supported by well equipped class rooms and computer labs. DOT also provides sports facilities to the probationers and we encourage them to make best use of these amenities. We have a competent team of excellent staff members, renowned resource persons and a dedicated faculty would help sharpen their potential as a tax professional.

All eyes are focused on them as they are the future of the country. They should adhere to FBR's vision, mission and chore values. They should leave no stone unturned in availing this training opportunity of learning all skills, techniques and methodologies essential to become an efficient and effective tax manager.

At DOT we would look after them and their training needs however we expect that they adhere to self discipline and have positive attitude towards this training programme in



totality. I assure them that if they follow the laid out norms, by the Grace of Allah, the All Mighty success will ensue and they will be an asset for the organization and country.